SIDE LETTER OF AGREEMENT BETWEEN THE COUNTY OF NEVADA AND GENERAL EMPLOYEES UNIT REPRESENTED BY LOCAL 39

The parties agree to the following pilot program effective for the period July 1, 2025, through December 31, 2025, in which recruitment incentives will apply to all General Unit employees in hard to recruit classifications.

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. Repayment may be made through cashable leave balances, cash, or check, the employee may also authorize the payment to be withheld from their final check if they choose. 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 employees who are in 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.

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 Sheriff/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 and retention 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

GENERAL EMPLOYEES' UNIT

BY:

TIM EGGEN
Business Manager

BY:

BRANDY JOHNSON
Director of Public Employees

BY:

STEPHEN HATCH
Business Representative

COUNTY OF NEVADA

BY:

ALISON LEHMAN
County Executive Officer