

**SIDE LETTER OF AGREEMENT BETWEEN THE  
COUNTY OF NEVADA  
AND  
DEPUTY SHERIFFS' ASSOCIATION**

The parties agree to the following pilot program effective for the next twelve months, June 13, 2022, through June 13, 2023, in which recruitment incentives will apply to Deputy Sheriff Association employees in any hard to recruit classification.

**RECRUITMENT INCENTIVE:**

At such time as an authorized selection procedure has taken place and an appointing authority is ready to make an offer to attempt to employ a highly qualified candidate for a hard-to-recruit, classification/series, the County Executive Officer, may authorize the appointing authority to negotiate with the candidate. Such negotiations may include the following:

Specifically:

1. Recruitment incentive between \$1 to \$5K paid over a 1-year period (either new or lateral hires) paid in two equal parts, the first part (half) upon hire. If the new hire leaves by choice within the first 6-months, they must pay back the entire amount. If the new hire fails probation, there is no obligation to pay back recruitment incentive. The second part (half) paid upon probation completion.
2. Relocation incentive: Provide moving and relocation incentive to new hires, amount determined by the CEO.
3. Referral bonus-CEO approval needed: Any regular employee who successfully refers a hard to recruit candidate to employ with the County will receive \$500 upon hire and an additional \$500 upon the completion of the employee's probationary period.
4. Student loan repayment shall be available to candidates for hard to recruit positions, at the sole discretion of the County, only if the degree program for which student loan repayment is contemplated: (i) qualifies or highly qualifies the candidate for the position to which they have applied; and (ii) has been completed prior to the candidate's application for employment to the hard-to-recruit position with the County.
  - a. At such time as an authorized selection procedure has taken place and the Senior Executive is ready to make an offer of employment to a highly qualified candidate for a hard-to-recruit position, the County Executive Officer may authorize the appointing authority to negotiate with the candidate an annual payment of their qualified student loan for a period not to exceed three (3) years to the limits allowed annually in the applicable MOU or other Agreement (for unrepresented employees) for tuition payment/reimbursement.
  - b. Employees who have negotiated student loan repayment as a benefit of their employment with the County shall reimburse the County for student loan payments made on their behalf should the employee's employment with the County terminate for any reason, voluntary or involuntary, within

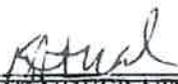
5 years of the last student loan repayment/reimbursement. Employees who choose to leave the hard-to-recruit position for which they were offered loan repayment assistance shall not receive further reimbursement for the program after the last day of their employment with the County.

Any IRS tax rules applies to the recruitment incentive and relocation incentives.

This is a stand-alone side letter and will not be incorporated into the MOU unless a successor side-letter stipulating such is agreed upon.

DATED:  
DEPUTY SHERIFFS' ASSOCIATION

COUNTY OF NEVADA

BY:   
BHAVENDEEPATWAL  
Chief Negotiator for DSA

BY:   
ALISON LEHMAN  
County Executive Officer

BY:   
RORY SONNIER  
DSA President