

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

The parties agree to the following pilot program effective for the period July 1, 2025 to December 31, 2025 in which recruitment incentives, including advanced vacation accrual, will apply to Sheriffs' Management 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 \$1,000 to \$5,000 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 (including an employee on a probationary period) 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.
 - a. Sheriff's Sergeants and Lieutenants are eligible for the referral bonus.
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.

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, July 1, 2025, December 31, 2025 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. New employees' advanced vacation accrual tier will not revert to the regular tier rate when this side letter sunsets.

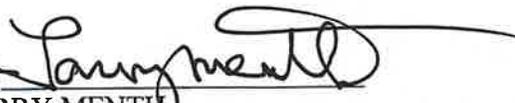
c. Each regular County employee in the bargaining unit, regardless of "regular" or "probationary" status, shall be able to accrue and use vacation leave. The time when vacation shall be taken will be determined by the Department Head, who shall give consideration to factors of workload and the desires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

d. 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.

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: July 1, 2025
SHERIFFS' MANAGEMENT ASSOCIATION

BY: 
LARRY MENTH
Chief Negotiator for SMA

COUNTY OF NEVADA

BY: 
ALISON LEHMAN
County Executive Officer

BY:  4/21/2025
RUSSELL GREENE
SMA President