

THIRD MEMORANDUM OF UNDERSTANDING
to the
LABOR AGREEMENT between DOUGLAS COUNTY
and the
DOUGLAS COUNTY EMPLOYEES' ASSOCIATION
(July 1, 2015 – June 30, 2017)

This Third Memorandum of Understanding (“MOU”) modifies Article 8(A)(7) of the Labor Agreement between Douglas County (“Employer”) and the Douglas County Employees’ Association (“Association”) effective July 1, 2015, through June 30, 2017 (the “CBA”). By this MOU, the Association and Employer amend Article 8 of the CBA as follows:

ARTICLE 8. SALARIES AND PAY PRACTICES.

A. Salaries and Pay for Performance.

7. Effective the first full pay period in July 2016, all employees covered by this Agreement will receive an increase of 1.5% on their Evaluation Due Date. If an employee is at the top of the employee’s salary range or, with the 1.5% increase will exceed the salary range, then the employee will receive a wage increase up to the top of the salary range and any remaining wage increase will be paid as a one-time, lump sum payment.

FOR DOUGLAS COUNTY

FOR THE ASSOCIATION

Doug N. Johnson, Chairman
Board of Douglas County Commissioners

Tanya Scott, President
Douglas County Employees’ Association

Dated: _____

Dated: _____

ATTEST: _____
Kathy Lewis, County Clerk