

**Amendment to Summary of Compensation and Benefits
COUNTY OF NEVADA
CONFIDENTIAL EMPLOYEES**

This amendment to the Confidential Employees Summary of Compensation and Benefits clarifies that the Undersheriff position has moved out of the Confidential Group and into the Appointed and Confidential Senior Executives Group. Provisions in the current Confidential Summary of Compensation and Benefits relating to the Undersheriff shall be removed effective July 1, 2025.

The following language shall be deleted:

Article 3 Special Allowances

F. SAFETY MANAGEMENT SPECIAL COMPENSATION

1. The following apply to the position of Undersheriff, and any other sworn employee in the Confidential Unit.

2. POST Certificate Pay

Employees who obtain and maintain a Peace Officers Standards and Training (POST) Advanced Certificate shall receive an incentive pay differential of five percent (5.0%) of base salary. A copy of the certificate shall be submitted concurrently with the personnel action form to initiate the salary differential.

Employees who obtain and maintain a POST Supervisory Certificate shall receive an incentive pay differential of two and one half percent (2.5%) of base salary, which shall be considered cumulative of the differential paid for the Advanced Certificate. A copy of the certificate shall be submitted concurrently with the personnel action form to initiate the salary differential.

Employees who obtain and maintain a POST Management Certificate shall receive an incentive pay differential of three and one half percent (3.5%) of base salary, which shall be considered cumulative of the differential paid for the Advanced Certificate. A copy of the certificate shall be submitted concurrently with the personnel action form to initiate the salary differential.

The parties agree that to the extent legally permissible, this is special compensation and shall be reported to CalPERS pursuant to Title 2 C.C.R. Sections 571(a)(2) and 571.1(b)(2) as Peace Officer Standard Training Certificate Pay.

3. Educational Incentive

Employees shall receive one of the two educational incentives listed below:

AA/AS Degree \$150 per month

BA/BS Degree \$250 per month

A copy of the degree shall be submitted concurrently with the personnel action form to initiate the salary differential

The parties agree that to the extent legally permissible, this is special compensation and shall be reported to CalPERS pursuant to Title 2 C.C.R. Sections 571(a)(2) and 571.1(b)(2) as Educational Incentive.

Article 6 Retirement Programs

C. Retiree Coverage and Contribution Rate

3. Safety Employees

Tier I / Classic ("Legacy") Tier: Classic members hired prior to July 24, 2011 are enrolled in the 3% at 50 retirement plan for safety members. The employee contribution toward the employer share of CalPERS is 9.0% of reportable compensation in accordance with California Government Code Section 20516.

Tier II / Classic Tier: Classic members hired on or after July 24, 2011 are enrolled in the 3% at 55 retirement formula. The employee contribution toward the employer share of CalPERS is 9.0% of reportable compensation in accordance with Government Code Section 20516.

Tier III / PEPRA Tier: Effective January 1, 2013, employees hired into this unit who are defined as "new members" under the Public Employee Pension Reform Act (PEPRA) are enrolled in the 2.7% at 57 formula. The employee contribution towards CalPERS shall be fifty percent (50%) of the total normal cost rate as determined annually by CalPERS. Tier III employees shall be subject to the provisions of the Public Employee Pension Reform Act (PEPRA), including provisions governing pensionable compensation.

Article 7 Miscellaneous

A. Unused Sick Leave For Safety Management

The position of Undersheriff, and any other sworn employee in the Confidential Unit, shall be entitled to the unused sick leave benefits set forth in the Memorandum of Understanding between the County and the Sheriff's Management Association.

COUNTY OF NEVADA

BY: 
ALISON LEHMAN
County Executive Officer

DATE: 9-15-25