

Assessor's Parcel Number: N/A

Date: NOVEMBER 26, 2018

Recording Requested By:



00083401201809228950040040

KAREN ELLISON, RECORDER

Name: WENDY LANG, HUMAN RESOURCES

Address: \_\_\_\_\_

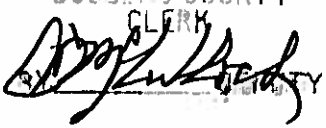
City/State/Zip: \_\_\_\_\_

Real Property Transfer Tax: \$ N/A

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DCEA  
THIRD MOU #2018.232  
(Title of Document)

THIRD MEMORANDUM OF UNDERSTANDING

FILED  
2018.232  
2018 NOV 26 AM 10:41  
DOUGLAS COUNTY  
CLERK  


between  
Douglas County, Nevada  
and the  
Douglas County Employees' Association  
(Contract of July 1, 2017 through June 30, 2024)

This Third Memorandum of Understanding ("Third MOU") amends Article 9 and Article 14 section H of the collective bargaining agreement ("CBA") entered between Douglas County (the "County") and the Douglas County Employees' Association ("DCEA") for the July 1, 2017, through June 30, 2024, labor agreement. This MOU addresses increases in medical insurance premium contributions and membership on the Advisory Employee Benefit Committee, as well as clarifies language related to Sick Leave Payoff; all other language of the CBA remains in full force and effect.

**ARTICLE 9. MEDICAL AND DENTAL INSURANCE.**

**B. Contribution Toward Health Benefit Package.**

Offered medical plans will be determined by the County, based upon input from the benefits committee as outlined in Section "C" below. Medical coverage must be purchased unless waived pursuant to A(3) above. ~~For insurance plan year 2018 only, the County contributions will be:~~

1. Medical – High Deductible (HSA) Plan
  - a. Employee Only: The County will contribute 100% of the monthly insurance premium for the HSA plan or \$564.16 per month, whichever is greater.
  - b. Employee Plus Spouse: The County will contribute \$776.99 per month for the HSA plan.
  - c. Employee Plus One Child: The County will contribute \$692.18 per month for the HSA plan.
  - d. Employee Plus 2 or More Children: The County will contribute \$711.07 per month for the HSA plan.
  - e. Employee Plus Family: The County will contribute \$1,018.92 per month for the HSA plan.

Any County contribution that exceeds the premium on the High Deductible Plan offered by the County will be contributed to the employee's Health Savings Account on the same schedule that health insurance premiums are deducted from paychecks. There will be no additional contributions from the County to the Health Savings Account.

2. Medical – Preferred Provider Organization (PPO) Plan
  - a. Employee Only: The County will contribute \$570.71 per month for the PPO plan.
  - b. Employee Plus Spouse: The County will contribute \$793.17 per month for the PPO plan.
  - c. Employee Plus One Child: The County will contribute \$708.80 per month for the PPO plan.
  - d. Employee Plus 2 or More Children: The County will contribute \$727.69 per month for the PPO plan.
  - e. Employee Plus Family: The County will contribute \$1,043.95 per month for the PPO plan.
  
3. Dental
  - a. 100% of employee coverage.
  - b. 0% of dependent coverage.
  
4. Vision
  - a. 100% of employee coverage.
  - b. 0% of dependent coverage.
  
5. Basic Life/ADD
  - a. 100% of employee coverage.
  - b. 0% of dependent coverage.

**C. County Benefits Committee**

~~Two~~ Four representatives from DCEA will serve as members of the ~~County Benefits Committee~~ Advisory Employee Benefit Committee in accordance with the established bylaws, ~~until such time as the Benefits Committee adopts bylaws establishing the composition and voting rights of the Benefits Committee.~~

**ARTICLE 14. SICK LEAVE.**

**H. Sick Leave Payoff.**

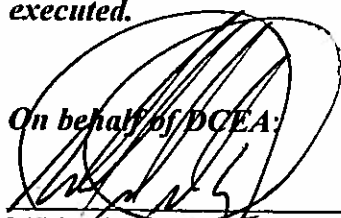
1. Upon the employee's death or retirement, if an employee has a minimum of 300 hours in his or her sick leave bank, the employee is eligible to receive payment for any accrued sick leave hours.
  
2. Employees shall be compensated based on the employee's continuous years of service to Douglas County, up to a maximum of 800 hours, as a percentage of their sick leave balance as follows:

<u>Continuous Years of Service</u>	<u>Percentage of Sick Leave Balance Paid</u>
0-14	- 0 -
15-19	50%
20	75%
21	80%

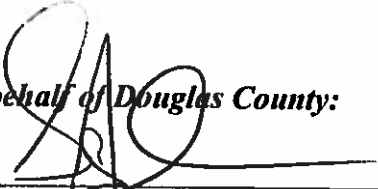
22	85%
23	90%
24	95%
25 or more years	100%

At the employee's option, instead of being compensated for sick leave the County, with approval of PERS, will convert compensable sick leave to PERS retirement credits.

*IN WITNESS WHEREOF, the parties hereto have caused this Third Memorandum of Understanding between Douglas County and the Douglas County Employees' Association to be executed.*

*On behalf of DCEA:*  
  
 Michael Avila  
 President, DCEA

11/15/18  
 (Date)

*On behalf of Douglas County:*  
  
 Steven J. Thaler, Chairman  
 Board of Douglas County Commissioners

11/15/18  
 (Date)

ATTEST: Kathy Lewis  
 Kathy Lewis, County Clerk-Treasurer

Douglas County State of Nevada

**CERTIFIED COPY**

I certify that the document to which this certificate is attached is a full and correct copy of the original record on file in the Clerk-Treasurer's Office on this

15 day of November, 2018  
 By [Signature] Deputy