

LABOR AGREEMENT BETWEEN
THE COUNTY OF ELKO
AND THE
ELKO COUNTY DEPUTY SHERIFF'S ASSOCIATION

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JULY 1, 2013 THROUGH JUNE 30, 2016

TABLE OF CONTENTS

Article 1 - Preamble	3
Article 2 - Recognition and Application	3
Article 3 - Management Rights	3
Article 4 - Non-Discrimination	4
Article 5 - Overtime and Standby Time	5
Article 6 - Annual Leave	6
Article 7 - Leave for Work Related Injury	7
Article 8 - Retirement	8
Article 9 - Salary	8
Article 10 - Call Out Time	12
Article 11 - Physical Exams	12
Article 12 - Holidays and Holiday Pay	12
Article 13 - Grievance Procedure	13
Article 14 - Sick Leave	16
Article 15 - Group Health Insurance	20
Article 16 - Clothing and Equipment Allowance	20
Article 17 - Shift Differential	21
Article 18 - Leave of Absence	22
Article 19 - Layoff Procedure	23
Article 20 - Association Affairs	23
Article 21 - Educational Incentive	25
Article 22 - Lunch and Rest Break	26
Article 23 - No Strike/No Lockout	26
Article 24 - Field Training Officer	26
Article 25 - Personal Property Replacement or Repair	27
Article 26 - BiLingual Pay	27
Article 27 - Discharge, Suspension, Demotion and Reduction in Pay	27
Article 28 - Group Life Insurance	27
Article 29 - Shift Bidding	28
Article 30 - Local Government Employee-Management Relations Act	28
Article 31 - Physical Fitness	28
Article 32 - Integration and Savings Clause	28
Article 33 - Canine Deputies	28
Article 34 - Duration of Agreement	29

Salary Tables:

Exhibit A (effective first full pay period following July 1, 2013)

Exhibit B (effective first full pay period following July 1, 2014)

Exhibit C (effective first full pay period following July 1, 2015)

ARTICLE 1
PREAMBLE

This agreement is entered into between Elko County, Nevada hereinafter referred to as the COUNTY and the Elko County Deputy Sheriff's Association hereinafter referred to as the ASSOCIATION.

It is the intent and purpose of this agreement to assure sound and mutually beneficial working and economic relationships between the parties hereto.

It is recognized by the COUNTY, the ASSOCIATION and the employees covered by this agreement that the COUNTY is engaged in rendering public services to the general public, and that there is an obligation on each party to continue to provide such services.

All employees shall perform loyal and efficient work and service; shall use their influence and best efforts to protect the properties of the COUNTY and its service to the public; and shall cooperate in promoting and advancing the welfare of the COUNTY and in preserving the continuity of its service to the public at all times.

ARTICLE 2
RECOGNITION AND APPLICATION

A. For purposes of this agreement only, and subject to the provisions of NRS 288.140, the COUNTY recognizes the ASSOCIATION as the exclusive bargaining agent for the regular full-time employees (hereinafter referred to as regular employees) employed in the classifications set forth hereinafter to negotiate in respect to those mandatory subjects of bargaining set forth in NRS 288.150(2):

- Jailor
- Deputy
- Corporal
- Detective
- Sergeant
- Civil Deputy

B. The parties agree that probationary employees shall not have access to the grievance procedure for any disciplinary procedure, purpose or action.

ARTICLE 3
MANAGEMENT RIGHTS

A. The COUNTY and the ASSOCIATION agree that the COUNTY possesses the sole right to operate the COUNTY and all management rights remain vested with the

COUNTY. In this context, except as specifically surrendered or limited by express provision of this agreement, all management rights, powers, authority, functions and prerogatives whether heretofore or hereafter exercised, and regardless of frequency or infrequency of their exercise, shall remain vested exclusively in the

COUNTY It is expressly recognized that these rights include but are not limited to the right to hire, direct, assign or transfer an employee; the right to reduce in force or lay off employees subject to the procedures for such action as set forth in Article 22 of this agreement; the right to determine and change staffing levels and work performance standards except for safety considerations; the right to determine the content of the workday, including without limitation workload factors; the right to determine the quality and quantity of services to be offered to the public, and the means and methods of offering those services; the right to determine the safety of the public; the right to contract or subcontract work performed by bargaining unit employees subject to the ASSOCIATIONS right to negotiate with the COUNTY the impact of such decision; the right to discipline, reprimand, suspend, reduce in pay, demote and/or terminate employees subject to applicable provisions of the collective bargaining agreement; the right to consolidate COUNTY functions; the right to determine COUNTY functions; the right to implement, modify and delete rules, regulations, ordinances, and laws not inconsistent with this agreement; the right to establish, change, combine or eliminate jobs, job functions and job classifications; the right to establish wage rates for new or changed jobs or job descriptions; the right to introduce new or improved procedures, methods, processes or make technological changes; and the right to establish or change shift schedules of work, starting and quitting times.

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B. Notwithstanding the provisions of any collective bargaining agreement negotiated pursuant to NRS section 288 and following, the COUNTY is entitled to take whatever actions may be necessary to carry out its responsibilities in situations of emergency such as a riot, including but not limited to, military action, natural disaster or civil disorder. Such actions may include the suspension of any collective bargaining agreement for the duration of the emergency. Any action taken under the provisions of this subsection shall not be construed as a failure to negotiate in good faith.

C. The ASSOCIATION acknowledges that the provisions of Chapter 288 of the Nevada Revised Statutes, including without limitation the provisions of this article and NRS 288.150, recognize and declare 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.

ARTICLE 4 **NON-DISCRIMINATION**

A. The COUNTY and the ASSOCIATION will continue their policy not to interfere with, or discriminate against, any employee because of membership or non-membership in the ASSOCIATION, or because the employee engages in or refrains from engaging in any

activity protected by NRS 288.010 and following.

B. The ASSOCIATION recognizes its responsibilities as the exclusive bargaining agent of the employees covered by this agreement, and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

C. Consistent with federal and Nevada law the provisions of this agreement shall be applied to all employees in the bargaining unit without discrimination based on age, sex, marital status, race, color, religion, protected disability, or national origin. The ASSOCIATION shall share equally with the COUNTY the responsibility for applying this provision of this agreement.

D. This article shall not be subject to Article 13.

ARTICLE 5

OVERTIME AND STANDBY TIME

A. Overtime

Employees covered by this agreement who work in excess of 40 hours in a week shall be paid one and one-half times their straight time hourly rate for all hours so worked, or shall receive compensatory time off provided by the Fair Labor Standards Act, as determined by the COUNTY after consultation with the employee. This article may be superseded by a memorandum of understanding related to scheduling of hours worked.

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~~4. Limitation on Accrual of Compensatory Time (After December 31, 2002).~~
An employee may accumulate up to 120 hours of compensatory time during any calendar year. During the calendar year, accumulations of compensatory time in excess of 120 hours shall be paid by the COUNTY. All compensatory time accumulations shall be paid to zero at the end of each calendar year, unless the Sheriff's Department Office Manager has received a written request from the employee that the employee desires to carry over not more than 80 hours of compensatory time into the new calendar year. The written request must be received by the Sheriff's Department Office Manager prior to the last payroll of the year. In the event of such written request, compensatory time in excess of 80 hours or in excess of such lesser amount that may be carried over at the request of the employee shall be paid by the COUNTY at the beginning of the calendar year.

B. Controlled Standby Time

Controlled Standby time is any time in which an employee who the sheriff or designee requires the employee to remain available to respond to calls for service, assist other deputies and/or cannot use the time effectively for the employees own purpose, will be compensated at the rate of \$2.50 per hour for each hour period of controlled standby time.

C. Uncontrolled Standby Time

Uncontrolled standby time is any time in which an employee who the sheriff or

designee requires the employee to be available to respond to assist other deputies in a reasonable amount of time, will be compensated at the rate of \$.50 per hour for each hour period of uncontrolled standby time.

ARTICLE 6
ANNUAL LEAVE

A. Employees with Less Than 5 Years of Service

1. All employees working on a full-time basis shall be entitled to vacation leave with pay of 1/3 working day for each month of service (calculated at 3.08 hours per biweekly pay period) which may be accumulated.

2. During the employees first 6 months of employment, vacation leave shall accrue as provided in this paragraph A, but no vacation leave shall be taken during such period.

B. Employees after 5 Years of Service

All employees working on a full-time basis who have completed 5 or more consecutive years of employment shall earn vacation leave of 1 1/4 working days for each month of service (calculated at 4.62 hours per biweekly pay period) which may be accumulated.

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C. Employees after 10 Years of Service
All employees working on a full-time basis who have completed 10 or more consecutive years of employment shall earn vacation leave of 1 1/2 working days for each month of service (calculated at 5.54 hours per biweekly pay period) which may be accumulated. This change is not retroactive.

C. Employees after 15 Years of Service

All employees working on a full-time basis who have completed 15 or more consecutive years of employment shall earn vacation leave of 1 2/3 working days for each month of service (calculated at 6.15 hours per biweekly pay period) which may be accumulated.

D. Annual Leave Determination

The time when annual leave is taken shall be determined by the COUNTY after considering the needs of the service and the seniority and wishes of the employee. Annual leave shall not be accumulated in excess of 30 working days at the beginning of any calendar year. Amounts in excess of 30 working days at the beginning of any calendar year shall be forfeited. Annual leave shall not be granted in excess of the annual leave credit earned.

E. Vacation Credit upon Termination of Employment

1. Upon termination of employment for any reason, an employee who has earned vacation time may be granted a vacation for the time so earned not to exceed the maximum amount which may be accumulated as specified in paragraph D of this article. Such vacation must be taken prior to the effective date of termination of employment, or in lieu of

such vacation, the employee may be granted a lump sum payment for vacation time accrued to his or her credit not to exceed the maximum amount which may be accumulated as specified in paragraph D of this article.

2. No employee shall be paid for accumulated vacation leave upon termination of service unless he or she has been employed 6 months or more.

F. **Rights of Heirs of Deceased Employee**

If an employee dies and was entitled to accumulated vacation leave under the provisions of this article, the heirs of such deceased employee, who are given priority to succeed to the assets of decedents estate under the laws of intestate succession of this State, or the executor or administrator of the decedents estate, upon submitting satisfactory proof to the Board of County Commissioners of their right, shall be paid an amount of money equal to the number of days of accrued vacation leave, not to exceed the maximum amount which may be accumulated as specified in paragraph D of this article, multiplied by the daily salary or wages of such deceased employee.

G. **Vacation Buy Out**

An employee may by written request elect to be paid for up to a maximum of 2 weeks of accumulated vacation per calendar year. The written request must be received by the Sheriff's Department Office Manager immediately following the last payroll of the year.

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**ARTICLE 7
LEAVE FOR WORK RELATED INJURY**

When any employee of the COUNTY is eligible at the same time for benefits under Chapters 616 or 617 of the Nevada Revised Statutes and for any sick leave benefit:

A. The amount of sick leave benefit paid to such employee for any pay period shall not exceed the difference between his or her normal salary and the amount of any benefit received, exclusive of reimbursement or payment of medical or hospital expenses under Chapter 616 or 617 of the Nevada Revised Statutes for that pay period.

B. If the amount of the employees sick leave benefit is reduced pursuant to Article 14, Sick Leave herein, below the amount normally payable, the amount of sick leave charged such employee as taken during that pay period shall be reduced in the same proportions.

C. An employee of the COUNTY may decline to use any or part of the sick leave benefit normally payable to him or her while receiving benefits under Chapter 616 or 617 of the Nevada Revised Statutes. During such period of time, the employee shall be considered on leave of absence without pay.

ARTICLE 8
RETIREMENT

A. All employees covered by this agreement shall participate in the Public Employees Retirement System (PERS) of the State of Nevada in accordance with the rules of that system as set forth in NRS Chapter 286.

B. The COUNTY agrees to contribute for each employee covered by this agreement the rate paid as of July 1, 2004, to the PERS for the term of this agreement.

C. Increases in the contribution rate above that set forth in paragraph B of this article which are mandated by the Nevada Legislature shall be paid for by the party or parties designated in such action. If the Nevada Legislature is silent with respect to who is responsible to pay contribution increases, paragraph D shall apply.

D. If the Nevada Legislature fails to designate whether the employee or the COUNTY is to pay for the increase in contributions to the PERS above that set forth in paragraph B of this article, the COUNTY and the employee shall each pay 1/2 of the increased contribution. Payment of the employee's portion of the contribution increase shall be:

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() Made in lieu of equivalent basic salary increase, cost of living increase, or both; or

() Counterbalanced by equivalent reductions in an employee's salary.

ARTICLE 9
SALARY

A. Pay Periods. The pay periods and dates of payment shall be established by the COUNTY.

B. Wages

FY 2014: There shall be a 3.0% salary increase to the 2012-2013 salary tables in effect June 30, 2013 computed as in prior years and effective the first full pay period following July 1, 2013.

FY 2015: There shall be a 3.0% salary increase to the 2013-2014 salary tables in effect June 30, 2014 computed as in prior years and effective the first full pay period following July 1, 2014.

FY 2016: There shall be a 3.0% salary increase to the 2014-2015 salary tables in effect June 30, 2014 computed as in prior years and effective the first full pay period following July 1, 2015.

C. **Salary Step.**

1. **STEP I. Minimum Hiring Rate for the Range**

New employees shall be employed at the minimum rate for the range unless:

- (a) Upon recommendation of the sheriff, the county manager authorizes hiring an employee at a higher step; and
- (b) A qualified person cannot be hired at the Step 1 rate; or
- (c) The person to be employed possesses higher step qualifications; a new employee shall not be allowed to start higher than the Third Step.

2. **STEP II.**

An employee hired at Step I shall spend 4 full months at STEP I commencing with the date of hire or date of transfer from part-time to full-time. Advancement to STEP II will be effective the first full pay period after the (4) month anniversary date from the date of hire or date of transfer from part-time to full-time.

A. If a new employee is hired at STEP I, the employee will remain at Step II until the (12) month new hire probationary period is successfully completed, advancement to STEP III will be effective the first full pay period after the (12) month anniversary date of hire or transfer from part-time to full-time.

3. **STEP III. First Anniversary Advancement**

An employee who is hired at Step I shall spend 8 months at Step II commencing with the advancement to STEP III. Advancement to Step III shall be accomplished at the successful completion of the employees (12) month new hire probationary period or transfer from part-time to full-time, which will be the employees (1) year anniversary date. Advancement to STEP III will be effective the first full pay period after the (12) month anniversary date from hire or date or transfer from part-time to full-time.

A. If a new employee is hired at STEP III, the employee will remain at Step III until the (12) month new hire probationary period is successfully completed, advancement to STEP IV will be effective the first full pay period after the (12) month anniversary date of hire or transfer from part-time to full-time.

4. **Annual Advancement for Merit and Continuous Service**

Upon the completion of one full year of service beginning with Step III, the employee is eligible for advancement to the next highest step. The advancement shall be upon

the recommendation of the sheriff.

D. **Pay Rate Covers Full-Time Service**

The pay rates set forth in Exhibit "A" are the gross hourly compensation for full-time service in the several positions. Full-time service is the number of hours which regularly constitutes the scheduled weekly period of service which is 40 hours. In instances when job functions are compensated for by more than one jurisdiction, the total of the other salary or salaries will be deducted from the rate established, and the COUNTY will be obligated for this difference.

E. **Minimum Rate**

No person in the classified service shall be paid at a rate below the minimum step in the range to which his position is assigned.

F. **Probationary Period**

All new hire employees, shall serve a probationary period of not less than 12 months from the date of hire or transfer. An employee hired at any step who completes the probationary period and whose job performance is determined by the Sheriff through the FTO program, Nevada Peace Officer and Service Training and employee evaluations to be satisfactory may be advanced to a non-probationary status. Should an employee be judged to require an additional probationary period through the FTO program, Nevada Peace Officer and Service Training and employee evaluations to more adequately determine the level of performance, the reasoning shall be documented. The probationary period can be extended no more than six months.

G. **Annual Advancements**

Upon reaching the anniversary date in the present classification, an employee may be eligible for advancement to the next step and may be so advanced upon the recommendation of the sheriff and approval by the Board of County Commissioners.

H. **Pay Pattern for Change of Level and Transfer**

When an employee is promoted to a position allocated to a higher pay range, he/she shall receive the pay rate for the new range in the step that is commensurate with date of hire. When an employee is transferred to a position in another class allocated to the same salary range, the employee shall continue at the then existing step rate. When an employee is demoted to a position in a class allocated to a lower pay range, the employee shall receive the rate of pay in the step of said range that is commensurate with the date of hire.

I. **Longevity Pay**

1. Employees with 8 years of continuous service are entitled to \$175.00 semi-annually increasing each year thereafter to a maximum of \$1550.00 semi-annually for 25 or more years of continuous service.

2. The schedule for longevity pay for employees with performance reviews of standard or better is as follows:

<u>Years of Completed Service</u>	<u>Semi-Annual Amount</u>	<u>Total Annual Amount</u>
8	\$ 175	\$ 350
9	200	400
10	225	450
11	275	550
12	300	600
13	325	650
14	350	700
15	375	750
16	450	900
17	475	950
18	500	1,000
19	525	1,050
20	550	1,100
21	575	1,150
22	600	1,200
23	625	1,250
24	650	1,300
25 or more	750	1,500

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3. Longevity pay shall be payable on June 20 and December 20 of each year. An employee will receive the first check during the year following the employee's 8th anniversary year of employment with the COUNTY. If the employment anniversary date falls between January 1 and June 30 of the year, the first check will be June 20. If the anniversary date falls between July 1 and December 31 of that year, the first check will be December 20.

4. For purposes of longevity pay, continuous COUNTY service is defined as uninterrupted employment in the classified or unclassified service of the COUNTY.

J. All Category I – III peace officers regardless of designation (detention or road deputy) shall be paid at the same rate within respective steps. The base rate to be used is the then current rate for road deputies.

K. All sergeants shall be paid at the same rate of pay within respective steps.

L. **Lead Officer Assignments**

Any post-probationary Deputy Sheriff whom has completed "A Law Enforcement First Line Supervisor Class" may be assigned a lead officer and will be paid hourly base pay

equal to that of Corporal pay at the same step the Deputy Sheriff has currently achieved. Lead Officer Pay is only paid the actual worked hours of the assignment. A deputy Sheriff will only be assigned to be the lead officer in the absence or unavailability of the regularly assigned Corporal or Sergeant. The lead officer pay automatically terminates at the end of the lead officer assignment.

The assignment will be made by the regularly assigned Corporal or Sergeant or in their absence by the Sheriff or designee. This paragraph is effective the first full pay period following ratification and approval.

ARTICLE 10
CALL OUT TIME

A. Any work requirement of an employee on a day when no work is scheduled for the employee or which is not contiguous with the employees scheduled work hours shall be a call out and shall be at least 2 hours duration and at time and one-half of the regular hourly rate. Work required contiguously with the employee's scheduled work hours shall not be a call out.

B. Call out time includes, but is not limited to, appearances in court for matters arising out of his/her duty as an employee of the Sheriff's Department.

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ARTICLE 11
PHYSICAL EXAMS

A. The COUNTY will pay for the physical exams required by law if the employee gets his exam from the physician chosen by the COUNTY. However, if the exam is done by a physician of the employee's choice, the COUNTY will reimburse the employee for the standard amount paid by the COUNTY and the employee shall pay the balance.

B. Physical exams shall be taken in accordance with law and shall be scheduled by the employee within 30 days before or after the employee's birthday.

C. The COUNTY shall provide, at no cost to all employees in the bargaining unit, testing for hepatitis (B strain), and vaccines for tuberculosis and tetanus. The COUNTY shall also provide at the time of the physical exam, at no cost to the employee, an aids test if such test is requested by the employee.

ARTICLE 12
HOLIDAYS AND HOLIDAY PAY

A. All employees shall receive 8 hours straight time for the holidays listed

below:

New Year's Day
Martin Luther King, Jr.'s Birthday
Presidents Day
Memorial Day
Independence Day
Labor Day
Nevada Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving (Family Day)
Christmas Day

; And any other day, or portion thereof (which shall be a paid holiday for only the portion of the day so declared), that may be declared a holiday by the Board of Elko County Commissioners

B. Effective the first full pay period following July 1, 2009 any employee who is required to work on a holiday shall receive his/her regular rate of pay for all hours worked plus 8, 16, or 24 hours of pay at time and one-half the regular hourly rate based on the employee's regularly assigned shift of 8, 16 or 24 hours.

C. If a holiday falls during the time an employee is on leave, such holiday shall not be charged as leave.

D. If a holiday falls on an employee's regular day off, he/she shall receive 8 hours straight time pay, or straight-time compensatory time off, at the COUNTY'S option, after consultation with the employee.

E. In addition to the enumerated holidays appearing in paragraph A. above, bargaining unit employees shall be entitled to designate one day as a floating holiday. Five working days advance notice of the designated floating holiday must be given by the employee to the sheriff or his designee. The floating holiday shall be forfeited if not taken within the fiscal year. The floating holiday(s) shall be paid at straight time.

ARTICLE 13

GRIEVANCE PROCEDURE

A. A grievance shall be defined as a dispute between the COUNTY and the ASSOCIATION arising over the interpretation or application of a specific aspect of this agreement which is not a management right. In that context, the parties have acknowledged the COUNTY'S management right to discharge, discipline, reprimand, suspend without pay, reduce in pay, and/or demote employees for just cause. Thus, such matters are grievances within the meaning of this article, and accordingly are subject to the applicable grievance and/or arbitration

provisions of this article. Grievances as defined above shall be resolved pursuant to this article.

B. An ASSOCIATION grievance committee shall be established consisting of 3 members. Such committee shall be selected in a manner to be determined by the ASSOCIATION. The purpose of the ASSOCIATION grievance committee is to aid the ASSOCIATION and employee in resolution of grievances or to determine whether to pursue the matter through the grievance procedure.

C. As used in this article, the term day refers to calendar days.

D. **Stages of the Grievance**

STEP 1 - The Informal Stage

If the employee feels he/she has a grievance, he/she shall take up the matter with the immediate supervisor (corporal or sergeant) with 10 business days (Monday-Friday excluding holidays listed in Article 12) after the employee is aware of the event giving rise to the grievance. The immediate supervisor shall make every attempt to reach an acceptable solution to the grievance within 10 business days (Monday-Friday excluding holidays listed in Article 12) after it has been submitted. If the grievance has not been resolved within the 10 business days (Monday-Friday excluding holidays listed in Article 12) period, the immediate supervisor shall notify the employee and the ASSOCIATION of that fact in writing and the grievance shall proceed to the committee stage.

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STEP 2 - The Committee Stage

If the grievance is not resolved in the informal stage, the employee shall deliver the grievance in written form to an ASSOCIATION officer within 10 business days (Monday-Friday excluding holidays listed in Article 12) after delivery of the written notice provided for in STEP 1. The grievance committee shall have 10 business days (Monday-Friday excluding holidays listed in Article 12) from the receipt of the grievance in which to assemble, discuss, and render a decision on going forward with the grievance. If the grievance committee decides to go forward with the grievance, it shall deliver the written grievance to the lieutenant or the sheriff's designee no later than the day following its decision.

1. The written form of the grievance shall consist of:
 - (a) The employee's name.
 - (b) The employee's position.
 - (c) The employee's department.
 - (d) A complete statement of the nature of the grievance citing the specific section or sections of this agreement which forms the basis of the grievance.

- (e) A statement of any attempts made to resolve the problem.
- (f) A proposed solution to the grievance.
- (g) The signature of the president or vice-president of the ASSOCIATION.
- (h) The date the grievance arose, the date the employee delivered the grievance to the ASSOCIATION officer as required by this STEP, and the date the grievance committee made the decision to go forward with the grievance.

STEP 3 - The Management Stage

After the lieutenant of the employees division and/or the sheriffs designee has received the grievance, the lieutenant or the sheriffs designee shall make every attempt to reach an acceptable solution to the grievance within 10 business days (Monday-Friday excluding holidays listed in Article 12) after it has been submitted to him/her. If the grievance is not resolved within that time period, the grievance shall be forwarded to the sheriff or his designee and it shall proceed to the administrative stage.

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STEP 4 - The Administrative Stage

The sheriff and/or his designee shall receive the grievance, and the sheriff and/or the sheriffs designee shall attempt to reach an acceptable solution to the grievance within 10 business days (Monday-Friday excluding holidays listed in Article 12) after it has been submitted to him/her. The disposition of the grievance shall be made in writing.

1. For reprimands, sub-standard evaluations, and other discipline not specified in subsection 2 below, the decision of the sheriff in STEP 4 shall be final and binding.
2. For discharge, suspension without pay, demotions, reductions in pay and grievances involving contract interpretation, the grievance shall proceed further as follows.

STEP 5 - The Arbitration Stage

If the ASSOCIATIONS desire to submit the matter to arbitration, the parties shall jointly petition the Federal Mediation and Conciliation Service for a list of 7 arbitrators. Upon receiving the list, the parties shall alternatively strike names from the list until one name remains, and that person shall serve as the arbitrator. The party to strike first shall be determined by a coin toss.

1. The decision of the arbitrator shall be final and binding upon the parties. The arbitrator's authority is limited to the application and interpretation of the provisions of this agreement and the arbitrator shall not have the authority to modify, amend or alter any terms or conditions of this agreement.

2. The arbitrator's decision must:

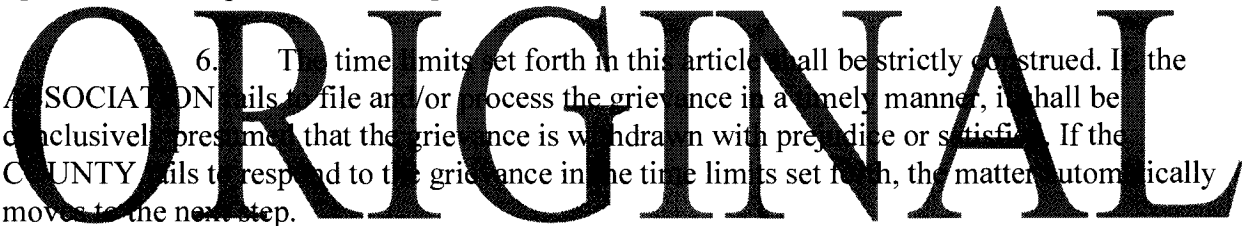
- (a) Be in writing; and
- (b) Be consistent with Nevada law;
- (c) Set forth findings of fact, reasoning, and the arbitrator's conclusions on the issues submitted.

3. The fees and expenses of the arbitrator shall be borne equally by the parties. A party requesting the use of a court reporter shall pay all fees and costs associated therewith; however, if the other party requests a copy of the transcript, all such fees and costs shall be shared equally.

4. All grievance settlements shall be approved in writing by the sheriff.

5. The time limits set forth in this article may be extended by mutual agreement of the parties in writing.

6. The time limits set forth in this article shall be strictly construed. If the ASSOCIATION fails to file and/or process the grievance in a timely manner, it shall be conclusively presumed that the grievance is withdrawn with prejudice or satisfied. If the COUNTY fails to respond to the grievance in the time limits set forth, the matter automatically moves to the next step.



ARTICLE 14
SICK LEAVE

A. Employees shall be entitled to sick and disability leave with pay of 1 1/4 working days for each month of service, which shall be cumulative from year to year not to exceed 150 working days/maximum 1200 hours effective the first full pay period following ratification and approval.

B. After an employee has accumulated 150 working days/maximum 1200 hours of sick leave credit, the amount of additional unused sick leave which the employee is entitled to carry forward from one year to the next is limited to 1/2 of the regular sick leave accrual during the year. The remaining 1/2 sick leave accrual over 150 days/maximum 1200 hours shall be placed in a separate account to be used by the employee under the following conditions effective the first full pay period following ratification and approval:

1. The employee is suffering from a long term or chronic illness. The term chronic illness is defined as a disease or ailment that is expected to last for a period of months or years, and it cannot be easily corrected within a short period of time and generally is not of a

temporary disabling or incapacitating nature; and

2. The employee has used all sick leave otherwise available to him/her; and

3. Approval of the Board of County Commissioners is obtained; and

4. The request is accompanied by a certification from a physician or other suitably qualified person as to the relative seriousness of the illness, and a projection of the probable length of time the illness will continue; and

5. Sick leave accumulations in excess of 150 working days/maximum 1200 hours shall not be subject to the sick leave buyout provisions contained in paragraph G of this article effective the first full pay period following ratification and approval.

C. An employee separated from service shall earn sick leave only through the last working day for which the employee is entitled to pay. If this date is earlier than the last day of the month, the sick leave with pay shall be prorated.

D. An employee is entitled to use sick leave only when incapacitated to perform the duties of his or her position due to sickness or injury, when quarantined, when receiving required medical or dental service or examination, or when there is an illness, death in his/her immediate family.

1. In the event of a serious illness in an employee's immediate family which requires his/her attendance, he/she may use sick leave not to exceed 10 days for illness (5 days for bereavement) in any one calendar year. As used in this article, immediate family is defined as the employee's spouse, parent, child, sibling, grandparent, grandchild, or immediate in-law. With approval of the Board of County Commissioners, use of additional sick leave for this purpose may be granted.

2. The Board of County Commissioners may approve an exception to this limitation where an employee's attendance is required to provide, participate in, or arrange for intensive care and/or treatment or to receive extensive training in the proper utilization of equipment, techniques and supplies essential for continued maintenance of good health. In this case, the employee submits his request for an exception of the limitation to the Board of County Commissioners. The request must be accompanied by an individual certification from a physician or other suitably qualified person as to the actual need for the employee's participation. The certificate of need must identify the immediate family member's illness and contain an explanation as to:

(a) Relative seriousness of the illness and a projection of the probable length of time the employee's attendance will be required; and

(b) The exact role of the employee while in attendance.

(c) The sheriff or Board of County Commissioners may request the submittal of supplemental information.

E. In the event of a death in the employee's immediate family, he/she may use sick leave not to exceed 5 working days for each death.

F. An employee is entitled to use a maximum of 6 weeks accumulated sick leave for adoption or maternity leave purposes, regardless of the type of delivery or results of pregnancy. After 6 weeks of accumulated sick leave has been exhausted, or the total amount of accumulated sick leave is less than 6 weeks, the employee is entitled to use accumulated vacation leave for adoption or maternity leave purposes. If after sick leave and annual leave is exhausted as provided for herein, the employee is entitled to be placed on leave without pay status for a total adoption or maternity leave period not to exceed 12 weeks. The following provision must be fully complied with:

1. A maternity leave may be taken prior to the expected birth of the child.

2. Maternity leave days taken shall be consecutive, and non-consecutive or less than full maternity leave days shall be allowed only upon a physician's written recommendation and approval.

3. Pregnancy shall not jeopardize an employee's job or merit status except for leave without pay limitations. The employee shall be responsible for reporting the pregnancy as soon as it is an established fact so that steps may be taken to protect the employee's health or modify her working conditions, and so that any necessary staffing adjustments may be planned.

G. Upon separation of an employee from the COUNTY for any reason, the employee shall be entitled to payment for his/her unused sick leave in excess of 30 days (240 hours), according to his/her number of years of Elko County public service, effective the first full pay period following ratification and approval, as follows:

1. For 10 years of service or more, but less than 15 years, not more than \$3,000.00.

2. For 15 years of service or more, but less than 20 years, not more than \$4,000.00.

3. For 20 years of service or more, not more than \$5,000.00.

H. An employee who uses 5 days or less of sick leave during any calendar year may by written request elect to be paid at the employees current hourly rate for the unused sick leave that has accumulated during that calendar year in the ratio of 1 hour paid for every 2

hours of sick leave accrued. The sick leave buy out applies only to sick leave accumulated during the applicable calendar year (ie. a maximum of 3 weeks), and does not apply to prior accumulations. The employees sick leave account shall be reduced by 2 hours of accrued sick leave for every 1 hour of sick leave paid. The written request must be received by the Sheriff's Department Office Manager immediately following the last payroll of the year.

I. An employee who is eligible for purchase of service credits under the Nevada Public Employee's Retirement System ("PERS) and applicable law, may at his or her option convert unused sick leave into service credit PERS at the rate of one hour of service credit for two hours of sick leave, subject to the following conditions and limitations:

1. Employees must have a cumulative total of at least six hundred (600) hours of unused sick leave to be eligible for conversion. An employee who has reached a minimum of 600 hours of sick leave accrual, who uses 5 five days or less of sick leave during the calendar year may, by written request, elect to purchase service credit in PERS for the unused sick leave that has accumulated during that calendar year in the ratio of 1 hour of service credit for every 2 hours of sick leave accrued. The PERS service credit buyout only applies to sick leave accumulated during the applicable calendar year (i.e. a maximum of 3 weeks), and does not apply to prior accumulations. The employee's sick leave account shall be reduced by 2 hours of accrued sick leave for every 1 hour of service credit paid.

2. Employees desiring to convert unused accrued sick leave into retirement service credit shall submit a written request, on a county-approved form, to the County manager immediately following the last pay period of the calendar year but no later than January 31 of the following year. If the employee meets all of the conditions set forth in the subsection, then the COUNTY shall deduct the designated amount of accrued sick leave from the Employee's account and proceed to purchase retirement service credit from PERS in an amount equal to the number of hours elected to be converted by the employee. Sick Leave traded for PERS service credit shall be in minimum increments of 40 hours.

3. Upon retirement under PERS while employed by the COUNTY, an employee may elect in writing to convert up to a maximum of 400 hours. Conversion calculation Conversion is calculated as hourly rate multiplied by sick leave hours converted equals total dollars available³ (400 x \$28.00 = \$11,200.00) to purchase a PERS service agreement.

4. The conversation of sick leave into retirement service credits will go into effect for the calendar year 2014.

5. Conversion of sick leave into retirement credits is limited by NRS to a maximum of five years of service credits. If an employee has already purchased five years of service credits they are ineligible to participate in this program. Also, Employees purchased service credits through this program cannot exceed the five year limitation.

ARTICLE 15
GROUP HEALTH INSURANCE

A. Group Health and Vision Insurance

All employees regularly working a 35 hour week or more and after the waiting period provided for by the group health insurance plan, may enroll in the COUNTY'S group health and vision insurance plan; provided, however, such employee is not excluded from enrollment by conditions of the insurance contract.

B. County Employee Share of Premium

1. Except as recommended by the Premium Stabilization Committee and approved by the Elko County Commission the COUNTY shall pay 100% of the cost of the premium for employee only group health and vision insurance for the term of this agreement. Any portion of the employee-only premium paid by the employee shall be by payroll deduction and will be effective on and after January 1, 2013 for Fiscal Year 2012-2013 only. Future changes determined by the Premium Stabilization Committee will be effective on the Plan renewal date of August 1st.

2. The employee shall be responsible, and pay, by payroll deduction, 10% of the cost of the premium for group health insurance dependent coverage. The dependent premium shall be taken out of an employee's pay 50% out of each pay check.

ORIGINAL

C. Premium Stabilization Committee

A Premium Stabilization Committee shall be formed to meet and discuss alternative group health insurance options and programs, including methods and mechanisms that might mitigate the effect of future group health insurance premium increases. The Premium Stabilization Committee shall consist of 1 representative from the ASSOCIATION and 1 representative from management. The meetings will take place on mutually agreed upon dates and times.

D. In the event bargaining unit employees are excluded from the COUNTY group health insurance plan by virtue of job classifications, the COUNTY shall furnish an alternative group health insurance plan for those excluded employees. Any alternative group health insurance plan shall be subject to all other provisions of this article.

E. The COUNTY will give the ASSOCIATION advance notice of changes in group health or vision insurance coverage or premiums.

ARTICLE 16
CLOTHING AND EQUIPMENT ALLOWANCE

A. Unit employees shall receive the following annual clothing and equipment allowance, which shall be paid in equal installments on or about July 1 and January 1 of each

contract year.

- 1. \$1,500.00 per year

B. Effective July 1, 2014 Elko COUNTY will purchase appropriate soft body armor for Unit employees on an as needed basis once every five years in an amount not to exceed \$800.00 per unit. The Unit employees must purchase the soft body armor from a vendor approved by the department. If the cost of the soft body armor exceeds \$800.00 for any reason the deputy will be responsible for the remainder of the cost. Newly hired deputies after July 1, 2014 are eligible for \$800.00 and purchase of the soft body armor, however if the newly hired deputy does not complete their probationary period or POST certification, the newly hired deputy must reimburse Elko COUNTY by amortizing the cost of the vest over a twelve month period for the date of hire to date of termination and reimburse the remaining unamortized cost to the department upon separation. Reimbursement will be deducted from the employee's final pay check. Soft body armor purchased by Elko COUNTY must be an approved NIJ (National Institute of Justice) rated soft body armor. Unit employees (except civil deputies) will be required to wear Elko COUNTY purchased soft body armor, as a part of the deputy's normal uniformed duties (i.e. Uniformed Division's Patrol/Jail), ~~of the day~~, according to departmental policy and in discretion of the sheriff.

C. Civil deputies shall receive the following annual clothing and equipment allowance, which shall be paid in equal installments on or about July 1 and January 1 of each contract year.

ORIGINAL

- 1. \$50.00 per year

D. The COUNTY shall furnish to jailers, deputies, sergeants and investigators 1 set of handcuffs and 2 breast badges. The type of such equipment shall be approved by the sheriff.

E. A CPR mask will be assigned to all bargaining unit employees and one shall be available in the jail.

F. The clothing and equipment allowance for the civil deputy shall be paid in equal installments and by a check separate from the employee's salary paycheck on or about July 1 and January 1 of each succeeding contract year.

ARTICLE 17
SHIFT DIFFERENTIAL

A. Employees who work as their primary shift any 4 hour period between the hours of 6:00 p.m. and 6:00 a.m. shall receive differential pay of ~~\$1.50 per hour effective the first full pay period following ratification and approval and to~~ \$1.75 per hour effective the first full pay period following July 1, 2010 for each shift so worked.

B. The shift differential shall apply to employees scheduled during the 6:00 p.m. to 6:00 a.m. hours even though they are on annual or sick leave, holidays, or other paid leave provided the employee is assigned to that shift when the leave or holiday is taken.

C. In addition to the straight-time hourly rate of pay, a relief shift employee shall ~~receive \$1.50 differential pay for each hour worked effective the first full pay period following ratification and approval and to \$1.75 per hour effective the first full pay period following July 1, 2010~~ when assigned to relief shift work. An employee receiving relief shift differential pay shall not receive any additional differential pay.

ARTICLE 18 **LEAVE OF ABSENCE**

A. Leave of Absence without Pay

1. Leave without pay may be granted only to an employee who desires to return to COUNTY service.

2. Leave without pay of less than 30 days may be granted by the county manager.

3. Leave without pay of 30 days or more may be granted for the good of the public service as determined by the Board of County Commissioners.

4. The employee shall retain his/her status as a public employee and shall retain his/her leave and benefits accrued prior to the leave.

B. Military Leave

Leave is granted to an employee for authorized military training duties in compliance with applicable Nevada and federal law.

C. Leave of Absence with Pay

1. A leave with pay will be granted when an employee serves on a jury or is subpoenaed as a witness in court. The employee shall claim any jury, witness or other fee to which he/she may be entitled by reason of such appearance and forthwith pay the same over to the county clerk.

2. When it is impractical for a registered voter to vote before or after his/her normal working hours, an employee will be granted sufficient time to vote.

D. Unauthorized Absence

1. An unauthorized absence from work shall be treated as leave without pay,

and may be a cause for disciplinary action.

2. An unauthorized absence for 3 consecutive days shall be regarded as an automatic resignation from COUNTY employment.

ARTICLE 19 **LAYOFF PROCEDURE**

A. If a layoff or reduction in force occurs, the sheriff will determine the classifications affected. Layoffs within a classification will be determined by seniority. All nonregular employees of the department will be laid off before any regular employees.

B. All employees to be laid off shall be given written notice of such layoff at least 30 calendar days prior to the effective date of the layoff.

C. Upon being laid off, an employee may elect demotion temporarily to any lower classification covered by this agreement provided the employee can perform the job, and provided the employee has more seniority than the employee in the lower classification.

D. The name of employees laid off shall be placed on the employment list within the department which the layoff occurred in reverse order of termination.

E. Employees who are reemployed within 12 calendar months after they are laid off will be entitled to the reinstatement of accrued and unused sick leave remaining to their credit at the time of their layoff.

F. For layoffs occurring after ratification and approval of successor agreement. Seniority for the purposes of this article is defined as length of service with the Elko County Sheriff's Department in a position/classification covered under this contract whether the employee is an active Association member or not.

ARTICLE 20 **ASSOCIATION AFFAIRS**

A. An employee may utilize annual leave for ASSOCIATION functions including attendance at conventions, conferences, and seminars, subject to prior approval of the sheriff.

B. The Association is allowed paid release time without deduction from annual leave for up to two (2) on-duty employee representatives designated by the Association to attend negotiations scheduled with County representatives during work hours and up to one (1) on-duty employee representative designated by the Association to attend grievance meetings with County representatives during work hours subject to the operational requirements of the Sheriff's Department as determined by the Sheriff or designee. Such paid release time requires pre-

approval and only applies to meetings scheduled during the employee representatives' regular work hours and terminates at the end of the employees' regularly assigned shift.

C. Upon receipt of written authorization voluntarily executed by an employee, the COUNTY will deduct ASSOCIATION dues from the salary of an employee who so requests. The parties shall agree upon the form of the written authorization.

D. The ASSOCIATION shall indemnify and hold the COUNTY harmless against all claims, demands, costs (including attorney's fees), suits, and all forms of liability and damages (including, but not limited to, compensatory, consequential and punitive damages) which arise or may arise out of or by reason of any action taken or not taken by the COUNTY pursuant to paragraph C above.

E. The COUNTY shall provide adequate space in a conspicuous location at each departmental facility for a bulletin board for the use of the ASSOCIATION to enable employees in the bargaining unit to see notices posted thereon. The bulletin board(s) shall be provided by the ASSOCIATION, and shall remain the property of the ASSOCIATION.

1. All notices which appear on the bulletin board shall be posted by the highest ranking bargaining unit ASSOCIATION official in the bargaining unit and shall relate to items of interest to the members. Such notices relating to the following matters may be posted without the necessity of receiving the sheriff's prior written approval:

ORIGINAL

- (a) ASSOCIATION recreational and social affairs.
- (b) Notice of ASSOCIATION meetings.
- (c) ASSOCIATION officers and committee appointments.
- (d) Notice of ASSOCIATION elections.
- (e) Results of ASSOCIATION elections.
- (f) Reports of standing committees and independent arms of the

ASSOCIATION.

2. All other notices of any kind not covered by (a) through (f) above, must receive the prior written approval of the sheriff.

F. The sheriff, or his/her, designee, together with a representative from the Board of Elko County Commissioners, and a committee consisting of not more than 3 ASSOCIATION representatives, may meet monthly or less frequently when mutually agreed. The meetings will commence on mutually agreed upon dates, and shall be for the purpose of:

1. Discussing the administration of this agreement.
2. Informally exchanging general information of interest to the parties.
3. Giving the ASSOCIATION representatives the opportunity to share the views of their members, and/or make suggestions on subjects of interest to their members.
4. The time spent by ASSOCIATION representatives who attend such meetings shall not be considered hours worked. However, ASSOCIATION representatives who attend will be compensated for the first hour of attendance at labor/management meetings, when such meetings occur during the employee's regularly scheduled shift.

ARTICLE 21
EDUCATIONAL INCENTIVES

A. Upon prior written approval of the courses to be taken, the county manager shall see that the COUNTY reimburses full tuition and required lab fees for courses taken by an employee at an accredited college or university or for correspondence courses completed from an accredited school, college or university, provided such course directly applies to the employee's employment with the Elko County Sheriff's Department. The cost of tuition and fees will not exceed \$78.75 per credit for lower division classes or \$125.00 per credit for upper division classes and is not retroactive prior to ratification and approval. The employee must receive a grade of C or better in order to receive reimbursement. Such courses shall not exceed 6 credits per semester.

ORIGINAL

B. The employee shall pay for books and all other charges.

C. The employee will receive reimbursement by presenting a receipt for tuition and a copy of each semester's grades to the county manager's office within 60 days after the completion of each semester.

D. Educational Incentive Pay.

1. Intermediate Level. Employees who obtain a Nevada POST Intermediate Certificate shall be compensated with a one-time bonus of \$250.00.

2. Advanced Level. Employees who obtain a Nevada POST Advanced Certificate shall be compensated with a one-time bonus of \$375.00.

3. Management Level. Employees who obtain a Nevada POST Management Certificate shall be compensated with a onetime bonus of \$750.00.

4. The payments called for in this paragraph are not retroactive, and thus do not apply to current employees who hold such certificates.

ARTICLE 22
LUNCH AND REST BREAKS

A. **Rest Periods.**

Employees will be allowed one 15 minute paid rest period during the first 4 hours of their shift, and one 15 minute paid rest period during the second 4 hours of their shift.

B. **Lunch Breaks**

All bargaining unit employees shall receive a paid lunch period of 45 minutes.

ARTICLE 23
NO STRIKES/NO LOCKOUTS

A. The ASSOCIATION and the employees covered by this agreement agree that they will not directly or indirectly promote, sponsor, engage in, participate in or against the COUNTY, any strike as defined in NRS 288.070 including, but not limited to, a sympathy strike, slow down, interruption of operation, stoppage of work, absence from work upon any pretext or excuse not founded in fact, or any other interruption of the COUNTY, regardless of the reason for so doing. Further, the ASSOCIATION will use its best efforts to require all employees covered by this agreement to comply with this pledge.

B. The COUNTY will not lock out any employees covered by this agreement during the term of this agreement as a result of a labor dispute with the ASSOCIATION.

ORIGINAL

ARTICLE 24
FIELD TRAINING OFFICER

A. An employee who the sheriff selects in writing to perform field training officer duties shall receive \$.75 per hour in addition to the employee's straight-time hourly rate of pay for the period of time such work is performed.

B. In order to qualify for the premium provided herein, the field training officer must be certified in the particular field of instruction and the intended purpose of such training would be to certify those employees being trained. On-the-job training does not qualify for the premium provided herein.

ARTICLE 25
PERSONAL PROPERTY REPLACEMENT OR REPAIR

A. The COUNTY shall provide for the reasonable and customary cost of replacing or repairing, or shall replace or repair an employee's prescription glasses, contact lenses, watches, and weapons damaged in the performance of duty.

B. The cumulative amount which the COUNTY will provide to the bargaining unit for repair, replacement or reimbursement of items covered by this article shall not exceed \$1,500.00 per fiscal year. Such amount shall not be cumulative. Thus, any amount not utilized in any fiscal year may not be carried over to the following fiscal year. Request for replacement or reimbursement in excess of the \$1,500.00 fiscal year limit may be made to the Board of County Commissioners, whose decision shall be final and binding.

ARTICLE 26
BI-LINGUAL PAY

Employees possessing relative fluency in a language other than English, who are assigned in writing by the sheriff or his/her designee to use such ability for special assignment, shall receive an additional allowance to the affected employee's base pay of \$25.00 per month.

ARTICLE 27
DISCHARGE, SUSPENSION, DEMOTION AND REDUCTION IN PAY

A. The COUNTY shall not discharge, demote, suspend or reduce in pay a non-probationary employee without just cause. The COUNTY shall notify employees affected and the ASSOCIATION'S grievance committee of any such disciplinary actions taken.

B. Nothing shall be used against an employee in a discharge, demotion, suspension or reduction in pay action unless the employee has been notified in writing of the intended action.

C. An employee may appeal a discharge, demotion, suspension, or reduction in pay through the agreement's grievance procedure which shall be the exclusive remedy for the appeal of disciplinary actions.

ARTICLE 28
GROUP LIFE INSURANCE

The COUNTY shall pay 100% of the cost of the premium for a \$20,000.00 Group Term Life Insurance Policy for employees covered by this agreement.

ARTICLE 29
SHIFT BIDDING

Each unit employee will be allowed to bid for the shift assignment of their choice; however the final selection for the shift assignment will be made by the sheriff, or his designee, and be made in the sheriff's discretion. When making the final selection for the shift assignment, the sheriff, or his designee, shall consider relevant factors, including, but not limited to, seniority, prior assignments to a particular shift, and the scheduling needs of the department. The provisions of this article shall not be subject to the grievance procedure contained in Article 13.

ARTICLE 30
LOCAL GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS ACT

The parties acknowledge that in respect to any non-mandatory subject of bargaining as defined in the Act which may be included in this agreement, the COUNTY is not waiving or in any way limiting its right pursuant to the Act to refuse to bargain over non-mandatory subjects in future negotiations.

ARTICLE 31
PHYSICAL FITNESS

Employees who successfully complete the voluntary physical fitness evaluation adopted by Nevada P.O.S.T. for category 1 thru 3 P.O.S.T. certification administered by the Elko County Sheriffs Office, shall receive \$250 the first full pay period after completion of the test. A signature by the Sheriff on the physical fitness evaluation form and request for payment will satisfy the County's need for proof of completion. The standards for successful completion of the physical fitness evaluation and any denial are not negotiable or subject to the negotiated grievance procedure.

ARTICLE 32
INTEGRATION AND SAVINGS CLAUSES

ORIGINAL

A. This agreement is the entire agreement of the parties, terminating all prior arrangements and practices and concluding all negotiations during the term of this agreement except as provided in paragraph B below.

B. This agreement is declared to be severable and if any paragraph, phrase, sentence, or part is declared to be void by a court of competent jurisdiction, it shall not be construed to void or nullify the entire agreement; and those parts not declared void shall be binding upon the parties provided, however, upon such invalidation the parties agree immediately to meet and negotiate such parts or provisions affected.

ARTICLE 33
CANINE DEPUTIES

Effective the first full pay period following ratification and approval employees assigned and certified as Canine Deputies/handlers will be provided adequate paid time as determined by the Sheriff or designee to maintain any required certifications for the handler and the canine. Paid time outside of the Canine Deputies' regular work schedule must be pre-approved by the Sheriff or designee. Employees assigned as Canine Deputies will be paid 4 hours per week (7 days) at regular rate (overtime rate if exceed 40 hours per week) for care and feeding of the canine housed at the Deputies' personal residence. Any additional paid time for care and feeding of the canine must be preapproved by the Sheriff or designee.

ARTICLE 34
DURATION OF AGREEMENT

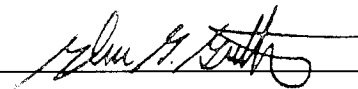
A. This agreement shall be effective as of July 1, 2013, and shall remain in full force and effect until June 30, 2016. Article 15 - Group Health Insurance may be reopened either party during the term of this agreement to negotiate over premiums and/or benefit levels any negotiations regarding an insurance re-opener are subject to the requirements of NRS Chapter 288 and impasse procedures. Any notification of reopening Article 15 must be provided to the other party not later than July 1st of the fiscal year in which the premiums and/or benefit levels are proposed to be changed. It shall automatically be renewed from year to year thereafter, unless either party shall have notified the other in writing, on or before February 1st of any year thereafter that it desires to modify and/or terminate.

B. Either party wishing to modify and/or terminate this agreement other than the Article 15 re-opener addressed above shall notify the other party in writing on or before February 1, 2011.

IN WITNESS WHEREOF, the COUNTY and the ASSOCIATION have caused this labor agreement to be duly executed by their authorized representatives this _____ day of December 2013.

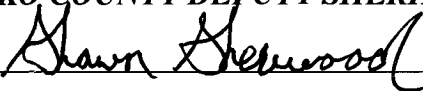
ORIGINAL

GLEN GUTTRY, CHAIRMAN
BOARD OF ELKO COUNTY COMMISSIONERS

_____ 

Date: 12-12-13

SHAWN SHERWOOD, PRESIDENT
ELKO COUNTY DEPUTY SHERIFF'S ASSOCIATION

_____ 

Date: 12-11-13

ATTEST

_____ 

Date: _____

CAROL FOSMO
ELKO COUNTY CLERK

ELKO COUNTY DEPUTY SHERIFFS ASSOCIATION - JULY 1, 2013 TO JUNE 30, 2016

CORPORAL/DETECTIVE

FISCAL YEAR 2013/14		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1 Less .375% reduction for PERS Increase									
Effective July 1 2013	1	2	3	4	5	6	7	8	9	10	
HOURLY	23,960.05	24,679.5	25,419.7	26,182.3	26,967.9	27,776.8	28,610.1	29,468.4	30,352.6	31,263.1	
ANNUAL	49,837.84	51,333.36	52,872.98	54,459.18	56,093.23	57,775.74	59,509.01	61,294.27	63,133.41	65,027.25	

DEPUTY/JAILOR

FISCAL YEAR 2013/14		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
Effective July 1 2013	1	2	3	4	5	6	7	8	9	10	
HOURLY	22,375.8	23,047.4	23,738.6	24,450.8	25,184.4	25,939.8	26,718.2	27,519.4	28,345.3	29,195.5	
ANNUAL	46,541.66	47,938.59	49,376.29	50,857.66	52,383.55	53,954.78	55,573.86	57,240.35	58,958.22	60,726.64	

CIVIL DEPUTY

FISCAL YEAR 2013/14		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
Effective July 1 2013	1	2	3	4	5	6	7	8	9	10	
HOURLY	19,618.0	20,206.3	20,812.5	21,437.1	22,080.3	22,742.6	23,425.0	24,127.4	24,851.4	25,597.1	
ANNUAL	40,805.44	42,029.10	43,290.00	44,589.17	45,927.02	47,304.61	48,724.00	50,184.99	51,690.91	53,241.97	

SERGEANT

FISCAL YEAR 2013/14		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
Effective July 1 2013	1	2	3	4	5	6	7	8	9	10	
HOURLY	25,315.8	26,075.2	26,857.6	27,663.2	28,492.8	29,347.8	30,228.1	31,134.9	32,069.3	33,031.3	
ANNUAL	52,656.86	54,236.42	55,863.81	57,539.46	59,265.02	61,043.42	62,874.45	64,760.59	66,704.14	68,705.10	

CORPORAL/DETECTIVE

FISCAL YEAR 2014/15		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
HOURLY	ANNUAL	1	2	3	4	5	6	7	8	9	10
		24,679.3	25,419.9	26,182.3	26,967.8	27,776.9	28,610.1	29,468.4	30,352.5	31,263.2	32,201.0
		51,332.94	52,873.39	54,459.18	56,093.02	57,775.95	59,509.01	61,294.27	63,133.20	65,027.46	66,978.08

DEPUTY/JAILOR

FISCAL YEAR 2014/15		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
HOURLY	ANNUAL	1	2	3	4	5	6	7	8	9	10
		23,047.1	23,738.8	24,450.8	25,184.3	25,939.9	26,718.0	27,519.7	28,345.0	29,195.7	30,071.4
		47,937.97	49,376.70	50,857.66	52,383.34	53,954.99	55,573.44	57,240.98	58,957.60	60,727.06	62,548.51

CIVIL DEPUTY

FISCAL YEAR 2014/15		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
HOURLY	ANNUAL	1	2	3	4	5	6	7	8	9	10
		20,206.5	20,812.5	21,436.9	22,080.2	22,742.7	23,424.9	24,127.8	24,851.2	25,596.9	26,365.0
		42,029.52	43,290.00	44,588.75	45,926.82	47,304.82	48,723.79	50,185.82	51,690.50	53,241.55	54,839.20

SERGEANT

FISCAL YEAR 2014/15		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
HOURLY	ANNUAL	1	2	3	4	5	6	7	8	9	10
		26,075.3	26,857.5	27,663.3	28,493.1	29,347.6	30,228.2	31,134.9	32,068.9	33,031.4	34,022.2
		54,236.62	55,863.60	57,539.66	59,265.65	61,043.01	62,874.66	64,760.59	66,703.31	68,705.31	70,766.18

CORPORAL/DETECTIVE

FISCAL YEAR 2105/16		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
Effective JULY 1 2015	1	2	3	4	5	6	7	8	9	10	
HOURLY	25,419.7	26,182.5	26,967.8	27,776.8	28,610.2	29,468.4	30,352.5	31,263.1	32,201.1	33,167.0	
ANNUAL	52,872.98	54,459.60	56,093.02	57,775.74	59,509.22	61,294.27	63,133.20	65,027.25	66,978.29	68,987.36	

DEPUTY/JAILOR

FISCAL YEAR 2015/16		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
Effective JULY 1 2015	1	2	3	4	5	6	7	8	9	10	
HOURLY	23,738.5	24,451.0	25,184.3	25,939.8	26,718.1	27,519.5	28,345.3	29,195.4	30,071.6	30,973.5	
ANNUAL	49,376.08	50,858.08	52,383.34	53,954.78	55,573.65	57,240.56	58,958.22	60,726.43	62,548.93	64,424.88	

CIVIL DEPUTY

FISCAL YEAR 2015/16		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
Effective JULY 1 2015	1	2	3	4	5	6	7	8	9	10	
HOURLY	20,812.7	21,436.9	22,080.0	22,742.6	23,425.0	24,127.6	24,851.6	25,596.7	26,364.8	27,156.0	
ANNUAL	43,290.42	44,588.75	45,926.40	47,304.61	48,724.00	50,185.41	51,691.33	53,241.14	54,838.78	56,484.48	

SERGEANT

FISCAL YEAR 2015/16		3% ADJUSTMENT ON FIRST FULL PAY PERIOD JULY 1									
Effective JULY 1 2015	1	2	3	4	5	6	7	8	9	10	
HOURLY	26,857.6	27,663.2	28,493.2	29,347.9	30,228.0	31,135.0	32,068.9	33,031.0	34,022.3	35,042.9	
ANNUAL	55,863.81	57,539.46	59,265.86	61,043.63	62,874.24	64,760.80	66,703.31	68,704.48	70,766.38	72,889.23	