

FOURTH MEMORANDUM OF UNDERSTANDING

between

Douglas County, Nevada

and the

Douglas County Employees' Association

(Contract of July 1, 2017 through June 30, 2024)

FILED

NO

2020-191

11-12-20
DATE

DOUGLAS COUNTY CLERK
MINDEN, NV

BY

[Signature] DEPUTY

This Fourth Memorandum of Understanding ("Fourth MOU") amends Article 9 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 Fourth MOU addresses increases in medical insurance premium contributions by the County. The Fourth MOU amendments are reflected as follows: deleted contribution amounts being stricken through and new contributions amounts being underlined. All other terms of the CBA, including all adopted amendments, shall remain 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.

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~~ 616.10 per month, whichever is greater.
 - b. Employee Plus Spouse: The County will contribute ~~\$776.99~~ 880.55 per month for the HSA plan.
 - c. Employee Plus One Child: The County will contribute ~~\$692.18~~ 784.77 per month for the HSA plan.
 - d. Employee Plus 2 or More Children: The County will contribute ~~\$711.07~~ 803.66 per month for the HSA plan.
 - e. Employee Plus Family: The County will contribute ~~\$1,018.92~~ 1,153.67 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.

