

**Memorandum of Understanding
Between Lyon County and Lyon County Employee Association (LCEA)
Salary Range Reclassification/Reallocation for Certain Positions**

Lyon County (County) and the Lyon County Employees' Association (LCEA) enter into the following Memorandum of Understanding (MOU) addressing the reclassification/reallocation of certain existing positions to a higher salary range.

WHEREAS, Lyon County and LCEA have agreed to reclassify/reallocate the Building & Grounds Maintenance Workers, Control Room Operators (CROs), Wastewater Treatment Superintendent, and Water Superintendent to a higher salary range;

WHEREAS, Article 13.E of the LCEA Collective Bargaining Agreement (CBA) provides that employees who are moved to a higher salary range due to reclassification or reallocation retain their current pay rate until their next annual review, at which point they become eligible for a merit increase;

WHEREAS, Article 13.E of the CBA provides that employees reclassified or reallocated to a higher pay range are placed at the salary closest to their current salary on their current range, ensuring no decrease in pay;

WHEREAS, County and LCEA agree that the existing salary ranges for the positions mentioned above are below market and these positions should be reclassified or reallocated to a higher salary range, and the existing employees in these job classifications should receive an increase in their pay to reflect the market and to reflect their years of service to Lyon County;

NOW, THEREFORE, Lyon County and the Association hereby agree as follows:

1. Placement of existing employees in New Salary Ranges:

a. Employees with a job classification of Buildings & Grounds Maintenance Worker, Control Room Operator, Wastewater Treatment Superintendent, and Water Superintendent hired and employed before July 6, 2024, shall be placed in the new salary range such that they receive a salary increase equal to the percentage difference between the starting pay of the existing salary range and the starting pay of the new salary range for the respective job classifications.

b. Employees hired or transferred to any of these positions on or after July 6, 2024, shall be placed in the salary range in accordance with the provisions of the CBA.

c. Placement of existing employees in the new salary range in accordance with this MOU does not reset or change the anniversary date of the employee for purposes of annual evaluations or merit increases.

2. Contractual Compliance:

a. The CBA governs all other provisions other than the initial placement of existing employees in these four job classifications in the new salary range.

3. Implementation:

a. County shall make the change for existing employees effective July 6, 2024, provided that the MOU and 2024-2026 CBA are ratified by County and Association.

b. Except as provided herein, this MOU is subject to the grievance and arbitration procedures of the CBA.

Agreed and Accepted:

For Lyon County:



[Signature] 6/6/24
[Date]
Dave Hockaday, Chair
Lyon County Board of County Commissioners

For Lyon County Employee Association (LCEA):



[Signature] 6/10/24
[Date]
William Morgan, President