

Agreement

between

Douglas County, Nevada

and the

Douglas County Sheriff's Protective Association

July 1, 2025 - June 30, 2028

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Agreement

between

Douglas County

and the

Douglas County Sheriff's Protective Association

2025-2028

ARTICLE 1. PARTIES

This agreement is entered into this 1st day of July, 2025 , (the "Agreement") by and between the County of Douglas ("County" or "Management"), and the Douglas County Sheriff's Protective Association ("Association" or "DCSPA").

ARTICLE 2. TERM OF AGREEMENT

- A. The term of this Agreement will commence effective July 1, 2025 and end on June 30, 2028.
- B. This Agreement will remain in full force and effect during any subsequent labor negotiations between the Association and the County.
- C. Notwithstanding any other provision of this Agreement and Article 2, after June 30, 2028, no increase in salaries, wages, or other monetary benefits, except step movement and longevity will occur or be paid by the County to any employee represented by the Association until a successor labor agreement is executed by the Association and the County. However, the County, as an employer paying on behalf of an employee, is required by Nevada's Public Employees' Retirement System ("PERS") to pay contribution rates per NRS 286.421 which may result in reductions in employee's salaries.

ARTICLE 3. AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this Agreement, the following agents have been designated:

- A. **County's Principal Authorized Agent Shall Be:**
County Manager
Douglas County
P.O. Box 218
Minden, Nevada 89423

- B. Association Principal Authorized Agent Shall Be:**
President
Douglas County Sheriffs' Protective Association
P.O. Box 1153
Minden, Nevada 89423

ARTICLE 4. RECOGNITION

A. Collective Bargaining Agent

The County recognizes the Association as the sole collective bargaining agent for all regularly budgeted employees of the County within job classifications covered by this Agreement who are presently employed and subsequently hired by the County at its location in Nevada.

B. Negotiating Team

The size of the respective bargaining teams for contract negotiations shall be no more than seven (7) members. The seven (7) members shall not include the chief negotiator for either party or any professionals hired by either the County or the Association. In addition, either party may, with prior notice to the other party, bring an additional member with special skills or information to the negotiation session.

ARTICLE 5. ASSOCIATION RIGHTS

A. Bulletin Boards.

The County will furnish bulletin board space where currently available. Only areas designated by the Sheriff or his designee may be used for the posting of notices. Bulletin boards shall only be used for the following notices:

1. Scheduled DCSPA meeting, agenda, and minutes.
2. Information on DCSPA elections and the results.
3. Information regarding DCSPA social, recreational, and related news bulletins.
4. Reports of official business of DCSPA, including reports of committees or the Board of Directors.

Posted notices shall not be obscene, defamatory, or relate to political office, ballot issues or proposed ballot issues or the ballot process, nor shall they pertain to public issues which do not include the County or its relations with members of the Association. All notices to be posted must be dated and signed by an authorized representative of DCSPA. County equipment, materials, supplies, or interdepartmental mail systems shall not be used for the preparation, reproduction, or distribution of notices, except as specifically allowed below, nor shall such notices be prepared by County employees during their regular working time.

B. Interdepartmental Mail System.

County agrees to allow limited use of the County's interdepartmental mail system and the County's e-mail system to the Association. Such use shall not include mass mailings of materials not suitable for posting under Section A. All use of the County e-mail system is subject to the County's internet and e-mail policy, including the provision that there is no reasonable expectation of privacy for messages placed on the system, and that all messages are subject to applicable provisions under the Nevada Public Records Law.

C. Use of County Copy Machines.

County agrees the Association may use County copy machines provided the following conditions are met:

1. DCSPA will promptly notify the County of the number of copies made and reimburse County for the cost of the copies.
2. All copying will not be done during the employee's work hours (i.e., not during County time when the employee is receiving compensation).
3. DCSPA use of copying facilities must not interfere with use of such facilities for County business.

D. Dues Deductions.

The parties agree that the County will provide payroll deduction to the Association on the following terms:

1. *Authorization.*

The County shall deduct dues from the salaries of Association members and remit the total deductions to the designated Association officer(s) on a monthly basis. However, no deductions shall be made except in accordance with a deduction authorization form individually and voluntarily executed by the employee for whom the deduction is made. Regardless of when the authorization form is executed, it is understood and agreed the County will not deduct dues for any period of time prior to the employee's first day of employment with the County. The deduction authorization form must specify any Association restriction on the employee's right to terminate his/her dues deduction authorization. The stated restriction must not require the employee to remain a member or continue dues deductions beyond the end of the calendar month of the employee's action to terminate such status.

2. *Amount of Dues.*

The Association shall certify to the County in writing the current rate of membership dues. The Association will notify the County of any change in the rate of membership dues at least sixty (60) days prior to the effective date of such change.

3. *Indemnification.*

The Association shall indemnify and hold the County harmless against any and all claims, demands, suits and all other forms of liability or costs which shall arise out of or by reason of any action taken, or not taken, by the County under the provisions of this Article or through the proper execution of this Article.

4. *Paid Release Time.*

The County will create an "Hours Code" in the County's eSuite HR Portal or time sheet for Association Representatives to account for any Paid Release Time utilized by an Association Representative to perform duties for, or providing services to, the Association ("Association Business").

a. An accurate time entry must be used by each employee in the eSuite HR Portal or time sheet for any time used for Association Business. The Association agrees to reimburse the County for any compensation paid by the County to an Association Representative to conduct Association Business. Paid release time will only be used in place of regularly scheduled hours and not in addition to an employee's regular work schedule.

b. At the Association's request, the County agrees to promptly provide a summary of all Association Business reported on time sheets to the Association. The Association promises and agrees to pay the required reimbursement amount to the County within 30 days of receiving any summary of Paid Release Time from the County and requesting payment.

c. Instead of making a reimbursement to the County, the Association may request that the County deduct the amount due to the County from an existing credit granted to the Association by the County. Any unused credit at the end of the fiscal year will be rolled over to the next fiscal year.

ARTICLE 6. MANAGEMENT RIGHTS AND RESPONSIBILITIES

County retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this Agreement, except as expressly limited by specific provision of this Agreement. It is the ultimate right and responsibility of the County to manage its operation in the most efficient manner consistent with the best interests of all its citizens, its taxpayers and its employees. Without limiting the generality of the foregoing, the rights, powers, and authority retained solely and exclusively by County and not abridged herein, include, but are not limited to, the following:

1. To manage and direct its business and personnel;

2. To manage, control, and determine the mission of its departments, building facilities, and operations;
3. To create, change, combine or abolish jobs, departments and facilities in whole or in part;
4. To direct the work force;
5. To increase or decrease the work force and determine the number of employees needed;
6. To hire, transfer, promote, and maintain the discipline and efficiency of its employees;
7. To establish work standards, schedules of operation and reasonable work load;
8. To specify or assign work requirements and require overtime;
9. To schedule work, working hours and shifts;
10. To adopt rules of conduct;
11. To determine the type and scope of work to be performed by County employees and the services to be provided;
12. To classify positions;
13. To establish initial salaries of new classifications;
14. To determine the methods, processes, means and places of providing services; and
15. To take whatever action necessary to prepare for and operate in an emergency.

Should the County desire to make a substantial change on an item within the mandatory scope of bargaining causing a major impact on unit employees, it shall first offer to meet and consult with the Association in an effort to reach a mutually agreeable course of action.

ARTICLE 7. SALARIES

A. Salary.

1. The salary schedules for the represented classifications are set forth in Appendix "A" to this Agreement. The steps in Appendix A are 3.5% apart. Each employee shall be placed in the step in the new range nearest to their existing salary which does not result in a salary decrease. The COLA described in Article 7 B (3) shall be applied after the employees are placed in the new range but the COLA is included in Appendix A.

The salary schedule after the August 2025 PERS increases, including the County offset set forth in Section D of this Article, are reflected in Appendix A2.

Effective the pay period that includes July 1, 2026 Appendix A3 shall be implemented that reflects 3.75% between steps. Each employee shall retain their current step until their annual step increase.

The salary schedules are subject to change during the term of the Agreement as a result of the changes to the Cost-of-Living Adjustment as described in section B and the retirement contribution rate described in section D.

2. The County's job classification plan contains Association positions that fall within job "bands." Job band for the Association is Deputy Sheriff I to Deputy Sheriff II. Employees may advance from Deputy Sheriff I to Deputy Sheriff II at any time if the employee's supervisor has determined that the employee has acquired the necessary skills and abilities of Deputy Sheriff II. Each position's required skills and abilities are detailed in the County's job descriptions.

3. Upon progression from Deputy Sheriff I, the employee shall be placed at the lowest step of Deputy Sheriff II which is at least 5% above the employee's current wage. The new wage must not exceed the maximum salary step for Deputy Sheriff II.

4. If the progression to Deputy Sheriff II occurs at the time of the employee's annual performance evaluation, then the increase associated with the job progression will occur after the step adjustment.

5. Progression within a job band is not subject to the rules for probation under Article 18.

B. Cost of Living Adjustment

1. Subject to Section A above, a cost-of-living adjustment will be made to each employee's pay rate and salary range the first pay period of each fiscal year ("COLA").

2. For fiscal year 2025-2026 a COLA of two and one half percent (2 1/2%) is already incorporated into Appendix "A" attached hereto and no additional COLA will be made for that fiscal year.

3. For the fiscal year 2026-2027 the COLA will be two and one half percent (2 1/2%). In the event that the annual change in CPI (Consumer Price Index) for All Urban Consumers (CPI-U) according to the Bureau of Labor Statistics, (Series ID: CUUR0400AA0), from December 2024 to December of the 2025 exceeds three and one half percent (3 1/2%), the parties agree to meet and discuss. There shall be no additional COLA increase for FY 2026-27 without mutual agreement of the parties.

4. For the fiscal year 2027-2028 the COLA will be three percent (3%). In the event that the annual change in CPI (Consumer Price Index) for All Urban Consumers (CPI-U) according to the Bureau of Labor Statistics, (Series ID: CUUR0400AA0), from December 2025 to December of the 2026 exceeds four percent (4%), the parties agree to meet and discuss. There shall be no additional COLA increase for FY 2027-28 without mutual agreement of the parties.

C. Annual Performance Evaluations and Step Progression.

1. All employees covered by this Agreement will receive annual performance evaluations. A copy of this written annual performance evaluation will be kept in the employee's personnel file in the County's Human Resources Department. The performance evaluation may be used when considering any employment action. The County establishes work performance standards which incorporate applicable safety standards, and the content of the work performance standards. The establishment of those work performance standards and the individual performance evaluation ratings assigned to individual employees are reserved to the County and are not subject to the grievance and arbitration provisions of this Agreement.

2. If an employee receives a "meets expectations" or better performance evaluation rating, an employee shall receive an increase of one-step on the first day of the pay period in which the anniversary of the date the employee was hired or received a promotion, whichever is later, occurs. If the employee receives a score below "meets expectation" on their performance evaluation, the employee will not receive a step increase. A rating which results in a denial of step increase will be appealable up the employee's chain of command up to the rank of Undersheriff. An employee who is already at the highest salary step will not receive a step increase, regardless of performance evaluation rating.

D. Public Employment Retirement (PERS) Contributions

1. If PERS or the Nevada State Legislature takes any action to increase the total contribution rate in any single year in an amount of two percent (2%) or less during the term of this Agreement, the County will pay one-half of the increase, up to one percent (1%), and the employee's salary will be reduced by one-half of the increase, up to one percent (1%). However, the County will increase the employee's salary on the effective date of the reduction in salary in an amount equal to the reduction made to the employee's salary.

2. If PERS or the Nevada State Legislature takes any action to increase the total contribution rate in any single year in an amount that exceeds two percent (2%) during the term of this Agreement, the County will pay one-half of the increase, and the employee's salary, as well as the salary range, will be reduced by one-half of the increase. However, the County will increase the employee's salary, as well as the salary range, by one percent (1%) on the effective date of the reduction. For the applicable increase in August 2025, the County will, effective the date of the reduction, increase the employee's salary as well as the salary range, by an additional .875% for a total increase of 1.875%.

ARTICLE 8. INCENTIVE PAY

All incentive pay amounts will be paid in addition to the employee's base wage. To the extent permitted, all incentive pays will be reported to PERS as pensionable compensation.

Incentive payments except longevity will increase by the amount of the COLA each year. For fiscal year 2025-2026 the COLA, once applicable, is already incorporated and no additional COLA will be made for that fiscal year.

A. Police Officer Standard Training Incentive.

1. Employees will be paid Police Officer Standard Training ("P.O.S.T.") incentive pay to recognize the following listed training achievements, whichever is higher:

a. *Intermediate Level.* Employees who possess a Nevada P.O.S.T. Intermediate Certificate shall be paid Twenty-Eight Dollars and Three Cents (\$28.03) per full pay period; effective July 1, 2026, Thirty-Six Dollars (\$36.00) per full pay period, effective July 1, 2027, Forty-Seven Dollars (\$47.00) per full pay period or

b. *Advanced Level.* Employees who possess a Nevada P.O.S.T. Advanced Certificate shall be paid Forty-Two Dollars and Forty-Eight Cents (\$42.48) per full pay period, effective July 1, 2026, Fifty-Five Dollars (\$55.00) per full pay period, effective July 1, 2027, Seventy-Three Dollars (\$73.00) per full pay period.

2. The applicable P.O.S.T. incentive payment will become payable beginning the next pay period after notice of the employee's receiving the applicable P.O.S.T. certificate is provided to the Undersheriff.

B. Field Training Officer Incentive Pay.

1. The Sheriff may designate qualified individuals as a Field Training Officer ("FTO").

2. Upon assignment to train an individual "trainee officer," the FTO will receive an incentive increase of One Dollar and Ninety-Once Cents (\$1.91) per hour in addition to the FTO's normal base hourly rate of pay for each hour the employee performs FTO duties pursuant to such assignment. Effective upon ratification of this Agreement the FTO will receive an incentive increase of two dollars and twenty-eight cents (\$2.28) per hour in addition to the FTO's normal base hourly rate of pay for each hour the employee performs FTO duties pursuant to such assignment.

3. The FTO incentive pay applies to all FTOs regardless of the Division they are assigned to.

4. The Sheriff shall have the sole and full discretion to make an FTO assignment and to remove someone from such assignment.

C. Hazardous Duty Incentive Pay.

1. An employee who has applied for and been appointed by the Sheriff as a regular member of the special weapons and tactics (SWAT) team, regular member of the dive team, or is on motorcycle duty, will receive Seventy-Nine Dollars and Sixty-Four Cents (\$79.64) per full pay period. Incentive pay will continue for the duration of the appointment. The Sheriff shall have the sole and full discretion to make appointments and to remove an employee from any such appointment. If an employee volunteers and is appointed to more than one hazardous duty, the employee will receive only one hazardous duty incentive payment each pay period.

2. Effective upon ratification of this Agreement an employee who has applied for and been appointed by the Sheriff as a regular member of the interagency bomb squad will receive one hundred eighty two dollars and twenty-five cents (\$182.25) per pay period. Incentive pay will continue for the duration of the appointment. The Sheriff shall have the sole and full discretion to make appointments and to remove an employee from any such appointment. If an employee volunteers and is appointed to one or more hazardous duty teams pursuant to paragraph 1 above and the bomb squad, the employee will receive only the hazardous duty incentive payment pursuant to paragraph 1 above or the bomb squad incentive payment pursuant to this paragraph, but not both.

D. Night Shift Differential Incentive Pay.

For actually working any assigned shift at least half of which includes the hours designated by the Sheriff as the Graveyard Shift, an employee will receive an incentive payment of One Dollar and Ninety-One Cents (\$1.91) per hour in addition to the employee's base hourly wage as incentive shift differential pay. To qualify, the employee must work at least one-half (½) of the qualifying Graveyard Shift. The Sheriff shall have full discretion to make or not make such assignment or to remove someone from such assignment.

E. Swing Shift Differential Incentive Pay.

For actually working any assigned shift at least half of which includes the hours designated by the Sheriff as the Swing Shift, an employee will receive an incentive payment of One Dollar and Seventeen Cents (\$1.17) per hour in addition to the employee's base hourly wage as incentive shift differential pay. To qualify, the employee must work at least one-half (½) of the qualifying Swing Shift. The Sheriff shall have full discretion to make or not make such assignment or to remove someone from such assignment.

F. Canine Assignment And Incentive Pay.

Canine handlers that provide for the care and maintenance of the canine will receive five (5) hours of compensation bi-weekly for the at-home care, grooming transportation, feeding and other activities related to the care and maintenance of the dog. In addition, canine handlers shall be paid an incentive payment of Seventy-Nine Dollars and Sixty-Four Cents (\$79.64) per full pay period. Such pay shall continue for the duration of the assignment. The Sheriff shall have full discretion to make the assignment or remove someone from such assignment.

G. Extra Duty Incentive Pay.

An employee will receive Thirty-Seven Dollars and Seventeen Cents (\$37.17) per full pay period as Extra Duty Incentive Pay for any extra duty which they have applied for and been appointed to by the Sheriff. The Sheriff shall have full discretion to make the extra duty appointment or remove someone from such appointment. If an employee volunteers and is appointed to more than one extra duty, the employee will only receive one extra duty incentive payment each pay period. Examples of such extra duties include, but are not limited to crisis negotiations team, polygraph examiner, coroner III, range master, trainers, bilingual proficiency, and honor guard.

H. Watch Commander Incentive Pay.

A Deputy Sheriff or Investigator who is either designated by a Sergeant or higher officer to serve as a Watch Commander (acting supervisor) for 50% or more of a shift or who actually serves as an acting supervisor for 50% or more of a shift shall receive an incentive increase of One Dollar and Ninety-One Cents (\$1.91) per hour in addition to the employee's base hourly rate of pay while serving as the Watch Commander. Management shall have full discretion to assign an employee as an acting supervisor.

I. Special Incentive Pay/Working Above Class Pay.

An employee who is designated by the Sheriff, Undersheriff, or Captain to serve in an acting capacity to perform the full scope of duties of a higher classification shall be compensated consistent with Douglas County Policy 200.11. The Sheriff shall have full discretion to make a special assignment to an employee or to remove someone from such assignment.

J. Education Incentive Pay.

1. Employees will be paid an educational incentive pay to recognize the following listed educational achievements, whichever is higher, from an accredited college or university:
 - a. Associate's Degree: A qualifying employee will receive an incentive payment of Sixty-Three Dollars and Seventy-One Cents (\$63.71) per full pay period.
 - b. Bachelor's or Higher Degree: A qualifying employee will receive an incentive payment of One Hundred Twenty-Seven Dollars and Forty-Three Cents (\$127.43) per full pay period.
2. An employee must submit a letter of request with a college transcript to the Human Resources Department before being eligible to receive Education Incentive Pay.
3. Any employee who has received tuition reimbursement or aid under Douglas County's policy after July 1, 2017, is ineligible to receive Education Incentive Pay.

4. Education Incentive Pay will be paid beginning the next pay period after the Human Resources Department receives the required letter of request and college transcript.

K. Longevity.

An employee who has completed at least five (5) full years of continuous full-time employment with the Douglas County Sheriff's Office will be eligible for longevity pay. Upon any break in employment the employee's service prior to the break in employment shall not count for the purpose of eligibility for longevity pay or the amount of longevity pay.

Effective June 21, 2025, the payment to which an employee is entitled is as follows:

Completed Years of Full Time Employment with DCSO	Incentive Pay Per Paycheck
5	\$45
6	\$55
7	\$65
8	\$75
9	\$85
10	\$95
11	\$105
12	\$115
13	\$125
14	\$135
15	\$145
16	\$155
17	\$165
18	\$175
19	\$185
20 or more	\$200

Effective the first pay period of fiscal year 2026-2027 the payment to which an employee is entitled is as follows:

Completed Years of Full Time Employment with DCSO	Incentive Pay Per Paycheck
5	\$45
6	\$55
7	\$65
8	\$75
9	\$85

10	\$95
11	\$125
12	\$135
13	\$145
14	\$155
15	\$165
16	\$175
17	\$185
18	\$195
19	\$205
20 or more	\$220

Effective the first pay period of fiscal year 2027-2028 the payment to which an employee is entitled is as follows:

Completed Years of Full Time Employment with DCSO	Incentive Pay Per Paycheck
5	\$45
6	\$55
7	\$65
8	\$75
9	\$85
10	\$95
11	\$145
12	\$155
13	\$165
14	\$175
15	\$185
16	\$195
17	\$205
18	\$215
19	\$225
20 or more	\$240

L. Information Technology Assignment Pay.

An employee who is temporarily assigned to perform specialized functions related to information technology as deemed necessary by the Sheriff, shall receive compensation up to five percent (5%) of the employee's base hourly wage for the duration of that assignment. Special assignments under this provision do not include special assignments otherwise provided for in this Agreement. The Sheriff shall have full discretion to make a special assignment to an employee or to remove someone from such assignment.

ARTICLE 9. MEDICAL AND DENTAL INSURANCE

A. Health Insurance.

1. The County will provide access to health insurance and will allow employees to choose benefits based on their individual needs.
2. The County will provide eligible employees with core medical, dental, vision and individual life insurance coverage, and provide premium contributions that will vary depending on the plan and coverage levels selected by each employee.
3. Medical insurance may be optional for employees that can provide acceptable proof of similar insurance coverage through another source. Approval for the waiver of medical insurance will be at the County's sole discretion.

B. County Contribution to Health Benefit Package.

A traditional medical plan and, if available, a High Deductible Plan will be offered to employees. One of these must be purchased unless waived pursuant to A(3) above.

Prior to January 2024, County contributions will remain at the amounts in place for calendar year 2023. Effective January 2024, the County contribution will be as follows:

1. 100% of the employee only premium cost of the lowest premium plan offered or 90% of the employee only premium of any other plan offered.
2. If the employee chooses any insurance coverage other than employee only (employee plus spouse, children, or family) the County will pay 75% of the premium cost of the lowest premium plan offered or 65% of the premium cost of any other plan offered.

C. Monthly Contribution in Lieu of Medical Package.

Any employee who obtains a waiver of medical insurance pursuant to A(3) above will receive a monthly stipend of \$350 from the County. Dental and vision insurance coverage is mandatory, the cost of which is the sole responsibility of the employee.

D. County Contribution To Dental, Vision and Life Insurance.

For the term of this Agreement, the County will provide the following insurance benefits to covered employees:

1. Dental
 - a. The County will cover 100% of employee-only coverage.
 - b. 0% of dependent coverage.
2. Vision
 - a. The County will cover 100% of employee-only coverage.
 - b. 0% of dependent coverage.
3. Basic Life Insurance Coverage
 - a. The County will cover 100% of employee-only coverage of \$50,000.
 - b. 0% of dependent coverage.

E. County Benefits Committee.

Two representatives from DCSPA will serve as members of the Advisory Employee Benefit Committee ("Benefits Committee") in accordance with the established bylaws.

F. Payments and Benefits Upon Death.

1. In accordance with NRS 281.155, the beneficiary of any employee who becomes deceased while actively employed by the County will be entitled to all wages, reimbursements, and leave payouts the employee would be entitled to had the employee separated for any other reason.
2. Additionally, if an employee is killed in the line of duty, the County will provide the following additional benefits:
 - a. \$20,000 in addition to life insurance, to the beneficiary of the employee to assist in memorial, funeral, internment, or cremation expenses.
 - b. 100% of the medical premiums of the least expensive plan offered for the dependents of the deceased employee for a period of five years from the date of the employee's death.

ARTICLE 10. HOURS.

A. Work Hours.

The County designates a 14-day work period ("full pay period") for purposes of compliance with the Federal Labor Standards Act ("FLSA") purposes. Sheriff operations are a 24-hours a day, seven days a week and therefore a variable work schedule is necessary. To the extent the Sheriff determines it is efficient, serves the best interests of the County, and is practicable, a pay period shall normally consist of eighty (80) hours. Variable work schedules may include a combination of eight (8), nine (9), ten (10) hour workday or other workday as is more beneficial to the operations of the Sheriff's Office. Each employee will be assigned regular starting and quitting times, which shall not be changed without a reasonable attempt to give twenty-four (24) hour prior notice. Should an employee be required to work during his/her lunch hour, the length of such interruption shall be counted as time worked unless other arrangements are made with his/her supervisor.

B. Rest Periods.

When practical, employees shall be granted a fifteen (15) minute rest period during each half work shift of four (4) hours or longer. Such breaks shall not be taken within one (1) hour of the employee's starting time, quitting time or meal break and shall not be accumulated or used to supplement meal breaks, arrive at work late or leave work early. Such rest periods shall be taken without loss of pay and the employee shall not be required to make up such time.

ARTICLE 11. OVERTIME

A. Definitions.

1. *Overtime.* That time worked as authorized and directed by management, which exceeds eighty (80) hours worked in the pay period.
2. *Hours Worked.* Overtime is that time actually worked by an employee, as authorized and directed by management, that exceeds eighty (80) hours during the full pay period. For the purpose of this Article 11, Annual Leave, or Sick Leave taken by an employee will be considered as time actually worked.

B. Overtime Compensation.

1. *Compensatory Time Off.* Employees who have worked over eighty (80) hours in a biweekly pay period/full pay period, shall have the option to receive Compensating Time Off (CTO) or pay for that time over eighty (80) hours on a time and one-half (1.5X) basis. The employee's choice must be made prior to the point that time sheets are turned into DCSO's administration. There shall be no restriction to the number of hours an employee can accumulate in the employee's CTO bank during a full pay period.
2. *CTO Bank.* An employee may not accrue more than 200 hours of CTO. The County may pay off an employee's CTO bank in its sole discretion.

C. Rescheduling.

Nothing in this Agreement or Article 11 shall prohibit Management's ability to schedule or reschedule an employee's work in order to operate within the confines of budgetary constraints. To the extent possible, however, Management will reschedule additional time off to extend the employee's normal weekend. Except in cases of emergency, Management will also give at least twenty-four (24) hours advance notice of the schedule change for purposes of this paragraph.

D. Compliance with FLSA.

Management shall make such changes in this article and any others as well as in practice in order to fully comply with requirements of the FLSA. The County shall notify the Association of any proposed changes prior to their implementation. Upon the Association's request, the County agrees to meet with Association representatives to discuss the proposed changes.

ARTICLE 12. STANDBY DUTY AND CALL BACK

A. Standby.

1. Standby duty is defined as that circumstance which requires the employee so assigned to:
 - a. Be ready to respond in a reasonable time to calls for her/his service,

- b. Be readily available at all hours by telephone, or other communication devices, and
- c. Refrain from activities which might impair her/his performance of assigned duties upon call.

2. Standby duty shall be assigned in writing and will be compensated at the rate of \$4.50 per hour in addition to the employee's base hourly wage.

3. An employee shall not receive standby pay for hours actually worked or for hours reimbursed by a call-back minimum.

B. Call Back.

1. *Definition.* Except as it may conflict with NAC 284.214, "Callback Pay" is defined as compensation earned for returning to duty after an employee has completed his/her regular shift and is requested to return to duty with less than 12 hours' notice to respond to an emergency, except for any employee who is:

(1) Called into work while on standby status, *or*

(2) Not required to leave the premises where he/she is residing or located at the time of notification in order to respond, *or*

(3) Called back to work if the employee's work begins one (1) hour or less before or after his/her scheduled work shift.

2. *Minimum.* All employees Called Back to work shall receive credit for a minimum of two (2) hours at time and one-half or for time actually worked, whichever is greater. There will be no overlapping minimums. No minimum will apply to any overtime calculation of time worked.

ARTICLE 13. COURT TIME

Officers required to appear in criminal court, as a result of their employment duties with County shall have all hours required to be in court credited as hours worked, with a minimum of two (2) hours credit. Court appearances are considered to be prescheduled duty and not subject to the call back provisions of this Agreement. An employee is required to immediately remit to the County Clerk/Treasurer any reimbursement received for duty-related court appearances.

ARTICLE 14. LEGAL HOLIDAYS

Employees covered by this Agreement shall receive a payment equivalent to 5.1 hours per pay period of straight time wages in lieu of working holidays as scheduled.

ARTICLE 15. ANNUAL LEAVE

A. Basis of Accrual.

Employees covered by this Agreement and employed on a continuous, full-time basis shall accrue annual leave credits on the basis of the schedule below. Part-time employees who work at least thirty (30) hours per week shall earn annual leave on a prorated basis based on the number of hours worked in the pay period. Only regular hours paid shall affect annual leave accrual.

B. Schedule of Accrual.

The following schedule of accrual of annual leave shall apply to employees based on full-time employment:

CONTINUOUS SERVICE	HOURS EARNED/ HOURS PAID	MAXIMUM HOURS/YEAR
Hiring date through 4 th years	.0539	112
5 th through 9 th years	.0750	156
10 th through 14 th years	.0813	169
15 th through 19 th years	.0860	179
20 th years and after	.0962	200

C. Accrual during Probation.

Each employee shall accrue annual leave during his/her probationary period but shall not be granted annual leave during said period until the employee has been employed continuously for at least six (6) months.

D. Payment on Separation.

Employees who have completed at least six (6) months of continuous service and leave County service shall be paid for accrued annual leave.

E. Payment on Death.

If an employee dies who was entitled to accumulated annual leave under the provisions of this Article, the heirs of such deceased employee shall be paid an amount of money equal to

the number of hours of annual leave earned or accrued multiplied by the hourly rate of such deceased employee.

F. Carry-over of Annual Leave to Following Year.

1. All annual leave not taken in excess of 240 hours will be forfeited at the beginning of the first full pay period of the subsequent calendar year.
2. Up to eighty (80) hours which would be forfeited because the employee was unable to use the hours, may be eligible for cash out or carry over for a period of time not to extend past March 31st of the year in which the eighty (80) hours is carried over to upon written request by an employee and approval of the County Manager. Such requests must be submitted before December 15th each calendar year for the following calendar year. Hours which are approved to be carried over and which are still unable to be used may subsequently be requested for cash out, not later than March 15th. Hours approved to be cashed out will be paid in the month following the request, at a rate of 50% of the employee's base rate of pay as of the first full pay period of the calendar year.
3. The written request must be submitted to the appointing authority and include an explanation of the reasons the leave was not utilized during the course of the calendar year. If the appointing authority agrees with the request, the request will be routed to the County Manager for review and approval, partial approval, or denial.
4. Carry-over authorization does not extend to any payment on separation under Section D.

G. Approval for Use of Annual Leave.

All annual leave will be taken at a time mutually agreeable to the employee and his/her supervisor. Requests for annual leave shall be submitted to the employee's supervisor for approval with the resulting vacation schedule based upon DCSO's legitimate operating needs. Requests for annual leave shall not be unreasonably denied. Conflicts between annual leave requests submitted in accordance with this section shall be resolved by: A) granting leave on a first-come, first-served basis and B) if two employees submit leave requests on the same day and those request conflict, then the more senior employee will be granted the leave.

Notwithstanding the above, annual leave requests submitted later than the conclusion of the annual shift bidding process shall be granted or not granted based on legitimate operating needs and not unreasonably denied. If such request conflicts with that of a request scheduled in accordance with the above paragraph, no seniority privilege to resolve the conflict shall apply and the request scheduled in accordance with the above paragraph shall stand.

ARTICLE 16. SICK LEAVE

A. Entitlement.

All Association employees who are employed on a continuous full-time basis shall be credited with sick leave according to the schedule below. Part-time employees who work at least twenty (20) hours per week shall earn sick leave credits on a prorated basis, based on hours worked in the pay period. Employees working less than twenty (20) hours per week will not accrue sick leave credits.

B. Sick Leave Accrual.

Eligible employees shall accrue sick leave at the rate of .0462 hours for each hour worked up to a maximum of ninety-six (96) hours per year. Only regular hours worked shall affect sick leave accrual.

C. Maximum Accrual Cap Provisions.

1. An employee may not carry over more than the annual maximum hours per year. A total of no more than nine hundred and sixty hours (960) of sick leave may be credited to an employee. (Maximum Accrual Cap).
2. Employees whose sick leave bank balance is at the Maximum Accrual Cap shall continue to accrue hours at the normal rate for utilization only during that calendar year. All sick leave not taken in excess of these hours will be forfeited at the beginning of the first full pay period of the subsequent calendar year.

D. Authorization for Usage.

Employees are entitled to use sick leave in the event of a bona fide illness of an employee or member of the employee's immediate family upon authorization of the Sheriff or his designee.

1. "Immediate Family" Defined.

Immediate family is defined as spouse, parent, brother, sister, child, adopted child, step-child, grandparent, grandchild, or corresponding relation by affinity of the employee. In the case of any other relative of the employee, the Sheriff or designee may authorize such sick leave and notify Human Resources in writing. Employees must exhaust sick and CTO concurrently with any leave they are granted under the Family Medical Leave Act ("FMLA"). Annual leave may be used concurrently with FMLA upon approval of the Sheriff.

2. Reporting Requirements.

Whenever possible, employees are expected to report any absence and the reason therefore to the employee's supervisor two (2) hours prior to when the employee's normal work shift commences. Failure to do so may cause the absence to be deemed an unexcused absence and will be unpaid leave. If the employee's supervisor is unavailable, the employee should notify the next supervisor in the chain of command.

3. Certificate of Illness.

Physician certificates may be required by the County when there is an absence in excess of three (3) consecutive days or whenever there is reason to believe that sick leave is being abused or the absence is questionable. An employee may be required to be examined by a physician selected by the County for verification purposes. In the event of family/personal medical leave, the employee will complete the appropriate authorization form supplied by Human Resources in accordance with County policy. If an employee becomes ill or injured during a vacation leave of three (3) or more consecutive work shifts, the time will be recorded as sick leave only if it is substantiated by a written certification issued by the employee's treating physician.

4. Bereavement.

In the event of death of an immediate family member as defined in Paragraph D of this Article, the employee shall be entitled to take twenty-four (24) hours of leave for the purpose of attending a funeral or other last rites. Such leave shall be charged to sick leave, or to any other appropriate leave absence, including leave without pay if no paid leave is accrued.

5. Maternity/Paternity.

The parties agree to abide by all state and/or federal laws applicable to leave for maternity/paternity, including the FMLA.

E. Excess to Workers' Compensation.

Any Association employee who suffers an industrial injury during the course and scope of the employee's employment for the County and who is being compensated for total temporary disability benefits (TTD) for an accepted workers' compensation claim, shall be entitled to excess workers' compensation until said employee is released from TTD or 90 total calendar days pass, whichever is first. Excess workers' compensation shall be defined as the difference between the employee's base wage and the calculated TTD wage pursuant to NRS Chapters 616A-D. The employee's TTD wage and County excess workers' compensation will not exceed the employee's base wage. If the period of TTD exceed 90 calendar days or otherwise falls outside of this time period, the employee, at his or her option, may continue to supplement TTD payments by utilizing accrued sick, annual or CTO leave. Once such accrued sick, annual and CTO leave time is exhausted, the employee will only receive the employee's workers' compensation salary entitlement pursuant to NRS Chapters 616A-D.

During any period of time while the employee is receiving TTD, the employee shall continue to accumulate sick leave and annual leave at the same rate and in the same amounts as if the employee had been working.

The employee must follow all prescribed written safety policies and procedures to qualify for excess workers' compensation (e.g., wearing full protective clothing and equipment when necessary, using tools and equipment properly, and exercising prudent care while performing an assigned functions). The acceptance or denial of excess workers' compensation benefits is not subject to the grievance procedure.

F. Sick Leave Payoff.

1. Upon an employee's death or retirement, if the employee has a minimum of 400 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 years of continuous service to Douglas County, up to a maximum of 960 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%

G. Leave Donation.

Employees covered by this contract who require additional leave time due to a catastrophic illness or injury may request additional leave time through notification to the DCSPA executive board. All donations to the requesting employee will only be donated from the donor's annual leave or comp time bank at the donating employee's current base rate of pay then recalculated based on the requesting employee's base rate of pay in order to determine the number of hours the donor's time represents to the requesting employee. Any unused donated time will be returned to all donors on a prorated basis after being recalculated. No employee will receive more than 480 donated hours in a calendar year.

H. Sick Leave Buyback.

Association employees shall have the option of participating in the County's annual sick leave buyback program. If any such employee has in excess of 300 hours accrued as of the first paycheck issued in November of each calendar year, the employee shall have the option to cash in up to a maximum of sixteen (16) hours less any sick leave hours used during the year (e.g. 16 hours less 8 hours of used sick leave would equal 8 hours eligible for buyback). After utilizing the buyback provisions, the employee must have no less than 300 hours of sick leave remaining in his/her sick leave account. The employee may apply for this buyback by submitting their request to Human Resources between November 1st and December 1st of each year using the form in Appendix "C."

ARTICLE 17. LEAVES OF ABSENCE

A. Eligibility.

Leave without pay may be granted only to an employee who desires to return to County service after the period of leave and does not have annual leave or compensatory time off available.

B. Short-Term Leave Without Pay.

Leave without pay (LWOP) of less than thirty (30) days may be granted by the Sheriff or his designee.

C. Procedure for Short-Term LWOP.

Leave without pay of thirty (30) days or less may be granted by the Sheriff or his designee. When short-term LWOP is granted, the Sheriff or his designee will notify Human Resources of such action in writing.

D. Long-Term LWOP.

For a period of thirty (30) days or more, leave without pay may be granted by the Sheriff or his designee. The employee shall retain his/her status as a public employee and the pay, leave and benefits accrued prior to the leave. LWOP may not extend for a period exceeding twenty-six (26) consecutive pay periods. When long-term LWOP is granted, the Sheriff or designee will formally notify Human Resources of such action in writing.

E. Elected Benefits.

Arrangements regarding an employee's payment of dependent medical/dental insurance premiums and/or other voluntary deductions, if continuity is desired, must be made by the employee with the Human Resources Department prior to starting any unpaid leave of absence.

F. Military Leave.

1. An employee who is an active member of the National Guard or reserve component of the United States Armed Forces must notify the County of their active status upon their hire date or immediately upon activation. An employee who is an active member of the National Guard or any reserve component of the United States Armed Forces shall, upon request, be relieved from his or her duties to serve orders for military duty, without loss of pay or accrued leave for a period not to exceed fifteen (15) workdays in any calendar year. The duration of the workday will be dependent upon the orders received, and the employee's ability to return to work.
2. The employee must make their reserve status known to the County yearly and must provide as much advance notice as the employee can regarding any known reserve obligations to those responsible for staffing. Employees will provide a minimum of thirty (30) days' advance notice except during times of military conflict or other emergency activations when such notice is impossible or unreasonable based on the guidelines set forth through the Uniformed Services Employment and Reemployment Rights Act, as amended.
3. The County will comply with all applicable federal and state laws regarding the granting of military leave to effected employees and any compensation due to those employees.

ARTICLE 18. PROBATIONARY PERIOD

A. Initial Probation.

Upon initial appointment, all Association employees shall serve the equivalent of twenty-six (26) full pay periods of full-time service as probationary period, during which time the employee may be dismissed without cause or right of appeal.

B. Promotional Probation.

Upon promotion to a classification with a higher pay grade, a County employee represented by the Association must serve the equivalent of twenty-six (26) biweekly full pay periods of full-time service as a probationary period, during which time the employee may be returned to the employee's previous job classification without cause or right of appeal, at the sole discretion of the Sheriff, if a vacancy in said classification exists. An employee who has not successfully completed an initial probationary period in the lower job classification shall not have a right to return to the employee's previous job classification.

ARTICLE 19. EFFECTS OF LAY-OFF

A. Identification of Positions.

If, due to lack of funds, lack of work, for enhanced efficiency, or curtailment of operations, it is necessary to reduce the County work force, the Sheriff or his designee will determine the classes and number of positions to be reduced. All nonpermanent employees of the DCSO shall be laid off before any non-probationary, full-time employees. After the County has

notified the employees who are to be laid off, the County will provide a list of such employees to the Association along with the applicable seniority list(s). The Association may request to meet and discuss the layoffs with the County.

B. Seniority Determination.

Seniority for the purpose of a layoff is defined as length of continuous employment within DCSO.

C. Layoff Order.

Employees will be laid off in reverse order of seniority, except the Sheriff has the sole discretion to retain up to two (2) employees who would otherwise be subject to layoff, or bumping as described in subsection E, and lay off the next two (2) employees with greater seniority.

D. Notice.

All regular, non-probationary employees due to be laid off shall be given written notice of such layoff at least thirty (30) calendar days prior to the effective date.

E. Bumping Rights.

In lieu of being laid off, an employee may elect to demote to any pay grade of a lower maximum salary within the job classification represented by the Association as long as the employee demoting has a longer period of continuous employment than an incumbent in the lower job classification with the shortest period of continuous employment with DCSO. An employee being bumped shall be treated as if laid off. An employee retained at the Sheriff's discretion pursuant to subsection C may not be bumped.

F. Posting.

The names of all employees laid off shall be placed on the reemployment list within the DCSO for the job classification involved in reverse order of layoff. Employees shall be recalled in the order in which their names are listed on the reemployment list. An employee shall remain on the reemployment list for three years after the employee was laid off.

G. Re-employment.

An employee who is re-employed within one year after the employee was laid off will be entitled to the reinstatement of any accrued and unused sick leave the employee had at the time the layoff occurred. If the employee returns within two years after the employee was laid off, the employee shall have the seniority they held prior to the layoff reinstated for all purposes, including, but not limited to, longevity, annual leave accrual and bidding and shift bids.

ARTICLE 20. GRIEVANCE PROCEDURE

A. Definitions.

1. "*Grievance.*" A grievance is a dispute or difference of opinion between the Association and the County involving the meaning, interpretation, or application to employees of a specific provision of this Agreement. The exercise or lack of exercise of County Rights (Article 6) is not grievable. Grievances arising out of disciplinary actions are covered by Article 21, Employee Disciplinary Procedures.
2. Grievances which affect more than one employee in a substantially similar manner, may be consolidated at the discretion of management or the Association as a group grievance.
3. "*Day.*" Day means a calendar day.

B. General Provisions.

1. If a grievant the Association fails to carry the grievance forward to the next level within the prescribed time period, the grievance must be considered settled based upon the decision rendered at the most recent step utilized.
2. If a supervisor or manager, or Human Resources Director as appropriate, fails to respond with an answer within the given time period, the Association may appeal the grievance to the next higher level as if the Association had received a negative answer on the final day of the period available for the management response.
3. The Association may be represented by a person of its choice at any level of this procedure.
4. Time limits and formal levels may be waived by mutual written consent of the parties.
5. Any service must be by electronic mail or personal service.

C. Process.

1. *Informal Level.*

The Association is highly encouraged to raise the event giving rise to the grievance as soon as possible with Human Resources or management to attempt to resolve the matter expeditiously.

2. *Formal Levels.*

Level 1: Within thirty (30) days from the event giving rise to a potential grievance or from the date the Association could reasonably have been expected to have had knowledge of the event, whichever is later, the Association may file a formal-written grievance with the Sheriff or Human Resources Director, containing a statement describing the grievance, the section of this Agreement allegedly violated, and remedy requested. The Sheriff (or designee), or

Human Resources Director , will, within ten (10) days, have a meeting with the Association and within ten (10) days give a written answer to the Association.

Level 2: If the Association is not satisfied with the written answer from the Sheriff (or designee) or Human Resources Director, the Association may, within ten (10) days from the receipt of the answer, file a written appeal to the County Manager appeal the matter to the External Hearing Officer (EHO) as provided for in Article 22.

ARTICLE 21. EMPLOYEE DISCIPLINARY PROCEDURES

A. Internal Investigations.

Investigations of an Association employee who is the subject of an investigation in response to a complaint or allegation the employee has engaged in activities which could result in punitive action will be conducted in accordance with Rights of Peace Officers NRS 289.020-289.120, except as set forth herein. Additionally, an Association employee who is the subject of an investigation may have up to two representatives present with him or her during any phase of an interrogation or hearing relating to the investigation, who is: 1) not a subject of the investigation and 2) not a witness or participant in the investigation and 3) not a Sergeant or Captain, employed with the Douglas County Sheriff's Office.

B. Basis for Disciplinary Action.

The tenure and status of every Association employee is conditioned on reasonable standards of personal conduct and job performance. Failure to meet these standards will be grounds for appropriate disciplinary action. Disciplinary action is for just cause and may, in addition to the causes set forth in the Personnel ordinances and policies, rules or regulations, be based upon any of the following grounds: Failure to fully perform required duties, insubordination, failure to comply with or abuse of County and DCSO policies or rules, unexcused absences, misuse or abuse of County property or equipment, substandard job performance, commission of a misdemeanor, gross misdemeanor, or felony, and the commission of other acts which are incompatible with service to the public.

C. Types of Discipline.

Three (3) types of discipline are recognized for purposes of applying one of the procedures under this article. They are:

1. *Written Reprimands.* A written reprimand placed in the employee's personnel file by a Division Captain.
2. *Short Suspensions.* Includes any disciplinary suspensions without pay which, when accumulated with previous disciplinary suspensions within the prior twelve (12) month period, if any, does not exceed forty (40) hours.
3. *Severe Disciplinary Action.* Includes discharge, demotion or disciplinary suspensions without pay for more than forty (40) hours within a twelve (12) month prior period.

D. Response to a Written Reprimand.

An employee shall be personally served with a written reprimand. After receiving a written reprimand, the employee may, within thirty (30) calendar days, submit a written response to the written reprimand. The employee's written response shall be added to the employee's personnel file. The matter is then closed.

E. Notice of Discipline Other than Written Reprimands.

For discipline other than written reprimands, the Division Captain (or designee) is designated by the Sheriff to advise the employee in writing of the proposed disciplinary action.

The written statement of proposed discipline must contain:

1. A description of the factual circumstances supporting the proposed disciplinary action.
2. A description of the employee's misconduct.
3. A statement of the proposed disciplinary action.
4. Notification that the employee may review or make copies of available investigation materials supporting the proposed disciplinary action.
5. Notification that the employee may submit a written response to the proposed disciplinary action and request a meeting with the Division Captain within fourteen (14) calendar days of being personally served with a copy of the written statement of proposed discipline. If requested by the employee, the meeting with the Division Captain will be held at a mutually agreed upon time and place.
6. A statement of the employee's right to representation.

F. Division Captain's (or Designee) Decision.

1. If an employee does not submit a written response and requests a meeting with the Division Captain within fourteen (14) calendar days after being personally served with a copy of the written statement of proposed discipline, then the Captain may impose the proposed disciplinary action. The employee has no further appeal rights.

2. If the employee submits a written response and requests a meeting with the Division Captain, the Division Captain shall meet with the employee and review the basis of the proposed discipline. Following the meeting and a review of the proposed disciplinary action by the Division Captain (or designee), the Division Captain (or designee) will forward the recommendation to the management representative to make a decision in the form of a signed statement indicating, if applicable, the decision based on the employee's response and, if the proposed action is to be implemented, the specific charges against the employee and the effective date of the action. The decision will be served on the employee by certified mail or personal delivery. The limited nature of this response does not change Management's authority to initiate further investigation if the employee's version of the facts raises doubts as to the accuracy of the supervisor's information leading the proposed discipline.

G. Appeal from a Short Suspension.

An employee receiving a short suspension, as defined in Paragraph C.2 above, can appeal the short suspension to the Sheriff by filing a written appeal. The written appeal must be filed with the Sheriff within fourteen (14) calendar days of being personally served with the Division Captain's final written decision pursuant to Paragraph F.2 above. The Sheriff shall hear the appeal and issue a final and binding decision promptly in the normal course of business. The employee has no further appeal rights.

Nothing in this Agreement prevents the DCSO from instituting the proposed discipline prior to the date of the meeting contemplated in Paragraph F.2 above, but if the discipline is overturned or reduced, the employee must be made whole for any time actually suspended beyond that which is approved by the Division Captain (or designee) or the Sheriff.

H. Appeal from a Severe Disciplinary Action.

An employee receiving a proposed Severe Disciplinary Action as defined in Paragraph C.3 above has the opportunity to appeal that disciplinary action as described below.

1. If the employee submits a written response and requests a meeting with the Division Captain in accordance with Paragraph F.2 above, the Division Captain's final written decision imposing a Severe Disciplinary Action shall be forwarded to the Douglas County Disciplinary Review Board ("DRB") for review pursuant to DCSO Policy Chapter 4.400 – Personnel Complaints and Investigations. The Undersheriff (or designee of the Sheriff) will personally serve on the employee a Notice of Disciplinary Action issued by the DRB signed by the Undersheriff (or designee) indicating the DRB's decision. If a Severe Disciplinary Action is imposed, the DRB notice must clearly inform the employee that the employee, through the Association, has the right, within ten (10) calendar days after receipt of the notice, to request in writing an appeal hearing before the Sheriff or his/her designee. The appeal request must be filed by the Association with the Human Resources Director.

2. If, within the ten (10) calendar day appeal period the Association does not file the appeal, the decision of the DRB is conclusive, and the matter shall be closed with no further appeal rights.
3. If, within the ten (10) calendar day appeal period, the Association files a notice of appeal by giving to the Human Resources Director written notice of appeal, then the Human Resources Director will set a time for an appeal hearing before the Sheriff or his/her designee. The hearing must be held within ten (10) calendar days of the date of filing the notice of appeal, or other time mutually agreed to by the parties, and a written decision must be made by the Sheriff or designee within ten (10) calendar days after the hearing and personally served on the employee.
4. If the Association files a notice of appeal within ten (10) calendar days of service of the decision of the Sheriff or his/her designee by giving to the Human Resources Director written notice of appeal, an External Hearing Officer (EHO) must be mutually selected by the parties. The EHO must be selected no more than sixty (60) calendar days from the date of the filing of the appeal. The hearing before the EHO must occur at a date and time mutually selected by the parties.
5. All EHO hearings are private. However, the appellant may request that a hearing be opened to the public.
6. The EHO hearing must be conducted in a manner most conducive to determinations of the truth and NRS 233B.123 will be used by the EHO as a guide in ruling on evidentiary matters.
7. Each party has these rights in the EHO hearing: to be represented by legal counsel or other person of his/her choice; to call and examine witnesses on any matter relevant to the issues, to introduce exhibits, to cross-examine opposing witnesses on any matter relevant to the issues even though the matter was not covered on direct examination; to impeach any witness regardless of which party first called the witness to testify; and to rebut the evidence against the party. If the respondent does not testify on the respondent's own behalf, the respondent may be called and examined by the Sheriff's representative as if under cross-examination. Every witness shall declare by oath or affirmation that the witness will testify truthfully.
8. During the examination of a witness, all other witnesses, except the parties, will be excluded from the hearing upon motion of either party.
9. The EHO shall determine whether to sustain, reject, or modify the action demoting, suspending, or discharging the employee. The determination of the EHO is final.
10. The mutually incurred costs for the EHO procedure will be divided equally between the County and the Association.

ARTICLE 22. EXTERNAL HEARING OFFICER

A. Designation.

The External Hearing Officer (EHO) shall be selected from a list maintained by the Federal Mediation and Conciliation Service (FMCS) who are members of the National Academy of Arbitrators, and the parties will use that service. If the FMCS is unable to provide a panel within 30 days of the request the association shall request a panel of Arbitrators who are members of the National Academy of Arbitrators from the American Arbitration Association.

B. Costs.

The fees and expenses of the EHO and of a court reporter, if used, shall be shared equally by the Association and County. Each party shall bear the cost of its own presentation including preparation and post-hearing briefs, if any. If either party rejects the EHO's decision as evidenced by overturning it or unsuccessfully seeking relief in Court to have it vacated or modified, the parties understand and agree that the party rejecting the EHO's decision is required to pay all neutral costs incurred through the EHO process.

C. Effect of Decision.

Except as provided in Article 21, Section G(9), the decisions of an EHO on matters properly before him/her shall be advisory to the Board of County Commissioners. Within sixty (60) days of receipt of the EHO's recommendation, the Board shall make a final decision on the advisory report of the EHO.

D. Authority of the EHO.

No EHO shall entertain, hear, decide, or make recommendations on any dispute unless such dispute involves an eligible employee in the Association and such dispute also falls within the definition of a grievance as set forth in Article 20, Section A(1) (Grievance Procedure), and has been processed in accordance with all provision thereof and herein.

No EHO shall have the power to amend or modify a negotiated agreement or addenda supplementary thereto or to establish any new terms or conditions of employment. The EHO's authority shall be limited only to the application and interpretation of the provisions of the Agreement. No EHO shall have the power to alter, amend or modify any County or DCSO policy, procedure or regulation.

E. Matters Subject to EHO Procedure.

Proposals to create, add to, or change this written Agreement or addenda supplementary hereto shall not be grievable nor submitted to an EHO and no proposal to modify, amend, or terminate a negotiated agreement, nor any matter or subject arising out of or in connection with such proposal, may be referred to this process.

F. Rules of Evidence

Strict rules of evidence shall not apply. However, rules of evidence and procedures for conduct of hearings shall be guided by the standards in the American Arbitration Association voluntary arbitration rules.

ARTICLE 23. SAFETY

A. Safety Committee.

The County, as required by NRS Chapter 618, has a Safety Committee to review complaints regarding unsafe working conditions and equipment. Two (2) members of the Association shall serve on the County Safety Committee. Meetings shall be held as required, but regular meetings shall not be scheduled more often than once a month.

B. Safety Complaints.

Complaints regarding unsafe working conditions and equipment may be submitted in writing to the Committee by any Association member. The complainant shall state the problem, propose what the complainant believes is a reasonable solution, and be signed by the complainant.

C. Committee Action.

The Committee shall review and discuss the written complaint at a regular meeting. The complainant may be asked to appear and offer further explanation. After reviewing the complaint, the Committee shall make a written recommendation to the Sheriff.

D. Sheriff's Review.

The Sheriff shall review all committee recommendations and make a decision to approve, modify or reject such recommendation within thirty (30) days.

E. Appeal to Commission.

Should the Safety Committee's recommendation not be approved, the Committee may request that the Risk Manager meet with the Committee in an attempt to resolve the difference or present the recommendation to the Board of County Commissioners. The action taken by the Board of County Commissioners after reviewing the matter shall be final and binding. Safety complaints shall not be subject to the grievance procedure.

ARTICLE 24. UNIFORMS AND SAFETY EQUIPMENT

A. Uniforms.

1. The County agrees to provide an annual uniform allowance as of \$1,200 per employee. A Six Hundred Dollar (\$600) uniform allowances will be paid with the employee's first pay check in June and December.

2. A new hire employee will not receive a uniform allowance the first year of their employment with the County.

B. Safety Equipment.

Upon initial employment, the County shall provide each new employee with any safety equipment required by the Sheriff.

C. Ballistic Vests.

1. Initial Hire. Upon initial employment, the County will provide each new employee with a ballistic protective vest ("Vest"), up to the IIIA threat level, at a cost not to exceed \$1,000. Employees must obtain their Vest from a vendor selected by the County. If an employee chooses a Vest with a cost in excess of the County's contribution of \$1,000, the additional cost will be paid by the employee.

2. Replacement Vest. The County will replace an employee's Vest, if purchased on or after January 2012, by no later than the expiration date of the Vest's warranty according to the manufacturer's specifications, up to the IIIA threat level. Employees must obtain their replacement Vest from a vendor selected by the County. If an employee chooses a Vest with a cost in excess of the County's contribution of \$1,000, the additional cost will be paid by the employee.

3. Standards. The County and Association mutually agree that the recognized guideline for Vests is the U.S. Department of Justice/NIC Selection and Application Guide to Personal Body Armor (NIJ Guide 100-01, as amended) and that the current rating standard for threat level protection for the term of this Agreement is NIJ Standard – 01.01.04.

4. Duty of Care. Each employee is solely responsible for the inspection, care and maintenance of his or her Vest. If any employee reasonably believes his or her Vest should be replaced sooner than the warranty date indicated by the Vest's manufacturer, the employee will surrender the Vest to the County for inspection. If the County or the manufacturer's inspection determines that the employee did not properly care and maintain the Vest according to the manufacturer's specifications, the employee will be responsible for the full replacement cost of the Vest.

5. Vest Threat Level. It is the sole responsibility of each employee to review the applicable standards and manufacturer's specifications to determine which threat level of Vest will be appropriate for the employee's specific work duties and circumstances and to replace worn or failed Vests.

D. Initial Allowance.

The County will provide each new hire with a full uniform and equipment, to be obtained from a vendor the County has chosen, with the style, make and manufacture of the uniforms and equipment to be determined by the County. Any additional equipment, upgrades or substitutions to the equipment will be at the new hire's own cost. Attached as Appendix "B" to this Agreement is a list of what uniforms the County will supply to a new hire. The County will meet and confer with the Association prior to making any significant changes in what it will provide in Appendix "B."

E. Return of Equipment and Uniforms.

An employee who fails to pass initial probation shall turn in all equipment or uniforms issued or purchased through the provision of this article. Original purchase uniforms/equipment lost or damaged shall be reimbursed to the DCSO by the departing employee. The County may require probationary employees to sign an agreement that allows the County to deduct the costs of unreturned equipment or uniforms from a separating employee's check or provide for other relief. The County is solely responsible for any such program that it chooses to create and implement.

No used equipment or uniforms shall be reissued to an employee unless properly cleaned or reconditioned as necessary. The Undersheriff shall administer the provisions of this paragraph.

F. Uniform Requirement Changes.

If the Sheriff changes the uniform requirements which necessitates the purchase of additional equipment or uniform articles by the employees, the County agrees to provide the initial piece of equipment or uniform article to each employee.

G. Replacement of Destroyed or Damaged Uniforms and Safety Equipment.

If an employee's uniform or safety equipment is destroyed or damaged beyond repair during an on-duty enforcement action, the County will replace that uniform or equipment provided that the employee has prepared a report and pulled a case number documenting the destruction.

ARTICLE 25. REPLACEMENT OF PERSONAL PROPERTY

Replacement Cost Limits.

The County and the Association agree that reasonable replacement cost limits may be placed upon certain items. The employee shall, to the extent practicable, provide receipts or other document justifying the loss and verifying the purchase. Following is a list of items and replacement cost limits. Reasonable replacement cost limits for items not listed but approved for reimbursement, will be determined by the Sheriff and shall be determined on a case-by-case basis.

<u>ITEMS</u>	<u>MAXIMUM AMOUNT PER YEAR</u>
1. Prescription Eyeglasses	\$200
2. Contact Lenses	\$200
3. Watches	\$50
4. Cellular Phone	\$500

An Incident Report must be filed with Douglas County Sheriff's Office Administration before payment will be made.

ARTICLE 26. DRUG TESTING

The County's drug and alcohol testing policy shall be in effect. The parties will meet and confer if substantial changes regarding discipline are proposed by the County. However, if state or federal law requires the County to make those changes, they will be implemented as required and within applicable time frames, with notification to the Association. Nothing in this article shall preclude an employee or the Association from appealing disciplinary action pursuant to Article 21.

ARTICLE 27. PEACEFUL PERFORMANCE

The parties to this Agreement recognize and acknowledge that the services performed by the County employees covered by this Agreement are essential to the public health, safety, and general welfare of the residents of the County of Douglas. The Association agrees that under no circumstances will the Association recommend, encourage, cause or permit its members to initiate, participate in, nor will any member of the Association take part in, any strike, sit-down, stay-in, sickout, slowdown, or picketing that disrupts operations by employees of the State of Nevada or a local government in connection with a labor dispute (hereinafter collectively referred to as work-stoppage), in any office or department of the County, nor to curtail any work or restrict any production, or interfere with any operation of the County. In the event of any such work-stoppage by any member of the Association, the County shall not be required to negotiate on the merits of any disputes which may have given rise to such work-stoppage until said work-stoppage has ceased.

In the event of any work-stoppage, during the term of this Agreement, whether by the Association or by any member of the Association, the Association by its officers, shall immediately declare in writing and publicize that such work-stoppage is in violation of this Agreement and unauthorized, and further direct its members in writing to cease the said conduct and resume work. Copies of such written notice shall be served upon the County. In the event of any work stoppage the Association promptly and in good faith performs the obligations of this paragraph, and providing the Association had not otherwise authorized, permitted or encouraged such work-stoppage, the Association shall not be liable for any damages caused by the violation of this provision. However, the County shall have the right to discipline, to include discharge, any employee who instigates, participates in, or gives leadership to, any work-stoppage activity herein prohibited, and the County shall have the right to seek full legal redress, including damages, as against any such employee.

ARTICLE 28. LABOR MANAGEMENT COMMITTEE

A. Representatives and Function.

A Labor-Management Committee of a minimum of three (3) representatives of the Employer and three (3) representatives of the Association will meet upon the request of either party. The meetings will be held at mutually agreed times and places and are for the purpose of:

1. Discussing the administration of this Agreement.
2. Exchange of general information of interest to both parties.
3. Giving the Association representatives the opportunity to share the views of their members or make suggestions on subject of interest to their members.
4. To meet and confer on health insurance when required by this Agreement.
5. Market comparisons at the end of this Agreement.
6. The Pay for Performance Plan.

B. Notice of Issues.

Any issues to be discussed must be in writing and delivered by the requesting party to the other party at least seventy-two (72) hours before the scheduled meeting.

C. Recommendations.

Any conclusions or mutual recommendations of this Committee must be reduced to writing.

D. Advisory Function.

The Labor Management Committee is advisory only and may not engage in collective bargaining or reach any agreements to amend the contract.

E. Chairperson.

The initial Chairperson will be an Association representative and at six (6) month intervals the position will alternate between the Association and County.

F. Attendance by Other Persons.

Additional persons may attend a meeting of the Labor-Management Committee to present information to the Labor-Management Committee at the request of either party provided at least twenty-four (24) hours' advance written notice is provided to the other party.

ARTICLE 29. COUNTY CODE AND POLICIES

Except as expressly modified by this Agreement as a subject of mandatory bargaining pursuant to NRS 288.150(2), the Association understands and agrees that all County employees, including those employees represented by the Association, are subject to the personnel regulations of the Douglas County Code and the Douglas County Policies and Procedures.

ARTICLE 30. SAVINGS PROVISION

- A.** Should any provision of this Agreement be found to be in contravention of any Federal or State law, or by a court of competent jurisdiction, such particular provision shall be null and void, but all other provisions of the Agreement shall remain in full force and effect until otherwise canceled or amended. In the event that any provision shall be held unlawful and unenforceable by any court of competent jurisdiction, the parties agree to meet for the purpose of renegotiating such invalid provision of the Agreement in an attempt to reach a fully valid Agreement.
- B.** In the event that Section A above is applicable or Chapter 288 of the Nevada Revised Statutes is amended, at the request of either party the County and Association negotiating teams will meet to discuss the ramification(s) of the changes in the law on the current Agreement.

ARTICLE 31. FULL UNDERSTANDING, MODIFICATION AND WAIVER

A. Full Understanding.

All matters within the scope of bargaining have been negotiated and agreed upon by County and the Association. Notwithstanding past agreements and practices, it is intended that this Agreement set forth the full and complete understanding and commitments between County and the Association.

B. Alteration of Economic Benefits.

During the term of this Agreement specific economic benefits which are listed as a subject of mandatory bargaining in NRS 288.150(2) shall not be changed, except by mutual agreement.

C. Modification Requirements.

Any agreement, alteration, understanding, waiver or modification of any of the terms or provisions contained in this Agreement shall not be binding on the parties unless made and signed in writing by all of the parties to this Agreement, and if required, approved and implemented by the Board of County Commissioners.

D. Waiver.

The waiver of any breach, term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

E. Compliance with ADA.

The parties recognize that the County may be required to make certain accommodations to carry out its obligations under the Americans with Disabilities Act (ADA). Some of these

accommodations may require actions which are contrary to the language or intent of existing provisions of the Agreement. The parties agree that such accommodation shall not constitute a past practice or waiver by either party to its right to fully enforce such provision in the future with regard to persons not subject to the protections of the ADA.

Recognizing that circumstances surrounding ADA compliance in individual cases necessarily involve matters which are personal and require the utmost confidentiality, specifics of an individual case shall not be divulged by the County. This section shall not be grievable nor subject to arbitration.

F. Departmental Policies.

Any departmental policy adopted by the Office of the Sheriff will not supersede the language of this Agreement and will have no bearing on the interpretation of the terms and conditions herein.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement for Fiscal Year 2024-2025 to be signed and intend to be legally bound thereby.

 7-17-25
(Date)

Sharla Hales, Chair
Douglas County
Board of Commissioners

 7/17/25
Justin Fricke, President (Date)

Douglas County Sheriff's Protective
Association

APPENDIX "A"

PayScale in effect for pay period that includes July 1, 2025 Includes reduction of steps and 3.5% between steps as outlined in 7(A) and COLA as outlined in 7(B)(2)								
Pay Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Deputy Sheriff I	32.14	33.27	34.43	35.64	36.89	38.18	39.51	40.90
Deputy Sheriff II	35.95	37.21	38.51	39.86	41.26	42.70	44.20	45.74
Investigator	40.76	42.19	43.67	45.20	46.78	48.42	50.11	51.86

APPENDIX A2

PayScale in effect for pay period that includes August 1, 2025 Includes Employee share of PERS contribution as outlined in 7(D)(2)								
Pay Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Deputy Sheriff I	31.36	32.46	33.59	34.77	35.99	37.25	38.55	39.90
Deputy Sheriff II	35.08	36.30	37.57	38.89	40.25	41.66	43.12	44.63
Investigator	39.77	41.16	42.60	44.09	45.64	47.23	48.89	50.60

APPENDIX A3

PayScale in effect for pay period that includes July 1, 2026 Includes 3.75% between steps as outlined in 7(A) and COLA as outlined in 7(B)(3)								
Pay Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Deputy Sheriff I	32.14	33.35	34.60	35.90	37.24	38.64	40.09	41.59
Deputy Sheriff II	35.95	37.30	38.70	40.15	41.66	43.22	44.84	46.52
Investigator	40.76	42.29	43.88	45.52	47.23	49.00	50.84	52.75

APPENDIX A4

PayScale in effective pay period that includes July 1, 2027 Includes COLA as outlined in 7(B)(4)								
Pay Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Deputy Sheriff I	33.11	34.35	35.64	36.98	38.36	39.80	41.29	42.84
Deputy Sheriff II	37.03	38.42	39.86	41.36	42.91	44.52	46.19	47.92
Investigator	41.99	43.56	45.20	46.89	48.65	50.47	52.37	54.33

APPENDIX "B"

The County will provide the following to each new hire, to be obtained from a vendor the County has chosen, with the style, make and manufacture of the uniforms and equipment to be determined by the County:

Item Description	Quantity
BDU Pants	3
BDU Shirt (short-sleeve)	3
BDU Shirt (long-sleeve)	3
Boots (Agency will pay up to \$150.00)	1
Class-A Dress Jacket (Ike Jacket)	1
Class-A Dress Pant	1
Class-A Dress Long Sleeve Shirt	1
Blue Clip-on Tie	1
Silver Tie Bar	1
Class-A Dress Shoes	1
Jacket (Agency will pay up to \$150.00)	1
Pant Belt	1
Duty Belt	1

Item Description	Quantity
Silver Nametag with Blue Lettering	1
Ballistic Vest Allowance - Article 24	1
ASP 26"	1
Radio Earpiece	1
Holster	1
Belt Keepers	4
Radio Holder	1
Handcuff Case	1
Magazine Case	1
Flashlight Holder	1
Asp Holder (26")	1
Key Keeper	1
Handcuffs	2
Stinger Flashlight	1
Gun Light	1

Any additional equipment, upgrades or substitutions to the equipment will be at the new hire's own cost. There will be no allowance given to a new hire that chooses not to acquire any portion of the County-provided uniforms or equipment.

The County will meet and confer with the Association prior to making any significant changes in what items it will provide to each new hire as identified in this Appendix "B."

APPENDIX "C"
SICK LEAVE BUYBACK FORM

Douglas County
Sick Leave Buy Back Form
DCSPA Employees Only

Form MUST be submit to Human Resources between November 1st and December 1st

SECTION I:

Date: _____

Requesting Employee: _____

Fund: _____ Dept: _____

Division: _____

Phone: _____ Title: _____

I request a buy back of the following hours: _____ Hours of Sick Leave

DCSPA EMPLOYEES: I have read and understand the DCSPA Sick Leave Buy Back Program as stated in the labor contract: "Association employees shall have the option of participating in the County's annual sick leave buyback program. If any such employee has in excess of 300 hours accrued as of the first paycheck issued in November of each calendar year, the employee shall have the option to cash in up to a maximum of sixteen (16) hours less any sick leave hours used during the year (e.g., 16 hours less 8 hours of used sick leave would equal 8 hours eligible for buyback). After utilizing the buyback provisions, the employee must have no less than 300 hours of sick leave remaining in his/her sick leave account."

Employee's Signature: _____ Date: _____

SECTION II: To be completed by Human Resources and Finance

Approved

Denied

Reviewed by Human Resources: _____ Date: _____

Reviewed by Finance: _____ Date: _____

Notes: _____