

**AGREEMENT**  
**between**  
**PERSHING COUNTY**  
**and the**  
**PERSHING COUNTY LAW ENFORCEMENT ASSOCIATION**  
~~2019-2022~~2022-2025

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**ARTICLE 1 PARTIES**

This agreement is entered into, by and between the County of Pershing (hereinafter referred to as "County"), and the Pershing County Law Enforcement Association an affiliate of the Nevada Association of Public Safety Officers, ~~Communications Workers of America, Local 9110, AFL-CIO~~ (hereinafter referred to as "Association").

**ARTICLE 2 AUTHORIZED AGENTS**

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

**A. County's Principal Agent.** The County's principal authorized agent shall be:

Chairman  
County Commissioners of Pershing County  
P.O. Drawer E  
Lovelock, NV 89419

**B. Association's Principal Agent.** The Association's principal authorized agent shall be:

President  
Pershing County Law Enforcement Association  
P.O. Box 1355  
Lovelock, NV 89419  
AND/OR

Representative  
Nevada Association of Public Safety Officers, ~~CWA Local 9110~~  
145 Panama Street  
Henderson, Nevada 89015

### ARTICLE 3 RECOGNITION

The County in accordance with NRS Chapter 288 recognizes the Association as the sole collective bargaining agent for all regular full-time employees of the Pershing County Sheriff's Office within job classifications covered by this Agreement who are presently employed and subsequently hired by the County at its location in Nevada. Bargaining Unit A, Non-Supervisory: Deputy Sheriffs; Bargaining Unit B, Supervisory: Deputy Sheriff Sergeants. See Appendix "A" for a list of classifications covered by this Agreement.

### ARTICLE 4 DEFINITIONS

- A. **Appointing Authority.** As used in this agreement, the appointing authority shall be the County Board of Commissioners, the Sheriff of Pershing County and/or his/her designee.
- B. **Day.** Calendar day unless otherwise stated. If the final day of a time period falls on a Saturday, Sunday, or recognized Holiday, the final day to act shall be considered the following business day. The word "day" in the grievance procedure refers to a regular business day, Monday thru Friday and excluding holidays listed in this agreement.
- C. **Year.** Calendar year unless otherwise stated.
- D. **Year of Service.** Twenty-six (26) complete payroll periods of paid, unbroken employment with the County.

### ARTICLE 5 NON-DISCRIMINATION

- A. **Equal Application.** The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, religion, sex, age, physical or mental disability, origin or because of political or personal reasons or affiliations. The Association shall share equally with the County the responsibility for applying this provision of the Agreement.
- B. **Responsibility of Exclusive Bargaining Unit.** The Association recognizes its responsibility as the exclusive bargaining agent for this unit and agrees to represent all employees in the unit without discrimination, interference, restraint or coercion.
- C. **Association Membership.** The County will not interfere with or discriminate in respect to any term or condition of employment against any employee covered by this Agreement because of membership in or legitimate activity allowed by this agreement or State law on behalf of members of the bargaining unit.
- D. **Redress of Violations.** Alleged violations of this article shall not be grievable beyond the third step of grievance procedure of this Agreement.

## ARTICLE 6 COUNTY RIGHTS

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 a specific provision of this Agreement. Without limiting the generality of the foregoing, the rights, powers, and authority retained solely and exclusively by the County and not abridged herein, include, but are not limited to the following:

To manage and direct its business and personnel; to manage, control, and determine the mission of its departments, building facilities, and operations; to assign, repair, inspect, and retrieve County property and space; to create, change, combine or abolish jobs, policies, departments and facilities in whole or in part; to subcontract or discontinue work for economic or operational reasons; to direct the work force; to increase or decrease the work force and determine the number of employees needed; upon reasonable suspicion of impaired ability on the job, to require employee physical examinations and tests endorsed by a physician and paid for by the County; to hire, transfer, promote, and maintain the discipline and efficiency of its employees; to establish work standards, schedules of operation and reasonable work load; to specify or assign work requirements and require overtime; to schedule working hours and shifts; to adopt rules of conduct (including acceptable dress standards) and penalties for violation thereof; to determine the type and scope of work to be performed by employees and the services to be provided; to take action deemed necessary to provide for the safety of employees and clients; to classify positions; to establish initial salaries of new classifications after notification of the Association; to determine the methods, processes, means, and places of providing services and to take whatever action necessary to prepare for and operate in an emergency.

## ARTICLE 7 PROBATIONARY PERIOD

- A. Probationary Status.** All unit employees shall serve a probationary period of one year from actual date of hire (including that day), which shall be an integral part of the testing process of appointment. During the probationary period, the employee may be released without notice, reason or right of appeal.
- B. Completion of Probationary Period.** Not later than the end of the twelfth (12th) month of service, the employee's supervisor shall make a written recommendation for retention or release of the employee. Prior to the end of the employee's probationary period, the employee shall be notified in writing of his/her retention or release from County service. Should the employee not receive notification by the end of the twelve-month period, the employee may make written request for written response from the Sheriff regarding his/her status. The Sheriff shall respond within seven (7) days to inform the employee of his/her release or successful completion of the probationary period.
- C. Salary Advancement Upon Completion of Probation.** A Deputy Sheriff hired in the classification of Deputy Sheriff I shall be compensated at Range 11. Upon successful completion of probation, a Deputy Sheriff I will advance to the classification of Deputy

Sheriff II, Range 13. Upon successful completion of probation, other represented employees shall advance to the next applicable salary step and/or classification.

- D. Probationary Period Upon Promotion.** All employees promoted to a position of higher responsibility shall serve a probationary period of twelve (12) complete months within the new position. When an employee fails to complete a promotional probationary period, the employee shall be returned to a position in the class from which the employee was promoted, unless the action is taken to dismiss the employee pursuant to the Discipline Article of this Agreement.

## ARTICLE 8 WAGES AND MONETARY BENEFITS

### A. Wage Adjustments.

1. FY 2023: There will be no cost-of-living increase issued for/during fiscal year 2023.
2. FY 2024: Beginning with the first pay period in July 2023, the County's General Wage Schedule will be increased by Six Percent (6.0%) from the schedule in effect as of June 15, 2023.
3. FY 2025: There will be no cost-of-living increase issued for/during fiscal year 2025.

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### B. Sergeant Movement:

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The County's General Wage Schedule in place at the time that this agreement with ratified and approved by the County Board of County Commissioners will be amended to add a "Range 15" which is four and one-half percent (4.5%) above the current "Range 14".

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Effective the first full pay-period following the ratification and approval of this contract, all employees in a Sergeant classification will move to the equivalent step on Range 15. Movement to Range 15 will be based on the employee's salary at the time of movement, in no case will a Sergeant move to a step on Range 15 that is paid below their current hourly rate at the time of movement.

### C. Inflation Combatting Step Movement:

For FY 2023, employees who receive a "meets expectations" or better review on their annual evaluation will move up two (2) steps on the salary schedule on their next anniversary date. Employees who are at step 9 or higher on the salary schedule prior to their next anniversary date will not move past the final step of their Grade on the County's General Wage Schedule. While the Inflation Combatting Step Movement will sunset on June 30, 2023, and additional step movement pursuant only to this specific subsection of Article 8(A)(1)(c) will no longer be available after that date, any Inflation Combatting Steps issued during fiscal year 2023 will remain

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in place after June 30, 2023. This step increase is in addition to the annual Merit salary step increase outlined in Article 9 of this Agreement.

Employees who became eligible to receive the Inflation Combatting Step Movement, because they received a “meets expectations” or better review on their annual evaluation during fiscal year 2023, will receive pay associated with the Step Movement in the first full pay-period following the ratification and approval of this contract. Employees who became eligible for the Step Movement before the ratification and approval of this contract will have the step movement applied retroactively to the individual’s anniversary date during Fiscal Year 2023, or the date where the County froze payments on any such step movement, whichever is later. As such, employees who became eligible for the Step Movement before the contract was approved, will receive Step Movement pay retroactively for any pay periods where they were eligible to receive the additional pay associated with the Step Movement during fiscal year 2023, but did not receive such pay, and the Step Movement will be shown as effective the first full pay period following their anniversary date.

**D. Employee Loyalty Bonuses – FY 2023 and 2024;**

1. FY 2023 Loyalty Bonus:

The County will issue a one-time bonus payment to all employees subject to this Agreement. The purpose of this bonus is to provide financial assistance to combat the burden on employees resulting from the current rates of inflation. All employees subject to this Agreement will receive an equal share of Twenty-Five Thousand Dollars (\$25,000), constituting one half of the current balance of ARPA funds reserved for law enforcement retention by the County. The 2023 Employee Loyalty Bonuses will be issued within fourteen days of the County Board of Commissioners’ Approval of this contract.

2. FY 2024 Loyalty Bonus:

The County will issue a one-time bonus payment to all employees subject to this Agreement. The purpose of this bonus is to encourage employee retention. All employees subject to this Agreement will receive an equal share of the remaining balance of Twenty-Five Thousand Dollars (\$25,000) of the ARPA funds reserved for law enforcement retention by the County. The 2024 Employee Loyalty Bonuses will be issued one year from the date of the issuance of the 2023 Employee Loyalty Bonus payments.

**E. Employer PERS Contribution.**

The County and its law enforcement employees each pay a share of the applicable PERS contribution attributable to each employee in accordance with NRS Chapter 286. As such,

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the County and law enforcement employees split evenly the cost of any increases to the PERS contribution rate, as determined by Nevada PERS.

1. PERS Contributions for FY 2024

In lieu of a cost-of-living increase for fiscal year 2023, the County will cover the employee's share of any increase to the PERS contribution rate, as determined by Nevada PERS and calculated by the change in the amount of the applicable PERS contribution rate between June 15, 2023 and July 1, 2023, for fiscal year 2024. The County's duty to cover the employee's share of any PERS contribution increase for fiscal year 2024 will sunset on June 30, 2024, and will have no further impact or effect on this Agreement.

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2. PERS Contributions for FY 2025

In lieu of a cost-of-living increase for fiscal year 2025, the County will continue to cover the employee's share of the increase to the PERS contribution rate, as determined by Nevada PERS and calculated by the change in the amount of the PERS contribution rate between June 15, 2023 and July 1, 2023, during fiscal year 2025. The County's duty to cover this portion of the employee's share of his/her/their PERS contribution will sunset on June 30, 2025, and will have no further impact or effect on this Agreement.

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~~1. FY 2020: Beginning with the first pay period in July, 2019, the County's General Wage Schedules shall be increased by Two Percent (2.0%) from the schedule in effect as of June 15, 2019.~~

~~2. FY 2021: Beginning with the first pay period in July 2020, the County's General Wage Schedule shall be increased by Two Percent (2.0%) from the schedule in effect as of June 15, 2020.~~

~~3. FY 2022: Beginning with the first pay period in July 2021, the County's General Wage Schedule shall be increased by Two Percent (2.0%) from the schedule in effect as of June 15, 2021.~~

**ARTICLE 9 EXTENDED SERVICE RECOGNITION/ANNUAL MERIT REVIEW/RESIDENT DEPUTY ASSIGNMENT PAY/TRAINING OFFICER PAY**

A. **Extended Service Recognition (ESR).** Employees are eligible for Extended Service Recognition for each year of continuous service with the County of Pershing after reaching the final step, Step 10, in their classification's assigned pay range. Extended service recognition shall be the equivalent of two percent (2%) above their current pay rate. An

employee may receive the extended service recognition increase a maximum of 20 years. The extended service recognition increase will be given based on a performance rating of “Meets Standards” or better and in accordance with the schedule of annual review.

**B. Annual Merit Review.**

1. *Eligibility.* Each employee is eligible for an annual merit salary step increase commencing with the completion of one (1) year of employment if the employee has demonstrated overall “meets standards” or above job performance as determined by the Sheriff or his/her designee. The merit increase shall be granted upon completion of a performance appraisal form which documents the eligible performance and submission of the form to the County Personnel Officer. When approved, the increase shall be effective on the first day of the pay period following the employee’s merit review date. An employee’s performance evaluation is not appealable or subject to the grievance procedure. An employee receiving an overall rating of less than “satisfactory” may meet with the Department Head to discuss the evaluation. An employee may prepare a written response to the evaluation and the written response shall be attached to and become part of the evaluation.
2. *Merit Review Date.* An employee’s merit review date is the first day of the pay period following the date of hire, except that those employees hired on the first day of the pay period shall have their date of hire as their merit review date. If an employee is promoted to a new promotional position (Sergeant or above) which results in a salary increase of five percent (5.0%) or more, then a new merit review date will be established for that employee on the same basis as shown above for new employees. The date used to establish the merit review date is known as the anniversary date. All changes in salary shall be effective at the beginning of the pay period.
3. *Performance Review.* The Sheriff will review the work of each employee prior to the employee’s review date.

**C. Resident Deputy Assignment Pay.** An employee assigned as a Resident Deputy shall be paid an additional eighty dollars (\$80.00) per pay period. It is acknowledged that this payment is to partially accommodate for additional expenses incurred as a Resident Deputy.

**D. Training Officer Pay.** An employee assigned by the Sheriff or his/her designee as a training officer shall receive an additional two and one-half percent (2.5%) on an hour for hour basis for those hours actually assigned and performing the duties of a training officer.

**E. Special Assignment Pay.** An employee who is qualified to accept a special assignment and is assigned to a Qualified Specialized Assignment, as set out herein, shall receive an additional Special Assignment Incentive Payment of Two Hundred and Fifty Dollars (\$250.00) per year and per special assignment. Assignment to a Qualified Special

Assignment shall be for a one (1) year period, assignments shall be made annually, assignments shall be issued on or before June 30th. Special Assignment Incentive Payments shall be issued in a special payroll payment.

Assignment to a Qualified Special Assignment will be determined by the Sheriff or his/her designee, at his/her discretion. Employees may only receive a special assignment incentive payment for a maximum of two (2) special assignments at any given time. Assignment is not subject to grievance. Assignment must be issued in writing by the Sheriff or his/her designee.

The Special Assignment Incentive Payment shall be issued annually during the first pay period of the fiscal year to any employee assigned by the Sheriff to a Qualified Special Assignment for that fiscal year. Qualified Specialized Assignments are listed below:

- Taser Instructor
- Defensive Tactics Instructor
- K-9 Handler
- Youth Resource Officer
- Range Master
- K-9 Decoy/Agitator
- Crisis Negotiator
- TacMed/Advanced Med

- ~~Taser Instructor~~
- ~~Defensive Tactics Instructor~~
- ~~K-9 Handler~~
- ~~Youth Resource Officer~~
- ~~Range Master~~

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## ARTICLE 10 UNIFORM ALLOWANCE/PERSONAL PROPERTY REPLACEMENT/EDUCATION INCENTIVE, TRAINING

### A. Uniform Allowance.

1. *Deputy Sheriff.* Deputy Sheriffs shall be paid a uniform allowance of ~~nine hundred~~ one thousand dollars (\$~~900~~1,000.00) per year to cover all costs associated with the purchase and maintenance of the uniform which the Sheriff requires to be worn. The allowance will be paid in two equal installments of ~~four~~ five hundred

~~fifty~~-dollars (\$450.00), payable during the months of January and July within a normal paycheck with taxes withheld. Vouchers for payment will be submitted to the County Board of Commissioners during the Board's first meeting of January and July. There shall be no initial waiting period of eligibility for uniform allowance. Effective for uniform changes including alterations or modifications noticed after July 1, 2015 the employees will be given reasonable notice prior to any such changes, alterations or modifications.

2. *New Employees.* Following initial hire, new employees who are required to wear a uniform shall be reimbursed for the normal cost of purchase of two required uniform shirts and two uniform pants upon presentation of a paid receipt. This reimbursement shall not be deducted from their uniform allowance. The uniform allowance for regular employees identified in A.1. above shall commence on the next allocation date, e.g., January or July following the employee's initial hire date.
3. *Soft Body Armor.* The County will reimburse an employee in the classes of Deputy Sheriff and Deputy Sheriff Sergeant for the cost of purchase (and replacement at expiration) of a soft body armor vest acceptable to the Sheriff with a cost not to exceed \$850.00. Any deputy accepting reimbursement for the cost of a soft body armor vest pursuant to the terms of this agreement shall wear the vest during duty hours during the useful life of the vest. If the employee terminates from County employment, the employee will return to the County, by way of a deduction from the employee's final paycheck, an amount according to the following schedule:
  - a. Employee with less than one (1) year of service as a deputy since the purchase of the vest will return eighty percent (80%) of the amount originally reimbursed by the County.
  - b. Employee with at least one (1) year but less than two (2) years of service as a deputy since the purchase of the vest will return sixty percent (60%) of the amount originally reimbursed by the County.
  - c. Employee with at least two (2) years but less than three (3) years of service as a deputy since the purchase of the vest will return forty percent (40%) of the amount originally reimbursed by the County.
  - d. Employee with at least three (3) years but less than four (4) years of service as a deputy since the purchase of the vest will return twenty percent (20%) of the amount originally reimbursed by the County.

**B. *Personal Property Replacement.*** The County agrees to reimburse unit employees for personal property items that are stolen, damaged, lost or destroyed in a duty-related incident. The County's obligation herein shall not arise unless the employee is unable to be reimbursed from any other source, provided, however, the County will be responsible

for seeking reimbursement of expenses which may be paid through court ordered restitution.

1. Such *reimbursement* by the County shall be limited to items of personal property that are reasonably required in order for the employee to perform the employee's duties, excluding uniform items which are covered by the uniform allowance provided in the preceding section. It shall be further limited to situations in which the employee was in no way responsible for the loss or damage of the item and shall exclude payments related to wear and deterioration from normal use over time. The list of items which may be reimbursed shall include weapons and related equipment, handcuffs, and other equipment on the Sheriff's required equipment list.
2. The maximum *reimbursement* amount shall be two hundred dollars (\$200.00) per *incident* to any one employee during a fiscal year. Any additional costs may be reimbursed by the County if receipts indicate that the loss exceeded the two hundred dollar limit. However, if restitution is secured in an amount greater than what is paid from the reimbursement account, the difference will be paid to the employee. The County's maximum obligation for reimbursement under this section is eight hundred dollars (\$800.00) per fiscal year in the aggregate for all employees in this unit. Any court ordered restitution received by the County for reimbursement paid to an employee during a fiscal year which has not been passed through to the employee, shall be restored to the balance available for reimbursement.

**C. Education Incentive.**

1. Qualified unit employees shall receive educational incentive pay as follows:
  - a. Each employee who obtains an Associate of Arts degree from an accredited college with relevant courses in law enforcement shall receive a one hundred fifty (\$150.00) per year stipend payable on the final pay period of June.
  - b. Each employee who obtains a Bachelor's degree from an accredited college with an emphasis in law enforcement shall receive a two hundred (\$200.00) per year stipend payable on the final pay period of June.
2. Qualified unit employees shall receive POST incentive pay as follows:
  - a. Each employee who has received a Nevada Advanced POST Certificate shall receive two hundred (\$200.00) per year stipend payable on the final pay period in June.
  - b. Each employee who has received a Nevada Supervisory POST Certificate shall receive two hundred fifty (\$250.00) per year stipend payable on the final pay period in June.

**D. Training.**

1. *Post-Required Training.* Sheriff shall pay or provide all P.O.S.T-required training for unit members. This does not include initial P.O.S.T. training for certification as a Peace Officer.
2. *Practice Ammunition.* The Sheriff shall make available up to 50 rounds of practice ammunition per month per employee upon the employee's request. This obligation is dependent on such ammunition being available for purchase by the Sheriff.

**E. Change In Uniform.** Should the sheriff or County alter, modify, or change, in anyway, the existing uniform requirements, the employees shall be given one (1) year's notice prior to required compliance by deputies.

**ARTICLE 11 HEALTH AND WELFARE BENEFITS**

**A. Health and Accident Insurance.** The County may offer eligible employees a choice for enrollment in a County sponsored health care plan. If offered a choice, each employee may choose to enroll in either of the following health care plans offered by the County: (a) County regular health care plan, or (b) County high deductible health care plan. The County agrees to contribute a maximum of \$780.00 of the amount due per month towards the cost of the monthly "employee only" premium for group health insurance for an eligible employee. Any amount required beyond the \$780.00 per month per employee shall be paid by the employee through payroll deduction. Alternatively, should an employee choose to enroll in the County's high deductible health care plan, to the extent that his/her monthly premium is less than \$780.00, the difference between the employee's monthly premium and the County's \$780.00 contribution amount shall be placed in a Health Savings Account for the employee, up to the limit established by the Internal Revenue Service.

Eligibility for group health insurance shall begin at the beginning of the calendar month following thirty (30) days of regular employment.

**B. Dependent Coverage.** An eligible employee may include dependents under the County's group health insurance by arranging for the appropriate payroll deduction to pay the cost of the coverage.

**C. Joint Insurance Committee.** The Association agrees to participate in a committee comprised of two representatives of the Association, two representatives of other employee organizations and two County representatives to review health insurance issues. From time to time the Committee, upon unanimous vote, may make recommendations to the Board of Commissioners for changes in the benefit plans or vendors. Thereafter, the Board of Commissioners may adopt, modify or reject the recommendations of the Committee. It shall be the duty of the County to provide adequate notification to the Association as to the time and place of these Insurance Committee meetings.

- D. Accident Prevention.** Employees will receive a certificate every one (1) year of non-negligent and/or accident-free driving. The certificate shall be issued by the Sheriff with a copy being placed in the employee's personnel file with no expiration date.

## ARTICLE 12 SICK LEAVE

- A. Eligibility.** All unit 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 fewer 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 .0461 hours for each hour worked or on paid leave status up to a maximum accrual of One hundred and twenty (120) hours per year. Employees shall not be permitted to accrue more than one thousand and forty (1040) hours of sick leave
- C. Authorization for Usage.** Employees are entitled to use sick leave only when incapacitated due to sickness, injury or when receiving necessary medical or dental service, or in the event of an illness in the immediate family. A doctor's certificate of illness may be required at any time, but must be presented to the Sheriff for any absence over three (3) days.

Immediate family is defined as parents, children, brothers, sisters and grandparents of the employee, the employee's spouse, or relative living in the employee's household. In the case of any other relative of the employee, the Sheriff, at his discretion, may authorize such sick leave and shall so notify the Board of Commissioners in writing.

- D. Evidence of Authorized Usage.** The Sheriff or his/her designee shall approve sick leave only after having ascertained that the absence was for an authorized reason, and the employee may be required to provide substantiating evidence at any time. Malingering or proven abuse of sick leave privileges shall be grounds for termination from County employment.
- E. Sick Leave Payoff.** Employees with 10 or more years of continuous/uninterrupted service with Pershing County shall be paid twenty-five percent (25.0%) of their current base rate of pay for up to four hundred (400) hours of accrued, unused sick leave on record upon retirement from the County or upon death. There shall be no other payoff for unused sick leave.
- F. Accrual of Sick Leave While on Leave.** Sick leave will continue to be credited to all persons while regularly employed by the County regardless of whether an employee is on sick or annual leave. However, accrual of sick leave will cease upon termination or when an employee is placed on leave without pay.

**G. Family Death Leave.** A regular employee is entitled to up to three (3) days of paid leave when needed due to the death of an immediate family member. In addition, the employee may take up to two (2) additional days of leave charged to annual leave, sick leave, or compensatory time off, when needed due to the death. For purposes of this paragraph, immediate family includes child, step child, spouse, parent, step parent, grandparent, grandchildren, brother, sister, step-brother or step sister, brother-in-law, sister-in-law, mother-in-law, father-in-law, or any child or close relative who resided with the employee at the time of death. The employee shall give notice to his/her immediate supervisor prior to taking such leave. Part-time employees shall receive leave on a pro-rata basis based on the percent of full-time regularly worked.

**H. Family and Medical Leave Act.**

1. Family and medical leave for employees shall be governed by provision of the federal Family and Medical Leave Act (FMLA), as may be amended from time to time. Nothing in this section is intended to extend to County employees rights or benefits not extended in this law. Where there is a conflict between this section and the FMLA, the FMLA shall govern.
2. Employees who have one (1) year (52 weeks) of service and have worked at least 1,250 hours in the past year, are eligible to take up to twelve (12) weeks during any twelve 12 month period of family or medical leave as defined in the FMLA. Family members are those persons who are so defined in the FMLA.
3. The employee must provide reasonable advance notice of the need for the leave when it is foreseeable. The Sheriff shall not deny leave to any eligible employee who requests family or medical leave pursuant to the provisions of the FMLA. The employee has the right to reinstatement to the same or comparable position unless the employee is exempted from such right under the provisions of the FMLA.
4. The employee shall exhaust accrued sick leave when the leave is due to health conditions of the employee. The employee shall exhaust accrued family sick leave when leave is taken to care for a child, spouse or parent with a health condition.
5. The County shall maintain coverage under any group health plan for the duration of the leave at the level and under conditions that would have been provided had the employee been working. However, the County shall only maintain such group health plan coverage for such employee for up to twelve (12) weeks within a twelve (12)-month period commencing with the start of the FMLA leave.

**I. Catastrophic Leave.** An employee who has more than 200 hours of sick leave accrued may donate accumulated sick leave beyond that minimum to an employee or employees who are on sick leave for catastrophic illness or injury. Catastrophic illness or injury is one from which recovery is prolonged or unlikely. Prolonged recovery would include

periods of six months or longer. Such a donation may only be given pursuant to the following restrictions:

1. The donation must be totally voluntary by the donor.
2. The employee receiving the sick leave must have exhausted all of his/her available paid leave including all sick leave, annual leave, and compensatory time off.
3. The employee receiving the sick leave may not be on leave for an on-the-job injury covered by Workers' Compensation Insurance.
4. The employee giving the sick leave must do so in writing and in blocks of eight (8) hours each on a form provided by the County.
5. The grant of sick leave must be irrevocable.
6. If a donation is made by an employee at a different pay rate than the receiving employee, pursuant to N.R.S. 245.210.4, the donated time shall be converted into money at the hourly rate of the donor and the money shall then be converted into sick leave using the hourly rate of the recipient.
7. The total hours donated to an employee shall not exceed the number of hours necessary to avoid a loss in pay between the time the employee exhausts his/her paid leave pursuant to subsection 2 and either the employee's return to work or the employee's eligibility for disability insurance.

#### ARTICLE 13 INJURY ON DUTY LEAVE

- A. *Injury on Duty.*** Any unit employee who suffers an injury while working during the course of his/her employment for the County shall be entitled to injury leave until said employee is able to return to work or is terminated in any manner and subject to any limitations imposed by this Article or State Law. Injury means a sudden and tangible happening of a traumatic nature, producing an immediate or prompt result and resulting from external force, including injuries to artificial members. Any injury sustained by an employee while engaging in an athletic or social event sponsored by the employer shall be deemed not to have arisen out of or in the course of employment unless the employee received remuneration for participating in such event.
- B. *Coordination of Benefits.*** When an employee is eligible at the same time for benefits under Chapter 616 or 617 of the Nevada Revised Statutes and for sick leave or injury leave benefit, the amount of sick leave or injury leave benefit paid to said employee shall not exceed the differences between their normal salary and the amount of any benefit received, exclusive of payment of medical or hospital expenses under Chapter 616 or 617 of the Nevada Revised Statutes for that pay period. Any usage of such sick leave shall be deducted from the employee's sick leave balance.

C. **Death of Employee.** Within thirty (30) days of any line of duty death the County shall provide in one lump sum, the amount equal to the following benefits to the employee's beneficiary.

1. Vacation, balance of accumulated vacation (100%) up to the date of death.
2. Sick leave, balance of accumulated sick leave (100%) up to the date of death.
3. Compensatory time, balance of accumulated compensatory time (100%) up to date of death.
4. County shall provide the beneficiary with the employees issued badge at no cost.

#### ARTICLE 14 HOLIDAYS

A. **Holidays Enumerated.** The following days are declared to be "~~L~~egal ~~H~~olidays" for County employees:

New Year's Day	Labor Day
Martin Luther King's Birthday	Veterans Day
President's Day	Thanksgiving Day
Memorial Day	Family Day
Independence Day	Christmas Day
Nevada Day	

Should New Year's Day, Christmas, Independence Day, or Veterans' Day fall on a Saturday/Sunday, the preceding/following weekday will be considered a paid holiday with the following exceptions: Employees assigned to patrol, resident deputy, jail and dispatch shall recognize the holiday on the actual day the holiday falls.

~~In addition to the paid "Legal Holidays" listed above, where the Nevada Legislature institutes an additional "Legal Holiday," that holiday will automatically be added to the list of "Legal Holidays" set out above without the need for further negotiation. Holiday pay will be paid out in accordance with the number of hours designated for the employee's regular scheduled shift.~~

~~In addition to the above paid holidays, any other day that may be appointed by the President of the United States and/or the Governor of the State of Nevada or the Board of County Commissioners shall be a paid holiday for represented employees.~~

B. **Holiday Pay on Annual Leave.** Should a paid holiday fall during the employee's annual leave the employee will receive holiday pay rather than having such day charged against annual leave.

C. **Holidays Worked.** If an employee is required to work on a legal holiday listed above the employee will be paid for any hours actually worked on a legal holiday at their regular rate of pay, plus an additional payment computed at the employee's overtime rate, for the hours actually worked by the employee on that legal holiday. Hours worked on a holiday, in excess of regularly scheduled hours, shall be compensated pursuant to the overtime provisions of this Agreement.

**ARTICLE 15 ANNUAL LEAVE**

A. **Accrual.** All unit employees who are employed on a continuous full-time basis shall accrue annual leave credits on the basis of the schedule below. When the accrual maximum is reached, accrual ceases until the employee uses vacation time sufficient to allow resumption of accrual. Only regular hours paid shall affect annual leave accrual.

B. **Schedule of Accrual of Annual Leave.**

YEARS OF <u>CONTINUOUS SERVICE</u>	HOURS EARNED <u>PER HOURS PAID</u>	MAX. HOURS <u>PER YEAR</u>	MAX. HOURS <u>CARRYOVER</u>
1st thru 5th	.0385	80	120
6th thru 15th	.0577	120	160
16th year and over	.0769	160	200

C. **Waiver of Accrual Maximum.** If annual leave request is denied and, as a result, the employee would lose annual leave because the accrual maximum is reached, the employee may accrue and retain annual leave in excess of the maximum for a six (6) month period following the initial denial, provided the excess leave is scheduled and used during the extension period.

D. **Accrual During Probation.** Each employee shall accrue annual leave during the initial 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.

E. **Payment on Separation.** Employees who have completed at least six (6) months of continuous service and leave the County service shall be paid for accrued, but unused annual leave.

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

G. **Approval for Use of Annual Leave.** All annual leave will be taken at a time as approved by the employee's supervisor based upon department operational needs. Annual leave is granted only in increments of one (1) hour or more.

H. **Personal Leave.** Effective January 1<sup>st</sup> of each year employees will be credited with ~~eight (8) hours of~~ personal leave ~~which hours equal to the number of hours in the employee's~~ regularly schedule shift. **Personal Leave** may be used as a whole day or by whole hour increments upon request to and with prior approval from the Sheriff or designee. Any personal leave that has not been used by December 31<sup>st</sup> in the year credited will be forfeited.

## ARTICLE 16 HOURS

A. **Work Hours.** Employees can be scheduled in any manner that the Sheriff or his/her designee deems appropriate. With the exception of Resident Deputies, each employee shall be assigned regular starting and ending times on a schedule consisting of consecutive working days followed by a specific number of consecutive days off which shall not be changed without fifteen (15) days prior notice except in an emergency. An emergency is defined as an unforeseen occurrence including, but not limited to: acts of god, acts of nature, unforeseeable illnesses, unforeseeable family emergencies, including deaths, scheduling issues resulting from Court related duties, and/or circumstances beyond the control of the Sheriff. Employees shall remain available for work during lunch hour and rest breaks, therefore such breaks shall be counted as time worked unless other arrangements are made with his/her supervisor.

B. **Rest Periods.** Except during emergencies, employees shall be granted a thirty (30) minute lunch break per shift. When practical, employees shall be granted a fifteen (15) minute rest period during each half shift of four hours or longer. Such breaks and rest periods shall not be taken within one (1) hour of the employee's starting time or ending time and should not be accumulated or used to arrive at work late or leave work early. Such rest periods shall be taken without loss of pay. Should employee be called away from their lunch break (within the first half of their lunch break), employee's supervisor shall make another lunch break available to the employee.

C. **Resident Deputies.** Subject to approval by the Sheriff or his/her designee, Resident Deputies have the option of flexing their schedule to meet peak workload periods and to accommodate call-outs. Should a Resident Deputy flex his/her schedule, it shall be his/her responsibility to insure that he/she works a minimum of eighty (80) hours in a fourteen (14) day work cycle. The Sheriff may withdraw the option of flex hours from a Resident Deputy at any time.

D. **Shift Differential.** An employee is entitled to receive a Shift Differential of One Dollar and Fifty Cents (\$1.50) per hour if he or she works more than one-half (1/2) of his or her shift, including any overtime hours worked, between the hours of: 1800 hours (6 p.m.) and 0600 hours (6 a.m.). Where an employee is entitled to receive a Shift Differential, the Shift Differential shall only be applied to the regularly scheduled hours worked, including regularly scheduled overtime, by the employee during his or her shift. A Shift Differential shall not be added to any unscheduled overtime hours worked, nor shall it apply to hours paid but not worked.

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## ARTICLE 17 OVERTIME COMPENSATION

### A. *Definitions.*

1. *Overtime.* Those hours worked as authorized and directed by the Sheriff or his/her designee which exceed eighty (80) hours in a fourteen-(14) day work cycle.
2. *Hours Worked.* Those hours during which the employee is actually at work and on duty or on pre-approved annual leave.
3. *FLSA Work Cycle.* The Sheriff shall designate a work cycle for FLSA purposes as necessary.

**B. *Overtime Compensation.*** Employees who have worked hours beyond the minimum established for their work cycle shall receive pay at the rate of one and one-half (1 1/2) times their regular hourly rate. If approved by a supervisor, overtime compensation can be taken as compensatory time off. Compensatory time should be used as soon as possible. No employee can accumulate more than 80 hours of compensatory time. If an employee has reached the maximum accumulation of compensatory time and is required to work more overtime, such additional overtime shall be paid at the rate of time and a half.

**C. *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 the Fair Labor Standards Act (FLSA) and any implementing regulations thereto. The County shall notify the Association of proposed changes prior to implementation. Upon written request, the County shall meet with Association representatives to discuss the proposed changes.

**D. *Court Duty.*** Off-duty employees will be paid for a minimum of three (3) hours or the time actually worked at their regular rate of pay while serving as a witness for a duty related matter as a representative of the County in response to a subpoena(s). All witness fees for paid court appearances shall be turned over to the County, along with travel reimbursements if the County has provided the employee a County vehicle for travel to the court session. Should an employee be required to respond to a subpoena outside of Pershing County, the employee may elect to utilize a personal vehicle and retain all witness fees and expenses paid in lieu of payment of the three (3) hour minimum. There shall be no overlapping minimum payment periods pursuant to this section.

**E. *Minimum Call Back Pay.*** When an employee, except for a Resident Deputy is called back to duty by the Sheriff or his/her designee after the employee has left the worksite, the employee shall be credited for three (3) hours of work plus any additional time worked in excess of three (3) hours during which the employee is continuously engaged in assigned work. There shall be no overlapping minimum payment periods pursuant to this section.

*Subsequent Call Back.* If an employee completes a call back assignment in less than the three (3) hour call back period and is again called back to duty, the employee shall not

receive an additional minimum three (3) hour payment for the second or subsequent call out, unless three (3) hours has passed between the initial call out and the next subsequent call-out. The employee shall continue to be paid beyond the original three (3) hours minimum call back time if the second or subsequent assignment exceeds the original three (3) hour call back period.

**F. *Minimum Call Back Pay - Resident Deputies.*** When a Resident Deputy is called back to duty, the employee shall be credited for one (1) hour of work plus any additional time worked in excess of one (1) hour during which the employee is continuously engaged in assigned work. There shall be no overlapping minimum payment periods pursuant to this section.

*Subsequent Call Back - Resident Deputies.* If a Resident Deputy completes a call back assignment in less than the one (1) hour call back period and is again called back to duty, the employee shall not receive an additional minimum one (1) hour payment for the second or subsequent call out. The employee shall continue to be paid beyond the original one (1) hours minimum call back time if the second or subsequent assignment exceeds the original one (1) hour call back period.

**G. *Off-Duty Meetings and Training.*** If an employee is assigned to attend a staff meeting or training session during off-duty hours, the employee shall be paid a minimum of three (3) hours. Should the required staff meeting or training be scheduled less than three (3) hours before or after the employee's scheduled shift, the employee shall be paid on an hour for hour basis instead of the minimum three (3) hours. Should an employee receive less than 5 days' notice for a meeting or training required by this section, the employee will be compensated at the 3-hour minimum rate.

**H. *Shift Holdover.*** If an employee is requested to remain at work beyond the employee's regularly scheduled shift, the employee will be paid only for those hours worked and will not receive the minimum three (3) hour call back pay.

**I. *Standby.***

1. When specifically assigned to be on standby duty by the Sheriff or his/her designee during specific hours, an employee shall be paid two dollars (\$2.00) for each hour so assigned. Employees assigned to standby duty shall not be eligible for call back minimum when called to duty. Standby pay shall not apply to normally required availability of Resident Deputies. Resident Deputies may be asked to report their availability for call out without creating a standby circumstance.
2. In order for an employee to be eligible for standby pay, the employee must be specifically assigned to standby status and the employee must:
  - a. review the projected standby assignment schedule within the deadlines established by the Sheriff;

- b. be available by telephone during standby assignment;
  - c. contact the department/dispatch and respond promptly to the callback location within the time period established by the Sheriff;
  - d. refrain from activities that may impair the employee's ability to perform assigned duties;
3. Standby pay is to be distinguished from uncompensated status of being "subject to call", wherein an employee returns to work during off-duty hours in response to being called, but is not required to meet the standby criteria.

## ARTICLE 18 GRIEVANCE PROCEDURE

### A. Definitions.

- 1. *Grievance.* A "grievance" is a claimed violation, misapplication, or misinterpretation of a specific provision of this Agreement which adversely affects an employee or employees of the unit who are filing the grievance. The exercise or lack of exercise of County Rights (Article 6) is specifically excluded from the Grievance Procedure.
- 2. *Grievant.* A "grievant" is an employee in the unit who is filing a grievance as defined above. Alleged violations, misapplications, or misinterpretations which affect more than one employee in a substantially similar manner may be consolidated at the discretion of the County or the Association as a group grievance and shall thereafter be represented by a single grievant which may be the Association.
- 3. *Day.* A "day" shall mean a work-day (Monday – Friday). When counting days, holidays and days on which the employee or his or her supervisor are on pre-approved leave shall not be counted.

### B. Process.

- 1. *Informal Resolution.* Within seven (7) days from the event giving rise to a grievance or from the date the employee could reasonably have been expected to have had knowledge of such event, the grievant shall orally discuss his/her grievance with his or her immediate supervisor, and at that time the grievant shall identify the discussion as a grievance. A supervisor shall have seven (7) days to issue a written answer providing his or her decision on the grievance to the grievant.

A grievant may choose to forego the informal resolution and proceed to Level 1, (Formal Levels). When the grievance involves a minor disciplinary action imposed

by the employee's immediate Supervisory (Sergeant) pursuant to Article 19, the employee may seek informal resolution with the Undersheriff prior to proceeding to Level 2.

2. *Formal Levels.*

Level 1:

If the grievant is not satisfied with the written answer provided at Informal Resolution Level, the grievant may, within seven (7) days from the receipt of such answer, file a written grievance with the Undersheriff. The grievant must provide a copy of his or her written grievance to the County's Personnel Officer.

The written grievance must be duly signed and dated and contain the following information:

- a. A detailed statement of the grievance; including the section of this Agreement which has allegedly been violated, factual information detailing that the issue being grieved is not in regards to a topic which is the exclusive right of management, and the remedy requested;
- b. The date the facts constituting a grievance were discovered, and the date of the incident giving rise to the grievance;
- c. The date of submission of the grievance orally to the grievant's supervisor, or a statement that the grievance was not orally submitted to the grievant's supervisor;
- d. The following statement:  
  
"Failure to respond within fourteen (14) days of the submission of this written grievance will allow the employee to move the grievance to the next step of the grievance process as if the grievance had been denied."
- e. The grievant will be responsible for moving the grievance to the next step in the grievance process.

Within fourteen (14) days of receipt of the written grievance, the Undersheriff, or his/her designee, shall investigate the grievance which may include a meeting with the grievant and any concerned

parties and, thereafter, the Undersheriff, or his/her designee, shall issue a give written answer to the grievance to the grievant within fourteen (14) days of the Undersheriff's receipt of the written grievance.

Level 2:

If the grievant is not satisfied with the written answer from Level 1, the grievant may, within seven (7) days from receipt of such answer, file his or her written grievance with the Sheriff with a copy to the County's Personnel Officer. Within fourteen (14) days of receipt of the written grievance, the Sheriff, or his/her designee, shall investigate the grievance which may include a meeting with the concerned parties and, thereafter give written answer to the grievant within fourteen (14) days.

Level 3:

If the grievant is not satisfied with the written answer from Level 2, the grievant may, within seven (7) days from the receipt of such answer, file a written appeal to the County Commissioners. Within fourteen (14) days of receipt of the written appeal, the County Commissioners, or their designee, shall investigate the grievance, which may include a meeting with the concerned parties, and, thereafter, give written answer to the grievant within seven (7) days, which answer shall be final and binding unless, within fourteen (14) days, the grievant notifies the County Commissioners of his/her intention to appeal the matter to the External Hearing Officer. Minor Disciplinary Actions shall not be appealable to an External Hearing Officer.

**C. Grievance Provisions.**

1. If a grievant fails to carry his/her grievance forward to the next level within the prescribed time period, the grievance shall be considered settled based upon the decision rendered at the most recent step utilized.
2. If a supervisor or manager fails to respond with an answer within the given time period, the grievant may appeal his/her grievance to the next higher level.
3. The grievant may be represented by a person of his/her choice at any formal level of this procedure.
4. Time limits and formal levels may be waived by mutual written consent of the parties.
5. Purely clerical errors shall not serve to invalidate a grievance.

6. Proof of service shall be accomplished by certified mail or personal service.

- D. *Effect of a Grievance.*** The making or filing of a grievance shall not prevent the County, the Sheriff or other authorized person from taking action deemed appropriate, nor shall it have the effect of suspending action previously taken even though the action may involve or be a part of the subject matter of the grievance.

## **ARTICLE 19 DISCIPLINARY ACTION**

Note: The parties recognize that State law N.R.S. 289, establishes certain procedures and rights applicable to bargaining unit members.

- A. *Disciplinary Action.*** The tenure and status of every unit employee is conditioned on reasonable standards of personal conduct and job performance. Failure to meet such reasonable standards shall be considered just cause for appropriate disciplinary action.

Disciplinary action shall be for just cause and may be based upon any of the following grounds as reasonably determined: failure to fully perform required duties, insubordination, violation of the employer's written policies or rules, unexcused absences, misuse or abuse of employer property or equipment, substandard job performance, commission of a felony or other lesser crime involving moral turpitude, on or off-duty conduct which relates to an employee's ability to satisfactorily perform his/her job, and other acts which are incompatible with the Law Enforcement Code of Ethics.

- B. *Disciplinary Guidelines.*** When, in the judgment of a Sheriff's Office supervisor, an employee has committed an act or omission which justifies a reprimand, demotion, suspension without pay, or discharge from employment, disciplinary action may be imposed. While the concept of progressive discipline is recognized in the usual case, the Sheriff reserves the right to initiate the type of discipline deemed appropriate to the alleged violation based upon the nature and severity of the offense.

**C. *Types of Disciplinary Action.***

1. *Documented Verbal Counseling.* A documented verbal counseling addressed to an employee by his/her supervisor as to the propriety of an employee's action(s) or inaction(s). A documented verbal counseling may be documented for future reference and placed in the employee's personnel file; however, the documented verbal counseling will be removed if requested by the employee six (6) months from the date of the documented verbal counseling if there has been no recurrence of similar conduct since the documented verbal counseling was issued.
2. *Written Reprimand.* A written criticism of an employee's conduct, usually concerning an infraction of County rules of conduct, regulations, performance, or Department Policies and Procedures. The reprimand is to be in written form, signed by the employee and the supervisor. A copy will remain with the supervisor issuing

the reprimand, a copy delivered to the offending employee, with an additional signed copy to the official personnel file in the County. Unless the employee provides a written request to the contrary, a copy shall also be forwarded to the Association. Signature by the employee shall not constitute agreement with the reprimand, but only as acknowledgment of the receipt of the reprimand.

One year from the date of a written reprimand, the disciplined employee may request that the Sheriff remove the written reprimand and the employee's response to a separate file if there has been no recurrence of similar conduct since the reprimand was issued. The Sheriff shall determine whether the document(s) shall be removed following a meeting with the affected employee. Should the Sheriff decide, at his/her discretion, not to remove the document(s), the Sheriff shall, at the request of the disciplined employee, remove the documents to a separate file two years after the date of the initial reprimand, provided there has been no recurrence of similar conduct since the reprimand was issued. The separate file shall be accessible only by the Sheriff or his/her designee.

3. *Disciplinary Leave or Suspension Without Pay.* Disciplinary leave without pay means a disciplinary measure providing that the offending employee is suspended from work without compensation for one or more days.
4. *Administrative Leave.* There are times during an inquiry into alleged misconduct or a critical incident that it would appear to be in the best interest of the County or the employee to relieve the employee from duty with pay pending the outcome of the inquiry. An Administrative Leave shall not cause loss of compensation unless later converted to a Disciplinary Leave Without Pay. An Administrative Leave is not a form of discipline in and of itself, unless it has been so designated in a particular case.

The Sheriff may suspend all peace officer powers of an employee for the duration of an Administrative Leave and the employee shall relinquish possession of their badge and identification card and all other Pershing County Sheriff's Office equipment.

5. *Demotion.* A disciplinary demotion is a temporary or permanent reduction of an employee from a higher salary or classification to a lower salary or classification below that which was held by the employee on a regular basis.
6. *Discharge.* Termination of the services of an employee of Pershing County may be imposed for a gross violation of laws, ordinances, or rules and regulations; or for multiple violations of rules and regulations; or for inability or refusal to properly perform duly assigned tasks; for substance abuse or other actions which constitute cause for discharge. Discharge shall be imposed by the Sheriff or his/her designee, and shall be by written notice to the employee. One copy of such notice shall be delivered to the employee and one copy of the notice shall be placed in the

employee's official personnel file maintained by the Sheriff's Office. Upon written request of the employee, a copy shall also be forwarded to the employee's Association.

**D. Minor Disciplinary Actions.**

1. *Defined:* Oral reprimands, written reprimands, and suspensions without pay for sixteen (16) or fewer duty hours shall be considered minor disciplinary action.
2. *Procedure for Imposing and Appealing Minor Disciplinary Actions:* Minor disciplinary actions may only be appealed by an employee who has successfully completed the initial hire probationary period for their current County employment. The following procedures shall apply exclusively to minor disciplinary actions:
  - a. *Notice of Action:* When a supervisor or manager believes it is necessary to impose a minor disciplinary action on an employee, the supervisor shall notify the employee in writing of his/her decision stating the reason for the action, the regulations or rules which have been violated, the specific action to be taken and the effective date of the action.
  - b. *Appeal of Minor Disciplinary Actions:* Within seven (7) days from receipt of the written notification, an employee who has received a written reprimand, or short suspension without pay, but believes the discipline is unwarranted, may appeal the action under Informal Resolution of the Grievance Procedure of this agreement and then to Level 2 and Level 3 of the Grievance Procedure of this agreement whereupon the decision of the County Commissioners shall be final.

**E. Severe Disciplinary Actions.**

1. *Defined.* Demotion, suspensions without pay for more than sixteen (16) duty hours or discharge shall be considered a severe disciplinary action.
2. *Procedure for Imposing and Appealing Severe Disciplinary Action.* Severe disciplinary action may only be appealed by an employee who has successfully completed the initial hire probationary period for their County employment. The following procedures shall apply exclusively to severe disciplinary actions:
  - a. *Notice of Proposed Action.* Before taking severe disciplinary action, the Sheriff or his/her designee shall serve on the employee, either personally or by certified mail, a Notice of Proposed Action, which shall contain the following:
    - (1) A statement of the action proposed to be taken.

- (2) A copy of the charges, including the acts or omissions and grounds upon which the action is based.
- (3) If it is claimed that the employee has violated a rule or regulation of the County or Department, a copy the rule(s) shall be included with the notice.
- (4) A statement that the employee may review and request copies of materials upon which the proposed action is based prior to the response meeting.
- (5) A statement that the employee has five (5) working days to respond to the Sheriff or his/her designee either orally or in writing. If the employee chooses to reply orally, the employee is entitled to a meeting with the Sheriff or his/her designee.

b. *Response Meeting.*

- (1) The employee, upon whom the Notice of Proposed Action has been served, shall have five (5) working days to respond to the Sheriff or his/her designee either orally or in writing before the proposed action may be taken.
- (2) Upon application and for good cause, the Sheriff or his/her designee may extend the time period to respond.
- (3) If the employee chooses to respond orally, the employee shall be entitled to personal meeting with the Sheriff or his/her designee. At such meeting, the employee may be accompanied by an attorney or other representative.
- (4) Neither the Sheriff or designee nor the employee shall be entitled to call witnesses or take testimony.
- (5) At the meeting, the Sheriff or designee may consider information contained in the charges and recommendations and other information as well as information presented by the employee or his/her representative.
- (6) If during the Response Meeting information which could result in further investigation or new charges is brought out, or if a theory constituting a new ground or occurrence as basis for discipline is alleged, the Sheriff may suspend the proceedings pending the outcome of the additional investigation and the employee shall be entitled to a reasonable continuance to respond to any new charges.

c. *Review/Action.* At the conclusion of the response meeting or within seven (7) calendar days, the Sheriff or designee shall issue an order taking or determining not to take disciplinary action and shall give written notice thereof to the employee. Such order shall be as follows:

- (1) The order shall be in writing.
- (2) State specifically the cause(s) of action.
- (3) State the effective date of the action. Except for discharge, the effective date of severe disciplinary action shall not be less than seven (7) calendar days of the order unless a shorter time is mutually agreed to.
- (4) Cause the order to be served on the employee, either personally or by certified mail.

**F. *Appeal of Severe Disciplinary Actions.*** Appeals of severe disciplinary actions are specifically excluded from the grievance procedure. In the case of severe disciplinary actions, the following appeal procedure shall apply.

1. If an employee has requested and participated in a response meeting with the Sheriff or designee as set forth above, the employee shall have the right to appeal the severe disciplinary action to the Discipline Appeals Board. Within ten (10) days after the receipt of the written order, the employee may file with the County Clerk a request in writing for a hearing before the Discipline Appeals Board to determine the reasonableness of the action and setting forth the specific grounds for appeal. Failure of the employee to request in writing a hearing before the Discipline Appeals Board, within the time specified, shall be deemed a waiver of any appeal process.
2. The Discipline Appeals Board shall hold a hearing within thirty (30) days after receipt of the written request for such hearing. The hearing may be private; however, the hearing must be open to the public if so requested by the employee. Each party shall have the right to be represented by legal counsel or other person of his/her choice
3. Within fifteen (15) days, the Discipline Appeals Board, by majority vote, shall recommend to the Sheriff to sustain, reject or modify the disciplinary action. The recommendation shall be taken under consideration by the Sheriff, who shall within ten (10) days, adopt or reject the findings of the Discipline Appeals Board.
4. Within ten (10) days after the receipt of the final decision of the Sheriff sustaining a Severe Disciplinary Action, the employee may file with the County Clerk, a request in writing for a hearing before an External Hearing Officer. Failure of the

employee to request in writing a hearing before an External Hearing Officer, within the time specified, shall be deemed a waiver of any appeal process.

5. The Discipline Appeals Board shall be comprised of three (3) members, none of whom shall be an employee of Pershing County. A list of three (3) names for each category listed below shall be submitted by the Sheriff and three (3) names by the Association. The County and the Association shall draw numbers to determine who has first strike on the list. The parties shall alternately strike names, one category at a time in the order of the categories listed below, to determine the makeup of the Discipline Appeals Board for the pending appeal. Names shall be submitted by the parties for each of the following categories:
  - a. A law enforcement manager of the rank of Lieutenant or above, from a city, county or State law enforcement agency;
  - b. A law enforcement officer of the same rank as the appealing employee, from a city, county or State law enforcement agency, and;
  - c. A District Attorney or Assistant/Deputy District Attorney from a Nevada County.

#### **ARTICLE 20 EXTERNAL HEARING OFFICER**

- A. Designation.** The External Hearing Officer (EHO) shall be chosen by mutual consent of the County Commissioners or its designee and the Association or its designee. If the parties fail to agree on an EHO, a list of five (5) shall be requested from the Federal Mediation and Conciliation Service. The parties shall alternately strike names of potential hearing officers, with the Association striking first.
- B. Costs.** The fees and expenses of the EHO and of a court reporter, if used, shall be shared equally by the employee or his/her representative organization and the County. Each party, however, shall bear the cost of its own presentation including preparation and post-hearing briefs, if any.
- C. Effect of Decision.** Decisions of an EHO on matters properly before the EHO, shall be advisory to the County Board of Commissioners however, if the Commission overturns or fails to adopt the decision of the EHO as written, the County shall pay the costs and fees designated as “shared equally” in subsection “B” above. Within thirty (30) days of receipt of the EHO’s recommendation, the Board shall make the final decision which in its discretion it deems proper after review of the EHO’s report or conducting further investigation as it sees fit. If the Board has taken no action after having been in receipt of the EHO’s decision for thirty (30) days, the decision of the EHO shall become final.

**D. Authority of External Hearing Officer.** No External Hearing Officer shall entertain, hear, decide, or make recommendations on any dispute unless such dispute involves an eligible employee in this represented unit and:

1. Unless such dispute falls within the definition of a grievance as set forth in the Grievance Procedure, and has been processed in accordance with all provisions thereof and herein, or
2. Involves a Severe Disciplinary Action properly appealed through the Disciplinary Procedure.

No External Hearing Officer shall have the power to amend or modify this 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 this negotiated Agreement.

**E. 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.

**F. Matters Subject to Hearing Officer Procedure.** Requested remedies 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. Likewise, no grievance arising out of the exercise of County Rights, (Article 6), shall be submitted to this procedure.

**G. Privacy of Hearings.** All hearings held by an External Hearing Officer shall be in closed sessions and no news releases shall be made concerning progress of the hearings.

## ARTICLE 21 LAYOFF PROCEDURE

**A. Positions To Be Eliminated.** If the County determines the need for a reduction in its work force, written notice of not less than two (2) weeks shall be provided to regular employees to be laid off. The Sheriff will determine the positions to be eliminated and the employees to be laid off within each affected job class.

**B. Order of Layoff.**

1. *Seniority.* Initially the Sheriff shall consider employees for layoff in the inverse order of seniority. Seniority shall be determined on the basis of uninterrupted employment with the Sheriff's Office in the employee's current class.
2. *Review of Qualifications.* When selecting which employee will be laid off, the Sheriff will review the qualifications of the employee with the least seniority in the

affected job class. If the Sheriff finds an employee with less seniority has qualifications which are needed by the department and those qualifications are equal to or greater than those of an employee with greater seniority, and the documented performance of the employee with lesser seniority is better than that of the more senior employee the County may layoff the employee with the higher seniority.

3. *Qualifications.* Qualifications to be considered in determining exceptions to seniority order shall include knowledge, skill, ability, and certificates required for job functions to be assigned to the remaining staff, as well as previous experience in performing the essential functions and job performance. Job performance shall be determined on the basis of the employee's record of job performance as documented in the employee's personnel file.
4. *Order of Layoff.* After consideration of seniority within class, qualifications, and performance, any ties shall be broken by total seniority within the department.
5. *Bumping Rights.* An employee who was initially hired by the Sheriff into a class with a lower rank than his/her current class shall have the right to bump an employee in such lower class if s/he has more seniority in the lower class. Such bumping rights may be exercised subject to the Sheriff's review of performance and qualifications outlined above.

**C. *Appeal Procedure.***

1. *Notice of Appeal.* In the event that an employee who has been laid off out of seniority order believes the decision based upon performance and/or qualifications is incorrect, s/he may request that the Association appeal the Sheriff's determination. If the Association finds there is good reason to believe that the Sheriff has erred in his/her decision, it may appeal through the process set forth in this Article. Such appeal shall be filed within five (5) working days of delivery of the layoff notice to the employee.
2. *Appeal Review Committee.* When an appeal is filed, the Association shall identify two (2) persons to serve on a review committee at the time of the appeal. The Sheriff shall then appoint two (2) persons to the committee. Each of the persons appointed to the committee shall be familiar with the work of the Department and of the job class from which lay off is to be made. The committee shall meet within five (5) days of delivery of the Notice of Appeal to the County. It shall review the basis for the Sheriff's layoff decision and the reasons the employee believes the decision is in error. The committee shall then determine whether the Sheriff's decision was reasonable and on that basis either confirm or reject the Sheriff's decision.

If the committee cannot reach agreement regarding the Sheriff's decision regarding order of layoff, it shall within three (3) days of its initial meeting, request the participation of a Federal Mediator. The services of the mediator will be jointly requested by the County and the Association on an urgent basis. The mediator shall seek to achieve a consensus decision among the committee members. If none is reached the mediator shall become a voting member of the committee.

The determination of the committee regarding the appropriate order of layoff shall be final and binding and may not be grieved or appealed.

**D. Recall Rights.** Laid off employees will have a right to return to a vacancy in the same class and department from which they were laid off. Recall shall be in inverse order of layoff.

1. *Recall List.* Employees shall remain on the recall list for one year following the date of layoff provided, however, laid off employees shall be removed from the recall list if:

- a. They accept recall to a position in a class at the same salary range as the position from which they were laid off, or
- b. They decline appointment to a position in the same department and in a class at the same salary range as the position from which their lay off occurred, or
- c. They fail to report for duty within fifteen (15) calendar days of mailing of Notice of Recall to County employment.

2. *Recall Notice.* Notice of Recall or available position may be made in person or by U.S. Mail, return receipt requested. It is the responsibility of each laid off employee notify the Sheriff of his/her current address.

## ARTICLE 22 PEACEFUL PERFORMANCE

**A. Prohibitions.** 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 Pershing. 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 bargaining unit take part in, any strike, sit-down, stay-in, sick-out, slow-down or picketing 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. 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.

**B. *Responsibilities of Association.*** In the event of any work-stoppage, during the term of this Agreement, whether by the Association or by any member of the bargaining unit, the Association by its officers, shall immediately declare in writing and publicize that such work-stoppage is in violation of law, and this Agreement, and is unauthorized, and shall 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.

**C. *Law Enforcement Labor Management Committee.*** Both parties agree that membership of the Association play an important part in maintaining the peace and security within the community. It is also agreed that both parties to the Agreement benefit when communications between the parties are increased to a level that mutual understanding of each other's needs and desires are reached. Lastly, it is agreed that the totality of the quality of law enforcement services are served when the parties mutually investigate, discuss, and exchange ideas, and that a need exists to enhance and intensify that exchange.

Therefore, a standing committee is hereby created and hereinafter referred to as the Law Enforcement Labor Management Committee. It shall be the purpose of this committee to meet on a monthly basis and to provide a forum for discussion, study, and recommendations to appropriate administrator or to the Board level, of those issues that serve the good of the County, the professional staff, and the goals of delivering quality law enforcement services to the citizens of the County.

Recommendations from this committee shall be advisory only and shall not be binding upon the County or the Association.

The committee shall consist of two (2) members of the Association, the Pershing County Sheriff, one (1) member from the Board of County Commissioners, one (1) County administrator. When issues discussed may impact another bargaining unit, a representative from the impacted unit may be included in the discussion but shall have no voting rights.

The chairperson will be selected by the committee. The committee will meet as needed but at least four times during the fiscal year. The chairman will convene the committee at the request of any two members.

This committee may be assigned special study problems by the Board or it may investigate or study issues agreed to by the majority of the committee.

**ARTICLE 23 FULL UNDERSTANDING, MODIFICATION AND WAIVER**

- A. Full Understanding.** It is intended that this Agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein and all other topics subject to bargaining, and therefore any other prior or existing understanding or agreement by the parties, whether formal or informal, written or unwritten, regarding such matters are hereby superseded or terminated in their entirety. The preceding reference to "matters ... superseded or terminated... "shall not apply to those topics in the County's Personnel Code not addressed herein and pertaining to members of this unit, which topics are specifically stated as covered within the mandatory scope of bargaining as listed in N.R.S. 288.150.2.
- B. No Interim Bargaining.** It is agreed and understood that during the negotiations which culminated in this Agreement, each party enjoyed and exercised without restraint, except as provided by law, the right and opportunity to make demands and proposals or counter-proposals with respect to any matter subject to bargaining and that the understandings and agreements arrived at after the exercise of that right are set forth in this Agreement.

The parties agree, therefore, that during the term of this agreement, with the exception of section C below, the other shall not be required to negotiate with respect to any subject or matter, whether referred to or not in this Agreement. An exception to this restriction shall be any changes in health plan coverage.

- C. Modification.** 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 Sheriff and/or 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.

**ARTICLE 24 SAVINGS**

This agreement is declared to be severable in parts, 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 to immediately meet and negotiate with regard to such parts or provisions affected.

**ARTICLE 25 TERM OF AGREEMENT**

The County and the Association agree that the term of this Agreement shall commence at 12:01 a.m. July 1, ~~2019~~2022, and expire at midnight on June 30, ~~2022~~2025. Unless otherwise noted herein, any changes caused by the approval of this agreement shall be prospective and implemented as of the first payroll period immediately succeeding its formal adoption by the

Board. The County may reopen this Agreement during its term to address a “fiscal emergency” in accordance with the requirements of NRS 288.150(4).

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In witness whereof, the persons representing the parties to this Agreement as shown below hereby place their signatures indicating agreement was reached on the \_\_\_\_ day of ~~July~~May, ~~2019~~2023:

APPROVED BY THE PERSHING COUNTY BOARD OF COMMISSIONERS:  
For Pershing County:

*For the Pershing County Law Enforcement Association:*

\_\_\_\_\_  
Joe Crim, Jr., Chairman  
\_\_\_\_\_  
S. Jordan Walsh, Chief Negotiator

\_\_\_\_\_  
Phillip ~~Dickerman~~ Kat Rogers, PCLEA  
President

\_\_\_\_\_  
Larry Rackley, Vice Chair  
\_\_\_\_\_  
Karen Wesner, Team Member

\_\_\_\_\_  
Rick ~~McCann~~ Andrew Regenbaum, NAPSO  
CWA Local 9110

\_\_\_\_\_  
Shayla Hudson, Commissioner  
\_\_\_\_\_  
Lacey Donaldson, Team Member  
\_\_\_\_\_  
Rene Childs, Team Member

\_\_\_\_\_  
Shawn Thornhill, PCLEA Vice President

\_\_\_\_\_  
DATE

\_\_\_\_\_  
DATE

DATE \_\_\_\_\_

DATE \_\_\_\_\_

APPROVED BY THE PERSHING  
COUNTY BOARD OF  
COMMISSIONERS:

\_\_\_\_\_  
Robert McDougal, Chairman

\_\_\_\_\_  
Carol Shank, Commissioner

\_\_\_\_\_  
Larry Rackley, Commissioner

**APPENDIX A      JOB CLASSES AND SALARY RANGES**

CLASSIFICATION	RANGE
Deputy Sheriff I	11
<del>Detention Officer – POST Cat. 3 Cert.</del>	<del>12</del>
Deputy Sheriff II – POST Cat. 1 Cert.	13
<del>Investigator</del>	<del>14</del>
Deputy Sheriff Sergeant	154

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For the first full pay period following ~~July 1, 2019~~the effective date of this Agreement, employees who are employed in the following classification: Deputy Sheriff II, who work in the detention center and lack a POST Category 1 Certification shall be moved to the employee’s corresponding step on Range 12, and employees in the Sergeant Classification will be moved to the corresponding step on Range 15.~~Classification Range 13. An employee’s corresponding step shall be determined by that employee’s base hourly rate, based on his or her step effective July 1, 2019. For instance, if an employee makes \$21.50 per hour on July 1, 2019, he or she will move to the step on Classification Range 13 that is closest to \$21.50 per hour without moving to a step where the base rate of pay is below \$21.50 per hour.~~

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~~An employee~~Employees shall be eligible to move to the next step on the salary schedule ~~for Classification Range 13~~ on his or her anniversary date in accordance with article 9(B).

Effective July 1, 2019, the Classification Range 12 shall have no further force or effect.

**PERSHING COUNTY**  
~~2017-2019~~**2022-2025** AGREEMENT WITH THE  
**PERSHING COUNTY LAW ENFORCEMENT ASSOCIATION**

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**ARTICLE 2 AUTHORIZED AGENTS**..... 1

A. County’s Principal Agent.....1

B. Association’s Principal Agent.....1

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B. Day .....2

C. Year .....2

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Sergeant Movement: .....4

The County’s General Wage Schedule in place at the time that this agreement with  
ratified and approved by the County Board of County Commissioners will  
be amended to add a “Range 15” which is four and one-half percent (4.5%)  
above the current “Range 14”......4

Effective the first full pay-period following the ratification and approval of this contract, all employees in a Sergeant classification will move to the equivalent step on Range 15. Movement to Range 15 will be based on the employee’s salary at the time of movement, in no case will a Sergeant move to a step on Range 15 that is paid below their current hourly rate at the time of movement. .....4

Inflation Combatting Step Movement: .....4

For FY 2023, employees who receive a “meets expectations” or better review on their annual evaluation will move up two (2) steps on the salary schedule on their next anniversary date. Employees who are at step 9 or higher on the salary schedule prior to their next anniversary date will not move past the final step of their Grade on the County’s General Wage Schedule. While the Inflation Combatting Step Movement will sunset on June 30, 2023, and additional step movement pursuant only to this specific subsection of Article 8(A)(1)(c) will no longer be available after that date, any Inflation Combatting Steps issued during fiscal year 2023 will remain in place after June 30, 2023. This step increase is in addition to the annual Merit salary step increase outlined in Article 9 of this Agreement......4

Employees who became eligible to receive the Inflation Combatting Step Movement, because they received a “meets expectations” or better review on their annual evaluation during fiscal year 2023, will receive pay associated with the Step Movement in the first full pay-period following the ratification and approval of this contract. Employees who became eligible for the Step Movement before the ratification and approval of this contract will have the step movement applied retroactively to the individual’s anniversary date during Fiscal Year 2023, or the date where the County froze payments on any such step movement, whichever is later. As such, employees who became eligible for the Step Movement before the contract was approved, will receive Step Movement pay retroactively for any pay periods where they were eligible to receive the additional pay associated with the Step Movement during fiscal year 2023, but did not receive such pay, and the Step Movement will be shown as effective the first full pay period following their anniversary date. .....5

Employee Loyalty Bonuses – FY 2023 and 2024: .....5

Employer PERS Contribution.....5

The County and its law enforcement employees each pay a share of the applicable PERS contribution attributable to each employee in accordance with NRS Chapter 286. As such, the County and law enforcement employees split evenly the cost of any increases to the PERS contribution rate, as determined by Nevada PERS......5

1. PERS Contributions for FY 2024 .....6

In lieu of a cost-of-living increase for fiscal year 2023, the County will cover the employee’s share of any increase to the PERS contribution rate, as determined by Nevada PERS and calculated by the change in the amount of

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the applicable PERS contribution rate between June 15, 2023 and July 1, 2023, for fiscal year 2024. The County’s duty to cover the employee’s share of any PERS contribution increase for fiscal year 2024 will sunset on June 30, 2024, and will have no further impact or effect on this Agreement. .....6

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