

**SIDE LETTER OF AGREEMENT BETWEEN THE COUNTY OF NEVADA
AND THE
SHERIFF'S MANAGEMENT ASSOCIATION**

**ARTICLE 3
LEAVES**

3.1 VACATION LEAVE

a. Regular employees assigned to the normal forty (40) hour workweek shall accrue vacation leave at the rate of 6.6667 hours for each full calendar month of service during the first four (4) years of employment; at the rate of ten (10) hours for each full calendar month of service from the beginning of the fifth (5th) year through the twelfth (12th) year of employment; and at the rate of 13.334 hours for each calendar month of service in excess of twelve (12) years.

b. For the period August 21, 2022 to August 20, 2023, new employees hired into the unit from other jurisdictions, and those identified lateral employees listed in section (c), will be given credit for their prior service when determining their vacation accrual tier.

c. In an effort to retain existing employees who have transferred from other jurisdictions, vacation accrual rates will reflect the employee's total years of service (to include prior service as a sworn peace officer) and the new accrual rate will be applicable starting August 21, 2022. Prior service time will count toward vacation accrual tier, as follows.

Last Name	First Name	Hire Date with NCSO	Years/Months Prior Peace Officer Service as of DOH	Current Vacation Accrual Rate	New Vacation Accrual Rate
Holdcroft	Luke	12.11.20	13 years, 11 months, 10 days	6.6667 hrs/mo	13.334 hrs/mo
Perry	Jason	6.28.20	22 years, 5 months, 27 days)	6.6667 hrs/mo	13.334 hrs/mo
Tassone	Greg	11.29.21	14 years, 4 months	6.6667 hrs/mo	13.334 hrs/mo

d. Each regular County employee in the bargaining unit, regardless of "regular" or "probationary" status, shall be able to accrue and use vacation leave. The time when vacation shall be taken will be determined by the Department Head, who shall give consideration to factors of workload and the desires of the employees prior to making such determinations.

e. Effective the beginning of the pay period of Board of Supervisor approval, any employee assigned to the Safety Supervisory and Management Employees' bargaining unit may

accumulate a maximum of 320 hours of combined vacation credit and floating holiday credit at any given time during the fiscal year.

DATED:

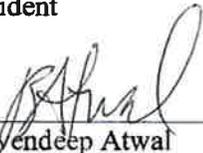
SHERIFFS' MANAGEMENT ASSOCIATION

COUNTY OF NEVADA



BY: _____
Sean Scales
President

BY:  _____
Alison Lehman
County Executive Officer (CEO)

BY:  _____
Bhavendeeep Atwal
Labor Consultant
Mastagni, Holstedt
Representing the Sheriffs' Management Association