

Recorder's Office Cover Sheet

Recording Requested By:

Name: Christine Vido

Department: Human Resources

Item ID/Agreement #: DC-3852-2020



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SHAWNYNE GARREN, RECORDER

Type of Document: (please select one)

- Agreement
- Contract
- Grant
- Change Order
- Easement
- Other specify: \_\_\_\_\_

**FIRST MEMORANDUM OF UNDERSTANDING**

**FILED**

**Between**

**Douglas County, Nevada**

NO. DC-3852-2026

**And the**

**Douglas County Sheriff's Protective Association**

4/26/26  
DATE

DOUGLAS COUNTY CLERK  
MINDEN, NV

**And the**

**Douglas County Sergeant's Association**

BY AL DEPUTY

**And the**

**Sergeant's Bargaining Unit**

**(SBU Contract of July 1, 2025, through June 30, 2028)**

This First Memorandum of Understanding is entered into by Douglas County, a political subdivision of the State of Nevada; Douglas County Sheriff's Protective Association; and the Douglas County Sergeant's Association (collectively referred to as "Parties.") This First Memorandum documents all Parties agreement consistent with Nevada Revised Statutes (NRS) 288.160 and Nevada Administrative Code (NAC) 288.146 to change the recognition of the employee organization serving as the exclusive bargaining agent for the sergeant's bargaining unit (SBU) and amending the Douglas County Sheriff's Protective Association negotiated collective bargaining agreement for SBU dated July 1, 2025, through June 30, 2028 (DCSPA-SBU 2025- 2028).

All Parties agree and intend to be bound by the terms and conditions as follows:

- 1) DCSPA voluntarily requests and consents to Douglas County withdrawing its recognition of DCSPA as the employee organization serving as the exclusive bargaining agent for the SBU.
- 2) SBU is requesting DCSA be recognized by Douglas County as the employee organization serving as the exclusive bargaining agent for the SBU.
- 3) To support its right to recognition, DCSA has submitted a roster of its officers, a written pledge not to strike against the local government employer under any circumstances, and signed authorization cards in support of its recognition that show a majority of the membership supports its recognition as the exclusive bargaining agent for the SBU. DCSA agrees to submit a copy of its constitution and bylaws to Douglas County, when adopted.
- 4) Upon recognition, DCSA agrees to administer and be bound by the existing collective bargaining agreement covering the Sergeant's Bargaining Unit for the term July 1, 2025, through June 30, 2028.
- 5) Except as expressly modified herein, all parties agree the terms and conditions of the collective bargaining agreement (DCSPA-SBU 2025-2028) remain in full force and effect, including but not limited to the provisions of Article 2, unless modified through a lawful successor agreement or other lawful process.

6) Douglas County's withdrawal of DCSPA's recognition as the exclusive bargaining agent for SBU and Douglas County's recognition of DCSA as the employee organization serving as the exclusive bargaining agent for SBU is conditioned on DCSA's express agreement the sergeants will be bound by terms and conditions of the current three-year collective bargaining agreement (DCSPA-SBU 2025-2028).

7) Douglas County hereby withdraws its recognition of DCSPA as the employee organization serving as the exclusive bargaining agent for SBU.

8) Douglas County hereby recognizes DCSA as the employee organization serving as the exclusive bargaining agent for SBU moving forward, including for purposes of administering the collective bargaining agreement currently in place with SBU (DCSPA-SBU 2025-2028).

9) For purposes of administering the current collective bargaining agreement (DCSPA-SBU 2025-2028), all references to DCSPA shall be interpreted as referring to DCSA.

10) Nothing in this Memorandum is intended to amend the substantive terms of the existing collective bargaining agreement or waive any rights, obligations, or procedures under NRS Chapter 288 or NAC Chapter 288.

***IN WITNESS WHEREOF, the Parties have the legal authority and hereto have caused this First Memorandum of Understanding between Douglas County, Douglas County Sheriff's Protective Association, and Douglas County Sergeant's Association to be executed.***

***On behalf of Douglas County Sheriff's Protective Association:***

  
\_\_\_\_\_  
Steven Kimbrell  
President, DCSPA

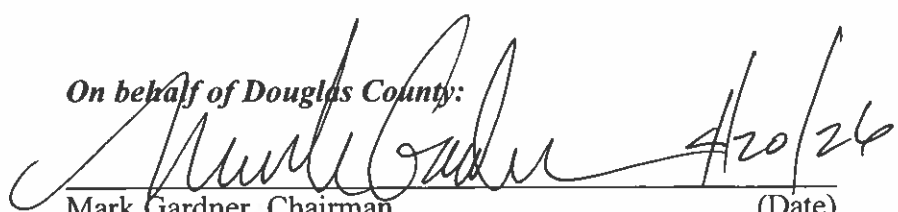
3-31-26  
(Date)

***On behalf of Douglas County Sergeant's Association:***

  
\_\_\_\_\_  
Justin Fricke  
President, DCSA

3/31/26  
(Date)

***On behalf of Douglas County:***

  
\_\_\_\_\_  
Mark Gardner, Chairman  
Board of County Commissioners

4/20/26  
(Date)

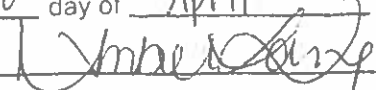
ATTEST:   
\_\_\_\_\_  
Amy Burgans, Douglas County Clerk-Treasurer

Douglas County                      State of Nevada

CERTIFIED COPY

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

20 day of April, 2020

By  Deputy