

**BOARD OF COUNTY COMMISSIONERS
DOUGLAS COUNTY, NEBRASKA**

RESOLVED

WHEREAS, Douglas County has a labor contract with the Employees United Labor Association (EULA) union, representing covered employees within the County Health Center (DCHC); and,

WHEREAS, that contract expired on December 31, 2016, and the parties have successfully negotiated a new three-year contract for the term effective January 1, 2017, through December 31, 2019; and,

WHEREAS, this new three-year contract will also include employees within classification of 'Security Officer' at the DCHC; and,

NOW THEREFORE, BE IT RESOLVED BY THIS BOARD OF COUNTY COMMISSIONERS, DOUGLAS COUNTY, NEBRASKA, THAT the attached labor contract with the Employees United Labor Association covering EULA-Health Center employees, is hereby approved and adopted, and the Chair of this Board is authorized to execute said contract on behalf of Douglas County.

DATED this 21st day of November, 2017

Motion by Duda, second by Rodgers to approve. I move the adoption of the resolution.

Adopted: November 21, 2017

Yeas: Cavanaugh, Duda, Kraft, Morgan, Rodgers, Borgeson

Absent: Boyle

(CERTIFIED COPY)



Daniel A. Esch

Douglas County Clerk

COLLECTIVE BARGAINING AGREEMENT

DOUGLAS COUNTY, NEBRASKA

AND

EMPLOYEES UNITED LABOR ASSOCIATION

for the

Douglas County Health Center Employees Bargaining Unit

January 1, 2017 – December 31, 2019

COUNTY OF DOUGLAS - OFFICIAL RECORD

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ARTICLE 1 - RECOGNITION

Section 1. This Agreement is made and entered into by and between Douglas County, Nebraska, hereinafter referred to as “the County”, and the Employees United Labor Association (EULA), hereinafter referred to as the “Association”. The employees covered under this contract will collectively be referred to as members of the “EULA-Health Center” bargaining unit. The County recognizes the Association as the sole and exclusive bargaining agent for the full and part-time positions at the Douglas County Health Center (DCHC) that are listed on the attached “Appendix A”. Expressly excluded from the bargaining unit, are all supervisory, confidential, seasonal and temporary employees.

Section 2. The County will not aid, promote or finance any association or organization, which seeks to represent or engage in collective bargaining on behalf of the bargaining units described in Section 1 above. With respect to such bargaining unit, the County shall not make any agreements with bargaining unit employees contrary to the terms of this Agreement, nor shall the County make any agreements with individuals, groups, organizations or unions which seek to represent employees or engage in collective bargaining, other than the recognized Association.

Section 3. Unless otherwise specifically stated in this Agreement, all provisions of this Agreement shall be effective upon the date this Agreement is signed by the parties.

ARTICLE 2 – NON-DISCRIMINATION

Section 1. The provisions of this Agreement shall be applied to all employees in the bargaining unit without discrimination in violation of controlling Federal or State law as to such individual’s race, color, religion, sex, handicap, age or natural origin. Nor will they limit, segregate or classify employees in any way to deprive any individual employment opportunity because of race, color, religion, sex, handicap, age or natural origin, pursuant to federal rules and regulations.

Section 2. The County and the Association agree not to directly or indirectly intimidate, coerce or in any manner interfere with the rights of employees to form, join or assist labor organizations, or to refrain from any such activities.

Section 3. The Association recognizes its responsibility as bargaining representative and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

Section 4. All references to employees in this Agreement designate both sexes and whenever the male gender is used, it shall mean both sexes.

ARTICLE 3 - HOLIDAYS

Section 1. The following days shall be recognized as paid holidays and uniformly observed on the dates established by the DCHC Administrator:

- | | |
|-------------------------------|------------------------|
| New Year's Day | Labor Day |
| Martin Luther King's Birthday | Columbus Day |
| President's Day | Veterans Day |
| Memorial Day | Thanksgiving Day |
| Independence Day | Day after Thanksgiving |
| | Christmas Day |

(1) Floating Holiday*

*At the request of the employee and the approval of the DCHC Administrator or designee

A floating holiday may be taken at any time during the calendar year upon request by the employee and approval of the DCHC Administrator or designee. Such floating holidays shall be requested on the vacation request form. Late requests shall be granted based upon staffing needs. The floating holiday only applies to full-time employees who have satisfactorily completed their six (6) month probationary period.

Section 2. Only full time employees shall be paid their base pay for holidays not worked.

Section 3. Any employee who works on a holiday will receive holiday pay that is their base pay for their regularly scheduled shift. In addition, any employee working on the holiday shall receive time and one-half including any shift differential (for employees who receive shift differential) for actual hours worked.

Section 4. If an observed holiday falls during a regular full time employee's vacation period, such observed holiday shall not be charged against the employee's vacation leave.

Section 5. Security Officer employees called in during a holiday shall be paid a minimum of four (4) hours of pay at double their hourly rate of pay or actual hours worked if more than four (4) hours.

ARTICLE 4 - PROBATIONARY PERIODS

Section 1. All newly hired employees shall serve a probationary period of six (6) months. Probationary periods may be extended pursuant to the Douglas County Civil Service Personnel Policies and Procedures.

Section 2. Probationary employees shall not be entitled to use the grievance procedure for any disciplinary action including discharge.

ARTICLE 5 - TRANSFERS AND DETAIL ASSIGNMENTS

Section 1. EULA bargaining unit positions in the following departments within the Douglas County Health Center include:

- Dietary
- Fiscal
- Nursing
- Pharmacy
- Compliance
- Administration/Operations

Section 2. Intradepartmental Transfer is a transfer within a department listed in Section 1 of this Article to the same bargaining unit position.

Section 3. All posted vacancies will be posted for a minimum of six (6) days. During such six (6) day postings, employees may request an intradepartmental transfer for such vacancies on the proper forms provided by the DCHC Administrator or designee.

Section 4. After the six (6) day posting period, the DCHC Administrator or designee will review the requests for intradepartmental transfers. The DCHC Administrator or designee has the right to reject all intradepartmental transfer requests based upon the individual applicant's knowledge, skills and abilities. Where knowledge, skills and abilities are not significantly different, the transfer shall be granted to the most senior applicant. If the knowledge, skills and abilities are significantly different, the individual most qualified to perform the job duties shall be transferred.

If an employee applies for two (2) positions, and the employee meets the requirements regarding qualifications and seniority set out in this section, such employee shall have their choice of which position to accept.

When a position is filled through a transfer, the DCHC Administrator or designee shall post the award. The position award posting shall include the employee's name, seniority number and the date the transfer becomes effective, if determined. Employees who wish to grieve a position award may do so within ten (10) days from the date the position award is posted.

Section 5. Employees who have been granted an intradepartmental transfer shall serve a thirty (30) day trial period from the date of transfer. The purpose of this trial period is to determine the employee's ability and desire to perform the new work. If the DCHC Administrator or designee is not satisfied with the employee's performance during this trial period, or if the employee desires to return to their former position during this trial period, the employee will be returned to their former position (if such position is vacant) or such vacant position of like status and pay without loss of seniority. The returning employee will not be allowed to "bump" or displace any other current employee.

Section 6. The DCHC Administrator or designee may temporarily assign an employee to perform duties in a different work assignment than that to which the employee is assigned, provided that such employee has consented to such temporary assignment. Temporary assignments shall not exceed six (6) months. If an insufficient number of employees agree to accept such temporary assignment, the DCHC Administrator or designee shall have the right to temporarily assign the least senior employee. The DCHC Administrator or designee shall maintain an accurate listing of all employees' temporary assignments. The Union business agent and stewards will have access to such records upon request.

ARTICLE 6 – NO STRIKES AND LOCKOUTS

Section 1. It is understood that there will be no strike or any other concerted work stoppage during the life of this Agreement. Neither the Association, nor any of its officers, agents or County employees, will instigate, promote, encourage, sponsor, engage in or condone any strike, picketing, slowdown, concerted work stoppage or any other intentional interruption of work during the term of this Agreement.

Section 2. In the event of an alleged unauthorized strike or concerted work stoppage, upon written notification to the Association of the existence of a strike or concerted work stoppage, the Association shall immediately make every effort to persuade the employees to commence full performance of their duties and shall immediately inform the employees that the strike or concerted work stoppage is unauthorized and in violation of this Contract. The Association shall also advise the employees of the appropriate provisions of Nebraska Law pertaining to strikes and concerted work stoppages by public employees.

Section 3. Any or all of the employees who violate any of the provisions of this section may be disciplined or have their employment terminated by the DCHC Administrator, or his/her designee.

Section 4. The County agrees not to lockout any employees during the life of this Agreement.

ARTICLE 7 - SENIORITY

Section 1. Seniority is the employee's length of continuous service with the County in their department at the DCHC. Seniority is earned on a year-for-year basis regardless of FTE status (for example: an employee who has one year as a .6 FTE employee earns one year of seniority just as an employee who is full-time employee earns one year of seniority).

Section 2. There shall be seniority lists for each department posted within each of the departments of the DCHC. An employee will not lose his/her departmental seniority as a result of a transfer to another department due to a DCHC departmental restructuring.

Section 3. The Employer shall prepare and post seniority lists on January 1st and July 1st. Such lists shall set forth the employee's name, seniority number, and his/her most recent date of employment in their department. The Employer will furnish copies of the seniority list to the designated Association representative.

Section 4. Any dispute concerning the proper placement of an individual on the seniority list shall be resolved by the grievance procedure. Such disputes must be raised within twenty-one (21) days of the posting of the seniority list or the list shall be conclusively presumed to be accurate.

Section 5. Accrual of Seniority. An employee shall continue to accrue seniority while actively employed by the Employer. An employee's seniority, and all rights incidental to seniority, shall terminate:

If the employee has been discharged for just cause;

If the employee resigns;

If the employee fails to report to work as scheduled, following a leave of absence, layoff, or other approved absence from work.

If the employee has been on a continuous layoff for one (1) year or has been unable to perform any work at Douglas County Health Center due to a medical condition or work related injury such employee shall maintain their seniority rights for a period of time equivalent to their seniority with the Employer, up to a maximum of one (1) year.

ARTICLE 8 - LAYOFF AND RECALL

Section 1. Whenever there is a layoff within a particular position (i.e. Clerk I, Clerk II, Secretary I, etc), the layoff shall be made on the basis of department seniority within that position when the abilities of employees affected thereby to perform the work are not significantly different. This means that the employee in that position who has the least amount of department seniority will be the first person subjected to layoff. However, when the abilities of the employees to perform the work are significantly different, the most able employee or employees shall be retained.

Section 2. Employees subject to layoff shall be given written notice by certified mail at least ten (10) working days prior to the effective date of same. Such notice shall be mailed to their last known address as shown on the employees' records; a copy of said notice shall be mailed to the Association. The time limit provided in this section may be extended if the affected employee did not have a reasonable opportunity to receive the written notice.

Section 3. Employees subject to layoff shall, within ten working days (Monday-Friday) of receipt of the layoff notice, either exercise their layoff rights as provided in this Article or accept layoff. Failure to exercise layoff rights within this time limit shall constitute acceptance of the layoff.

Section 4. No full-time or part-time employee shall be laid off from his/her department while there are probationary, seasonal or temporary employees working in his/her position in the department in which he/she works.

Additionally, all part-time employees in the position shall be laid off before any full-time employees in that position are laid off.

Section 5. In the event a full-time employee is laid off from his/her position, by virtue of the provisions of Section 1, such employee may do the following in lieu of accepting the layoff (in descending order as listed below):

The employee may take any open and vacant full-time or part-time position within his/her department if the position is covered by this contract and has an identical pay

scale to the position from which the employee is being laid off, provided that he/she is qualified to perform the duties of the position.

If no such position exists within the employee's department, he/she can take any open and vacant full-time or part-time position in another department if the position is covered by this contract and has an identical pay scale to the position from which the employee is being laid off, provided that he/she is qualified to perform the duties of the position.

If no such open and vacant full-time or part-time position exists, the employee may displace ("bump") the least senior full-time or part-time employee from a position within his/her department if the position is covered by this contract and has an identical pay scale to the position from which the employee is being laid off, provided that he/she is qualified to perform the duties of the position.

If no such position exists within his/her department, the employee may displace ("bump") the least senior full-time or part-time employee from any position in another department if the position is covered by this contract and has an identical pay scale to the position from which the employee is being laid off, provided that he/she is qualified to perform the duties of the position.

If the employee does not have the seniority and the qualifications to bump into a position covered by this contract that has an identical pay scale, such employee may take any open and vacant full-time or part-time position, which has a lower pay scale, within their department if the position is covered by this contract and he/she is qualified to perform the duties of the position.

If no such position exists within the employee's department, such employee may take any open and vacant full time or part-time position, which has a lower pay scale, in another department if the position is covered by this contract and he/she is qualified to perform the duties of the position.

If no such open and vacant position exists, such employee may displace ("bump") the least senior full-time or part-time employee from a position, which has a lower pay scale, within their department if the position is covered by this contract and he/she is qualified to perform the duties of the position.

If no such position exists within his/her department, the employee may displace ("bump") the least senior full-time or part-time employee from a position, which has a lower pay scale, in another department if the position is covered by this contract and he/she is qualified to perform the duties of the position.

In the event a part-time employee is laid off from his/her position, by virtue of the provisions of Section 1, such employee may do the following in lieu of accepting the layoff:

The employee may take any open and vacant part-time position within his/her department if the position is covered by this contract and has an identical pay scale to the position from which the employee is being laid off, provided that he/she is qualified to perform the duties of the position.

If no such position exists within the employee's department, he/she can take any open and vacant part-time position in another department if the position is covered by this contract and has an identical pay scale to the position from which the employee is being laid off, provided that he/she is qualified to perform the duties of the position.

If no such open and vacant part-time position exists, the employee may displace ("bump") the least senior part-time employee from a position within his/her department if

the position is covered by this contract and has an identical pay scale to the position from which the employee is being laid off, provided that he/she is qualified to perform the duties of the position.

If no such position exists within his/her department, the employee may displace (“bump”) the least senior part-time employee from any position in another department if the position is covered by this contract and has an identical pay scale to the position from which the employee is being laid off, provided that he/she is qualified to perform the duties of the position.

If the employee does not have the seniority and the qualifications to bump into a position covered by this contract that has an identical pay scale, such employee may take any open and vacant part-time position, which has a lower pay scale, within their department if the position is covered by this contract and he/she is qualified to perform the duties of the position.

If no such position exists within the employee’s department, such employee may take any open and vacant part-time position, which has a lower pay scale, in another department if the position is covered by this contract and he/she is qualified to perform the duties of the position.

If no such open and vacant position exists, such employee may displace (“bump”) the least senior part-time employee from a position, which has a lower pay scale, within their department if the position is covered by this contract and he/she is qualified to perform the duties of the position.

If no such position exists within his/her department, the employee may displace (“bump”) the least senior part-time employee from a position, which has a lower pay scale, in another department if the position is covered by this contract and he/she is qualified to perform the duties of the position.

For any employee who bumps into a position that is in a lower pay scale, the employee shall be placed on the salary step that is closest to the employee’s prior salary, but that is not more than the employee’s prior salary.

Employees who are in positions not covered by the Association bargaining unit cannot bump into the Association bargaining unit.

Section 6. Whereby, due to a reduction in work force pursuant to Section 5 of this Article, either a full-time or part-time employee takes a position, within the same department, such employee shall be credited with department seniority earned prior to transfer.

If a full-time employee takes a part-time position, with an identical pay scale, he/she shall not be laid off until all other part-time employees in that position have been laid off.

Section 7. A laid off employee shall retain, for a period of eighteen (18) months, all County and Department Seniority that he/she accumulated prior to layoff.

Section 8. The names of full-time and part-time employees who have been laid off shall be placed on a layoff list maintained by the Human Resources Department, and such employees shall be eligible for reemployment for a period of eighteen (18) months. The County shall rehire in the reverse order of layoff, provided such employees are otherwise qualified to perform the duties of the position. A laid off employee subject to recall who is employed elsewhere shall not be required by the County to report to work until after two (2) weeks from the date of recall notice. If such employee is not employed elsewhere, he/she shall be required to report to work at such reasonable time as required by the County giving consideration to all attendant circumstances. The County shall

provide employees subject to recall with written notice by certified mail to their last known address as shown on the County's records.

ARTICLE 9 - VACATION LEAVE

Section 1. A full-time employee shall earn vacation leave in accordance with the provisions of Section 2 hereof and a part-time employee shall earn vacation leave based on their designated FTE.

Section 2. Vacation leave for full-time employees shall be earned each payroll period where the employee has worked or been on paid leave fifty percent (50%) or more of his/her regularly scheduled hours for such payroll period at a rate equivalent to the schedule shown below:

<u>YEARS OF CONTINUOUS SERVICE</u>	<u>VACATION LEAVE</u>
Start through 4 years	12 days per year
5 through 9 years	15 days per year
10 through 14 years	20 days per year
15 or more years	25 days per year

Employees shall begin accruing fifteen (15), twenty (20) or twenty-five (25) days vacation per year after completion of their fourth, ninth or fourteenth year of continuous service respectively.

Section 3. Vacation leave may be used by an employee who has satisfactorily completed his/her six (6) month probationary period.

Section 4. Vacation leave must be approved by a supervisor prior to time off. While the DCHC Administrator, or his/her designee, shall endeavor to schedule work production to allow employees to take vacation at the time requested, the needs of the Health Center shall assume precedence in scheduling of vacations.

Section 5. The rate of vacation pay shall be the employee's normal base pay in effect on the employee's day of work immediately preceding the employee's vacation period, excluding shift differential.

Section 6. Employees who have completed their probationary period and are separated from the service of the County for any reason shall be entitled to payment for their accumulated but unused vacation leave at the time of their separation.

Section 7. Vacation leave in excess of 240 hours shall not be carried forward from one calendar year to the next calendar year. Any vacation in excess of 240 hours must be utilized by the last pay period of each year or will be forfeited. It is each employee's responsibility to ensure that they schedule their vacation in advance in accordance with departmental guidelines.

ARTICLE 10 – DISCIPLINE

Section 1. Disciplinary actions or measures shall include the following: Written Reprimand, Suspension without pay and Discharge.

Written Reprimands shall not be used against an employee for more than two (2) years from the date of the final action taken on the matter. If an employee has questions or concerns regarding the issuance of the written reprimand, the employee has the right to meet with the DCHC Administrator within ten (10) calendar days from their receipt of the reprimand to discuss those questions or concerns.

Suspensions shall not be used against an employee for more than two (2) years after the discipline is issued. Disciplinary actions may be imposed on an employee only for just cause.

Section 2. For a disciplinary action that requires a pre-disciplinary hearing, notice of the pre-disciplinary hearing must be issued to the employee within thirty (30) working days from the time that the actionable event becomes known to the employee's supervisor or the DCHC Administrator. If the notice is sent to the employee by certified mail, the date that the notice is mailed will be the effective date for purposes of this section.

For a disciplinary action that does not require a pre-disciplinary hearing, the actual disciplinary action itself must be issued to the employee within thirty (30) working days from the time that the actionable event becomes known to the employee's supervisor or the DCHC Administrator. If the disciplinary action is sent to the employee by certified mail, the date that the notice of the disciplinary action is mailed will be the effective date for purposes of this section.

For purposes of this section, "working days" means Monday through Friday, including the floating holiday, but not including the other holidays recognized by this contract.

Section 3. If the employee's supervisor has reason to reprimand an employee, it shall be done in a reasonable and professional manner and not before other employees or the public.

Section 4. An employee who is subject to suspension or discharge shall be given reasonable written notice thereof setting forth the reasons for said action.

Section 5. Non-probationary employees may appeal suspensions and terminations, but not written reprimands, to the Civil Service Commission, pursuant to that Commission's rules.

ARTICLE 11 –GRIEVANCE PROCEDURE

Section 1. "Grievance" as defined in this Agreement is a claim of an employee arising during the term of this Agreement, which is limited to matters concerning the application, meaning or interpretation of this Agreement, excluding disciplinary actions.

Section 2. Any grievance submitted under the provisions of this Article may be presented and processed individually by the employee or by the employee and the Association.

Section 3. Any grievance shall be in writing and shall designate the specific Article(s) and Section(s) of this Agreement or the written Civil Service Commission regulation(s) upon which the grievance is based together with the reason therefore.

Section 4. The term "days" as used in this Article shall mean Monday through Friday, exclusive of weekends and the holidays provided for in this Agreement (except for the floating holiday).

Section 5. The following procedure shall be used in the submission of a grievance, as defined in Section 1:

Step 1. The aggrieved employee shall present in writing his/her grievance to the employee's supervisor within ten (10) days from the date on which the employee became aware of such grievance. The non-bargaining unit supervisor shall attempt to adjust the matter and shall respond in writing to the employee presenting the grievance within ten (10) days from its presentation.

Step 2. If satisfactory settlement is not reached under Step 1, copies of all correspondence between the employee and his/her supervisor shall be presented to the DCHC Administrator or his/her designated representative within ten (10) days from the date any decision was made by the non-bargaining unit supervisor under Step 1. The

DCHC Administrator or his/her designated representative shall respond in writing to the employee presenting the grievance within ten (10) days.

Section 6. Any time limitation provided herein may be waived or extended in writing by mutual agreement of the parties involved. Any grievance not processed within the time limitations provided herein shall constitute a withdrawal of the same.

Section 7. Failure to respond to a grievance within ten (10) days at Step 1 or Step 2 of Section 5 shall constitute a denial of the grievance.

ARTICLE 12 – INSURANCE AND PENSION BENEFITS

Section 1. The County will publish a rate sheet to the employees that will show the premium equivalencies for medical and dental insurance costs. Such rate sheet shall also show the dollar contribution for each plan for the County and the employee, according to the following:

For its Medical plan, Douglas County will pay 93% of the premium for employee-only coverage and 85% of the premiums for both the employee plus one dependent's coverage and the employee plus two or more dependents' coverage.

For its Dental plan, Douglas County will pay 85% of the premium for employee-only coverage and 80% of the premiums for both the employee plus one dependent's coverage and the employee plus two or more dependents' coverage.

Douglas County reserves the right to select the method by which health insurance benefits are provided.

Section 2. Pension benefits are provided to employees of this bargaining unit pursuant to the current Douglas County Retirement Plan, with the following exceptions:

All County employees covered by this contract shall contribute 8.5% of their total compensation to the Douglas County Retirement Plan. Douglas County shall also contribute an amount equal to 8.5% of each employee's total compensation to the Douglas County Retirement Plan.

The following pension benefit terms apply to Security Officers hired on or after July 10, 2012 and to all other bargaining unit employees hired after September 25, 2012 :

Annual Benefit Factor – 1.5% for each year of service, to a maximum of 45% of final average pay.

Eligibility for Unreduced Retirement Benefit – Age 65.

Eligibility for Early Retirement Benefits – Age 50 and 10 years of service or age 60 and 5 years of service.

Early Retirement Penalty - 5% for each year prior to age 65.

ARTICLE 13 - SICK LEAVE

Section 1. All full-time employees employed in bargaining unit positions on or before January 7, 2014, shall earn sick leave credits each payroll period at the rate of fourteen (14) days per year, prorated over twenty-six (26) pay periods, 4.308 hours per pay period, where the employee has been working or on paid leave fifty percent (50%) or more of his/her regularly scheduled hours for such payroll period.

For employees hired after January 7, 2014, and for Security Officers hired on or after the date this contract is executed, sick leave for full-time employees shall be earned each payroll period where the employee has worked or been on paid leave fifty percent (50%) or more of his/her regularly scheduled hours for such payroll period at a rate equivalent according to the following schedule:

YEARS OF CONTINUOUS SERVICE	SICK LEAVE
Start through 4 Years:	8 days per year*
*Prorated over 26 pay periods at the rate of 2.462 hours per pay period	
5 through 9 Years:	12 days per year*
*Prorated over 26 pay periods at the rate of 3.692 hours per pay period	
More than 10 Years:	14 days per year*
*Prorated over 26 pay periods at the rate of 4.308 hours per pay period	

Employees shall begin accruing twelve (12) or fourteen (14) sick days per year after completion of their fourth or ninth year of continuous service respectively.

Part-time employees shall earn sick leave credits on a pro rata basis based on their designated FTE, prorated over twenty-six (26) pay periods, where the employee has been working or on paid leave fifty percent (50%) or more of his/her regularly scheduled hours for such payroll period.

Sick leave is paid at straight time, exclusive of shift differential. Sick leave hours will be charged at the rate equal to the employees normal work schedule (e.g. 8 hour and 12 hour).

Section 2. Sick leave may not be utilized during the first one hundred and eighty (180) days of employment with the County.

Section 3. Employees shall be entitled to utilize earned sick leave for injury, pregnancy or sickness which renders an employee incapable of performing his/her required job duties, for medical and dental care or for exposure to contagious disease under circumstances in which the health of other employees or the public would be endangered by the employee's attendance on duty.

Section 4. An employee using sick leave may be asked to provide medical certification if there is an indication, by history, of improper use of sick leave; or there is an indication of improper use of sick leave surrounding the current request; or there is a question on whether the employee is medically able to return to work; or if there is a question on whether the employee's illness is in a "contagious" stage.

For sick leave of three (3) or more consecutive working days, the employee must submit medical certification. Failure or refusal by the employee to observe this regulation will result in the employee being absent without pay until he/she complies with the terms of this agreement. This absence will be unexcused.

Section 5. Where an employee is absent because of injury or sickness covered by the Nebraska Workers' Compensation Act, such employee has the option of using earned sick leave to the extent that when added to the compensation payable under Workers' Compensation, it would equal the employee's base pay. It will be the employee's responsibility to notify his/her employer that he/she does not want to use sick leave. If an employee is on workers' compensation leave from the County, and is working a second job, the employee shall provide to the County a copy of his/her duties for that job.

Section 6. Where an employee has exhausted earned paid leave or where under the circumstances he/she is not eligible to utilize earned paid leave, he/she may be granted unpaid leave in accordance with and pursuant

to the Douglas County Civil Service Personnel Policy Manual, as they may be amended from time to time at the sole discretion of and by the Douglas County Civil Service Commission.

Section 7. The employee will be entitled to unlimited accrual of earned unused sick leave; however, only 1,440 hours of sick leave will be compensable at the rate of base pay.

Section 8. Employees are not entitled to payment for their accumulated but unused sick leave at the time of their separation. Such sick leave will be applied to pension benefits in accordance with the Douglas County pension plan. Sick leave earned after accumulation of 1,440 hours shall be applied to employee's pension as per the Douglas County pension plan.

ARTICLE 14 -- FUNERAL LEAVE

Section 1. Funeral Leave shall be as provided in the Douglas County Civil Service Personnel Policy Manual, as it may be amended from time to time at the sole discretion of and by the Douglas County Civil Service Commission.

ARTICLE 15 – OVERTIME

Section 1. Overtime shall be paid to non-exempt employees covered by this contract at the rate of time and one-half their regular base hourly wage for all hours worked in excess of forty (40) in any workweek. A workweek is defined as the day shift Sunday morning through the night shift on Saturday.

Section 2. No employee shall work overtime unless the overtime is first approved by his/her immediate supervisor or the Health Center Administrator or his/her designee. If the employee works overtime without such prior approval, he/she may be subject to disciplinary action.

Section 3. Only hours actually worked will be considered for the purposes of computing overtime.

ARTICLE 16 – HOURS OF WORK, SHIFT DIFFERENTIAL AND ON-CALL PAY

Section 1. No employee shall be forced to work more than twelve (12) hours in any workday unless in emergency situations as declared by the DCHC Administrator or designee:

SEVERE WEATHER/DISASTERS

Whenever the DCHC Administrator or his/her designee declares severe weather, a disaster, or other emergency situation, employees may be required to remain on duty and perform required functions. When these conditions exist, employees may not leave the facility until dismissed by the DCHC Administrator or designee. Employees will be paid for hours worked for the time they are required to remain on duty.

Employees that are required to remain on duty may be instructed to sleep so they are ready to complete assigned duties when needed and will be paid regular pay for all time they sleep. Employees shall be provided a clean, quiet place to sleep.

Employees arriving late for work due to severe weather, a disaster, or other emergency situation, as declared by the DCHC Administrator or his/her designee, will not be considered tardy and will be paid for hours worked.

Employees shall be provided with food during those periods explained above if required to work beyond their scheduled eight (8) or twelve (12) hour shift.

STAFFING EMERGENCIES

In the event the DCHC Administrator or designee declares a staffing emergency, not caused by severe weather (e.g. due to call-ins or no call/no show), Employees may be required to remain on duty to maintain required staffing levels until dismissed by the Supervisor. In such a case the Supervisor shall make every attempt to provide coverage as soon as possible.

Section 2. Security Officers will follow a 'three (3) shifts within a twenty-four (24) hour period' schedule. Employees assigned to the A Shift shall be assigned to work 11:00 p.m. to 7:00 a.m. Employees assigned to the B Shift shall be assigned to work 7:00 a.m. to 3:00 p.m. and employees assigned to the C Shift shall be assigned to work 3:00 p.m. to 11:00 p.m. The Health Center Administrator, or his/her designee, shall have the authority to change the starting and ending times of those shifts with fourteen (14) calendar days notice to the employees.

Section 3. Security Officers who work a full shift that begins during the premium pay period of 3 p.m. to 11:00p.m. shall receive a shift differential of fifty (\$.50) cents. Those who work a full shift that begins during the premium pay period of 11:00 p.m. to 7:00 a.m. shall receive a shift differential of fifty-five cents (\$.55). However, an officer who works part of the shift during any premium pay period shall receive the shift differential only for those hours worked during the premium pay period. Shift differential shall not be retroactive to the effective date of this agreement.

Section 4. Employees in the Limited Radiology Technician classification, who are required to be on 'on call' for duty (standby) beyond their normal work hours, and which includes carrying a cell phone or pager on his/her person, will receive one-hundred and forty-four dollars (\$144.00) per pay period for each period they are required to be on call (standby). If a pay period contains a holiday, the employee will receive one-hundred seventy-four dollars (\$174.00), if they are required to be on call (standby). Accrual of on call (standby) hours will not be considered as 'hours worked' and are therefore, excluded from computation for purposes of determining overtime.

Section 5. Where a Limited Radiology Technician is called to duty during his/her off-duty time, such employee shall be paid for a minimum of two (2) hours at the rate of one and one-half (1½) or the actual number of hours worked at the rate of one and one-half (1½).

ARTICLE 17 - MANAGEMENT RIGHTS

Section 1. Except where limited by express provisions of this Agreement, nothing herein shall be construed or interpreted to restrict, limit or impair the rights, powers and authority of the County heretofore possessed and hereinafter granted by virtue of law, regulations or resolution. These rights, powers and authority include, but are not limited to, the right to manage and supervise all of its operations and establish work rules, regulations and other terms and conditions of employment not inconsistent with the specific terms of this Agreement.

ARTICLE 18 – MANAGEMENT RIGHT OF CONTRACTING AND SUB-CONTRACTING

Section 1. The Association recognizes that the right of contracting and sub-contracting is vested in the County. The right to contract or subcontract shall not be used for the purpose or intention of undermining the Association, nor to discriminate against any employees.

Section 2. If the contracting out or subcontracting of bargaining unit work has the effect of eliminating bargaining unit jobs, the DCHC Administrator agrees to notify the Association as early as possible in advance of the same in order to provide the Association with an opportunity to discuss with the DCHC Administrator its necessity and effect on bargaining unit employees.

ARTICLE 19 - MISCELLANEOUS

Section 1. If an employee is required by the DCHC Administrator or his/her designee to attend any conference or seminar relating to his/her employment, such time shall be considered "hours worked" according to the Fair Labor Standards Act. The County shall pay any registration fees for any such conferences and seminars.

Section 2. Drug testing of employees shall be conducted pursuant to the *Douglas County Drug Testing Policy*, as set out in the Douglas County Civil Service manual. However, the employee may be required to submit to drug or alcohol testing after they are involved in any accident or injury of a serious nature that occurs while they are on the job, regardless of whether there is reasonable cause to believe the employee was impaired by drugs or alcohol at the time of the accident or injury.

Section 3. Security Officer employees are required to review the '*Needs Action Activity Log*' at the beginning of each shift and will be required to perform any follow-up, if necessary, according to this report. Throughout or prior to the completion of his/her shift, Security Officer employees will complete a '*Daily Activity Log*' located in the '*Security Incidents*' database online. This activity log will serve as a daily record to document all incidents, activity and/or inactivity, occurring on any particular shift. The log will also record anything that requires a follow-up action(s); examples, elevator malfunctioning, general alarm trouble, that another shift must follow-up on and/or for the preparation of a work order request. The specific details required to be recorded will be outlined in administrative policy and/or per the DCHC Director or designee's directives. Failure to review and/or complete the necessary activity log(s) and/or to record significant incidents per the administrative policy may be grounds for disciplinary action.

Section 4. With the exception of processing grievance matters and negotiating contracts, the Union will not be allowed to transact any business on County time. Stewards must ask their supervisor for permission to leave their jobs to investigate and adjust grievances and such permission shall be granted without unreasonable delay. Further, bargaining unit representatives are required to provide reasonable advanced notice to their supervisors regarding their need to attend scheduled union negotiations with the County. It is further agreed that this provision shall be limited to periods of regular pay. The County is under no obligation to pay stewards for time spent in grievance meetings when they are not scheduled to work. The County will allow Union representatives to enter County property to conduct Union business. However, the County reserves the right to exclude such meetings from any and all work areas of County property. Such meetings shall not interfere with the orderly and efficient operation of County business.

ARTICLE 20 – CONSTRUCTION OF AGREEMENT AND SAVINGS CLAUSE

Section 1. Unless there are specific provisions to the contrary, this Agreement is intended to be consistent with rules and regulations promulgated by the Civil Service Commission and that all ambiguities and questions of construction shall be resolved so as to be in harmony with such rules and regulations. Furthermore, all conditions of employment which are not specified herein shall be in accord with Civil Service Commission rules and regulations as they may be amended from time to time at the sole discretion of and by the Douglas County Civil Service Commission, and the DCHC policies and procedures, as they may be amended from time to time at the sole discretion of and by the DCHC Administrator or designee.

Section 2. "Douglas County Civil Service Commission rules and regulations" as used herein shall mean those rules and regulations that the Civil Service Commission has the authority to promulgate and enforce.

“DCHC policies and procedures” as used herein shall mean those policies and procedures that the DCHC has the authority to promulgate and enforce.

Section 3. Should any article or section, or portion thereof, of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article or section, or portion thereof, directly specified in the decision. Upon the issuance of such a

decision, the parties agree to immediately attempt negotiation of a substitute for the invalidated article or section, or portion thereof.

Section 4. Any change in Civil Service regulations that purports to adversely affect this Agreement shall not in any manner alter, amend or change the terms of this Agreement.

ARTICLE 21 – WAGES AND LONGEVITY PAY

Section 1. Wages. The wages for employees covered by the contract shall be as set forth on the attached ‘Appendix A – Wage Scales’. Those wage scales reflect the following wage increases:

January 1, 2017: 3 %
January 1, 2018: 3 %
January 1, 2019: 4 %

Section 2. Longevity Pay. Full and part-time bargaining unit employees employed on or before January 7, 2014 shall receive longevity pay based on their years of continuous service with the County in accordance with the chart below. EULA-Health Center bargaining unit employees hired or joining the bargaining unit after January 7, 2014 shall not earn longevity pay. No employee in the classification of ‘Security Officer’ shall receive longevity pay.

Years of Service	Longevity Pay
6 to 9 Years	\$0.18/hr
10 to 12 Years	\$0.30/hr
13 to 14 Years	\$0.33/hr
15 to 19 Years	\$0.45/hr
20 and more Years	\$0.62/hr

ARTICLE 22 – UNIFORMS

Section 1. Employees who are employed in the position of ‘Housekeeping Aide’ at the time this contract is executed, shall be provided with a one-time, uniform allowance of \$50.00 in order to purchase the articles of clothing required to comply with dress code. Employees will not receive any allowance thereafter. The uniform allowance will be paid to these employees at end of the first full pay period in February 2014.

Section 2. New employees hired into the position of ‘Housekeeping Aide’ after the execution of this contract, shall receive the same \$50.00 one-time, uniform allowance upon hire, paid to the employee at the end of their first full pay period.

Section 3. The following uniform and equipment provisions are applicable to employees in the classification of ‘Security Officer’ only:

Douglas County shall purchase and provide an initial set of shirts, pants, boots, accessories and required equipment for new employees as determined by the DCHC Administrator or designee, at the time of a new employee's hire for use during his/her first year of County service.

Following an employee's first year of service, and each year thereafter, the County will provide each full-time employee with a uniform allowance of \$500.00 per year, paid on a quarterly basis (\$125.00 per quarter), for all uniform, equipment, and accessory maintenance and replacement. Part-time employees shall receive an annual uniform allowance of \$250.00 per year (\$62.50 per quarter). Quarterly uniform allowances will be paid in the first pay periods in January, April, July and October of each year.

Employees will be required to maintain their uniform in a professional manner and to keep all equipment in working order. Employees will be subject to discipline for failing to maintain their uniforms and/or failing to report to their shift with a complete uniform including all necessary equipment for that shift.

The County will bear the expense of uniform and equipment repair or replacement in cases of destruction due to an on-duty action or incident, however, the County is not responsible for any routine cleaning, maintenance, repair, loss, or replacement.

The DCHC Administrator or designee will maintain a list of the required uniform and equipment items in the DCHC Policy Handbook and will provide the Union's representative with a copy of this list whenever it is updated.

Section 4. All DCHC employees will be required to maintain their uniform/dress in a professional manner and to keep all equipment in working order. Employees will be subject to discipline for failing to maintain their uniforms, adhering to general DCHC dress code and/or failing to report to their shift with a complete uniform, including all necessary equipment for that shift.

ARTICLE 23 – BULLETIN BOARDS

Section 1. The Employer shall provide the Association with reasonable bulletin board space on "Main Street".

Section 2. Any materials posted on the bulletin boards shall not contain anything in violation of Federal or State law, Civil Service rules, or County policies, nor any personal references to individuals.

Section 3. Association stewards and official representatives shall be entitled to post official association business and activities. Any material posted on the bulletin boards shall be identified as authenticated and authorized by an officer of the Association.

In addition, other materials may be posted with prior approval of both Association and Department Head or his/her designee.

ARTICLE 24 – DUES CHECK OFF

Section 1. The County shall, in accordance with the provisions of this Article, deduct certified regular monthly Association dues from the pay of each employee, at the rate of one hour of pay per pay check x24 checks, provided that at the time of such deduction the County has in its possession a written authorization, executed by the employee.

Section 2. Such written authorization may be canceled or revoked by the employee by written notification thereof to the County.

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Section 3. The effective date of written authorization or written cancellation or revocation shall be the first day of the check-off payroll period immediately following receipt by the County.

Section 4. The County shall, within ten (10) days from the pay date of such payroll deductions, remit to the Treasurer of the Association the amounts thereof showing the names of the employees.

Section 5. The Association agrees to indemnify and hold the County harmless against any and all claims, suits, orders or judgments brought or issued against the County as a result of any action taken or not taken by the County under the provisions of this Article.

Section 6. The County shall check-off certified monthly dues for the payroll period involved. If the pay of the employee is insufficient to permit such check-off, such dues shall not be deducted from subsequent pay periods. In such event, it shall be the Association's responsibility to collect these dues from the employee. If the County deducts dues pursuant to the provisions of this Agreement and the employee has made a duplicate payment to the Association directly, it shall be the responsibility of the employee to collect such duplicate payment from the Association.

Section 7. The Association shall provide the County thirty (30) days written notice of any certified change in the amount of monthly union dues.

ARTICLE 25 - DURATION OF AGREEMENT

Section 1. This Agreement between the Employees United Labor Association and Douglas County, Nebraska, for covered Douglas County Health Center employees, shall be in effect from January 1, 2017, through December 31, 2019. The provisions contained in this Agreement constitute the entire Agreement between the parties and no verbal statements shall supersede any of those provisions.

Section 2. The terms and conditions of this Agreement shall remain in full force and effect until such time as the next Agreement is approved and executed by both parties.

EMPLOYEES UNITED LABOR ASSOCIATION

DOUGLAS COUNTY, NEBRASKA

By: [Signature]

By: [Signature]
County Board Chair

Date: 11-30-17

Date: 11-21-17

APPROVED AS TO FORM:

[Signature]
Deputy County Attorney

COUNTY OF DOUGLAS - OFFICIAL RECORD

APPENDIX A

WAGES

The wages for the contract term January 1, 2017- December 31, 2020 shall be as follows:

Year	Grade	OCC Code	Position	Step 1 Start	Step 2 6 mos.	Step 3 1 Yrs.	Step 4 2 Yrs.	Step 5 3 Yrs.	Step 6 4 Yrs.	Step 7 5 Yrs.	Step 8 6 Yrs.	Step 9 7 Yrs.
2017	EHC4	0632	Accounting Clerk III	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0632	Accounting Clerk III	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0632	Accounting Clerk III	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC6	0961	Clerk II - DCH	13.00	13.35	13.67	14.31	14.98	15.61	16.27	16.96	17.61
2018	EHC6	0961	Clerk II - DCH	13.39	13.75	14.08	14.74	15.43	16.08	16.76	17.47	18.14
2019	EHC6	0961	Clerk II - DCH	13.93	14.30	14.64	15.33	16.05	16.72	17.43	18.17	18.87
2017	EHC4	0962	Clerk III - DCH	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0962	Clerk III - DCH	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0962	Clerk III - DCH	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC4	0984	Clerk III - DCH Conf	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0984	Clerk III - DCH Conf	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0984	Clerk III - DCH Conf	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC4	0229	Clerk III - Support Services	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0229	Clerk III - Support Services	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0229	Clerk III - Support Services	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC3	0987	Clerk IV-Med Rec-DCH	17.64	18.10	18.52	19.42	20.31	21.21	22.11	22.98	23.91
2018	EHC3	0987	Clerk IV-Med Rec-DCH	18.17	18.64	19.08	20.00	20.92	21.85	22.77	23.67	24.63
2019	EHC3	0987	Clerk IV-Med Rec-DCH	18.90	19.39	19.84	20.80	21.76	22.72	23.68	24.62	25.62
2017	EHC4	0644	Clerk Typist III	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0644	Clerk Typist III	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0644	Clerk Typist III	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05

Year	Grade	OCC Code	Position	Step 1 Start	Step 2 6 mos.	Step 3 1 Yrs.	Step 4 2 Yrs.	Step 5 3 Yrs.	Step 6 4 Yrs.	Step 7 5 Yrs.	Step 8 6 Yrs.	Step 9 7 Yrs.
2017	EHC5	0922	Cook	14.36	14.74	15.10	15.83	16.55	17.25	18.00	18.74	19.44
2018	EHC5	0922	Cook	14.79	15.18	15.55	16.30	17.05	17.77	18.54	19.30	20.02
2019	EHC5	0922	Cook	15.38	15.79	16.17	16.95	17.73	18.48	19.28	20.07	20.82
2017	EHC7	0989	Data Entry Clerk	11.76	12.07	12.38	12.97	13.55	14.15	14.76	15.35	15.92
2018	EHC7	0989	Data Entry Clerk	12.11	12.43	12.75	13.36	13.96	14.57	15.20	15.81	16.40
2019	EHC7	0989	Data Entry Clerk	12.59	12.93	13.26	13.89	14.52	15.15	15.81	16.44	17.06
2017	EHC5	0242	Dietetic Assistant	14.36	14.74	15.10	15.83	16.55	17.25	18.00	18.74	19.44
2018	EHC5	0242	Dietetic Assistant	14.79	15.18	15.55	16.30	17.05	17.77	18.54	19.30	20.02
2019	EHC5	0242	Dietetic Assistant	15.38	15.79	16.17	16.95	17.73	18.48	19.28	20.07	20.82
2017	EHC5	0988	Driver	14.36	14.74	15.10	15.83	16.55	17.25	18.00	18.74	19.44
2018	EHC5	0988	Driver	14.79	15.18	15.55	16.30	17.05	17.77	18.54	19.30	20.02
2019	EHC5	0988	Driver	15.38	15.79	16.17	16.95	17.73	18.48	19.28	20.07	20.82
2017	EHC2	0308	Entitlement Technician	19.60	20.10	20.60	21.60	22.56	23.57	24.54	25.52	26.53
2018	EHC2	0308	Entitlement Technician	20.19	20.70	21.22	22.25	23.24	24.28	25.28	26.29	27.33
2019	EHC2	0308	Entitlement Technician	21.00	21.53	22.07	23.14	24.17	25.25	26.29	27.34	28.42
2017	EHC8	0925	Food Service Trainee	10.67	10.92	11.19	11.72	12.28	12.82	13.36	13.89	14.41
2018	EHC8	0925	Food Service Trainee	10.99	11.25	11.53	12.07	12.65	13.20	13.76	14.31	14.84
2019	EHC8	0925	Food Service Trainee	11.43	11.70	11.99	12.55	13.16	13.73	14.31	14.88	15.43
2017	EHC7	0926	Food Service Worker I	11.76	12.07	12.38	12.97	13.55	14.15	14.76	15.35	15.92
2018	EHC7	0926	Food Service Worker I	12.11	12.43	12.75	13.36	13.96	14.57	15.20	15.81	16.40
2019	EHC7	0926	Food Service Worker I	12.59	12.93	13.26	13.89	14.52	15.15	15.81	16.44	17.06
2017	EHC9	0927	Food Service Worker II	13.00	13.35	13.67	14.31	14.98	15.61	16.27	16.96	17.61
2018	EHC9	0927	Food Service Worker II	13.64	14.00	14.33	14.99	15.68	16.33	17.01	17.72	18.39
2019	EHC9	0927	Food Service Worker II	14.19	14.56	14.90	15.59	16.31	16.98	17.69	18.43	19.13

Year	Grade	OCC Code	Position	Step 1 Start	Step 2 6 mos.	Step 3 1 Yrs.	Step 4 2 Yrs.	Step 5 3 Yrs.	Step 6 4 Yrs.	Step 7 5 Yrs.	Step 8 6 Yrs.	Step 9 7 Yrs.
2017	EHC7	0909	Housekeeping Aide	11.76	12.07	12.38	12.97	13.55	14.15	14.76	15.35	15.92
2018	EHC7	0909	Housekeeping Aide	12.11	12.43	12.75	13.36	13.96	14.57	15.20	15.81	16.40
2019	EHC7	0909	Housekeeping Aide	12.59	12.93	13.26	13.89	14.52	15.15	15.81	16.44	17.06
2017	EHC6	0904	Laundry Worker	13.00	13.35	13.67	14.31	14.98	15.61	16.27	16.96	17.61
2018	EHC6	0904	Laundry Worker	13.39	13.75	14.08	14.74	15.43	16.08	16.76	17.47	18.14
2019	EHC6	0904	Laundry Worker	13.93	14.30	14.64	15.33	16.05	16.72	17.43	18.17	18.87
2017	EHC3	0901	Lead PBX Operator	17.64	18.10	18.52	19.42	20.31	21.21	22.11	22.98	23.91
2018	EHC3	0901	Lead PBX Operator	18.17	18.64	19.08	20.00	20.92	21.85	22.77	23.67	24.63
2019	EHC3	0901	Lead PBX Operator	18.90	19.39	19.84	20.80	21.76	22.72	23.68	24.62	25.62

Year	Grade	OCC Code	Position	Minimum	Midpoint	Maximum
2017	EHC10	0924	Limited Radiology Technician	15.99	18.81	21.60

Year	Grade	OCC Code	Position	Step 1 Start	Step 2 6 mos.	Step 3 1 Yrs.	Step 4 2 Yrs.	Step 5 3 Yrs.	Step 6 4 Yrs.	Step 7 5 Yrs.	Step 8 6 Yrs.	Step 9 7 Yrs.
2018	EHC2	0924	Limited Radiology Technician	20.19	20.70	21.22	22.25	23.24	24.28	25.28	26.29	27.33
2019	EHC2	0924	Limited Radiology Technician	21.00	21.53	22.07	23.14	24.17	25.25	26.29	27.34	28.42
2017	EHC4	0658	Medical Transcriptionist	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0658	Medical Transcriptionist	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0658	Medical Transcriptionist	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC4	0196	Patient Account Representative	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0196	Patient Account Representative	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0196	Patient Account Representative	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC5	0900	PBX Communications Opr	14.36	14.74	15.10	15.83	16.55	17.25	18.00	18.74	19.44
2018	EHC5	0900	PBX Communications Opr	14.79	15.18	15.55	16.30	17.05	17.77	18.54	19.30	20.02
2019	EHC5	0900	PBX Communications Opr	15.38	15.79	16.17	16.95	17.73	18.48	19.28	20.07	20.82

Year	Grade	OCC Code	Position	Step 1 Start	Step 2 6 mos.	Step 3 1 Yrs.	Step 4 2 Yrs.	Step 5 3 Yrs.	Step 6 4 Yrs.	Step 7 5 Yrs.	Step 8 6 Yrs.	Step 9 7 Yrs.
2017	EHC2	0963	Pharmacy Admin Assistant & Patient Advocate	19.60	20.10	20.60	21.60	22.56	23.57	24.54	25.52	26.53
2018	EHC2	0963	Pharmacy Admin Assistant & Patient Advocate	20.19	20.70	21.22	22.25	23.24	24.28	25.28	26.29	27.33
2019	EHC2	0963	Pharmacy Admin Assistant & Patient Advocate	21.00	21.53	22.07	23.14	24.17	25.25	26.29	27.34	28.42
2017	EHC6	0965	Pharmacy Clerk	13.00	13.35	13.67	14.31	14.98	15.61	16.27	16.96	17.61
2018	EHC6	0965	Pharmacy Clerk	13.39	13.75	14.08	14.74	15.43	16.08	16.76	17.47	18.14
2019	EHC6	0965	Pharmacy Clerk	13.93	14.30	14.64	15.33	16.05	16.72	17.43	18.17	18.87
2017	EHC5	0903	Pharmacy Technician	14.36	14.74	15.10	15.83	16.55	17.25	18.00	18.74	19.44
2018	EHC5	0903	Pharmacy Technician	14.79	15.18	15.55	16.30	17.05	17.77	18.54	19.30	20.02
2019	EHC5	0903	Pharmacy Technician	15.38	15.79	16.17	16.95	17.73	18.48	19.28	20.07	20.82
2017	EHC11	0212	Security Officer	16.54	17.02	17.40	18.22	19.04	19.89	20.72	21.56	22.38
2018	EHC11	0212	Security Officer	17.04	17.53	17.92	18.77	19.61	20.49	21.34	22.21	23.05
2019	EHC11	0212	Security Officer	17.72	18.23	18.64	19.52	20.39	21.31	22.19	23.10	23.97
2017	EHC4	0910	Senior Pharmacy Technician	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0910	Senior Pharmacy Technician	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0910	Senior Pharmacy Technician	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC1	0314	Social Services Specialist	20.36	21.09	21.81	23.30	24.74	26.19	27.63	29.10	30.57
2018	EHC1	0314	Social Services Specialist	20.97	21.72	22.46	24.00	25.48	26.98	28.46	29.97	31.49
2019	EHC1	0314	Social Services Specialist	21.81	22.59	23.36	24.96	26.50	28.06	29.60	31.17	32.75
2017	EHC4	0914	Staff Dev Support Secretary	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0914	Staff Dev Support Secretary	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0914	Staff Dev Support Secretary	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC6	0902	Staff Services Clerk	13.00	13.35	13.67	14.31	14.98	15.61	16.27	16.96	17.61
2018	EHC6	0902	Staff Services Clerk	13.39	13.75	14.08	14.74	15.43	16.08	16.76	17.47	18.14
2019	EHC6	0902	Staff Services Clerk	13.93	14.30	14.64	15.33	16.05	16.72	17.43	18.17	18.87

Year	Grade	OCC Code	Position	Step 1 Start	Step 2 6 mos.	Step 3 1 Yrs.	Step 4 2 Yrs.	Step 5 3 Yrs.	Step 6 4 Yrs.	Step 7 5 Yrs.	Step 8 6 Yrs.	Step 9 7 Yrs.
2017	EHC4	0284	Staffing Technician	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0284	Staffing Technician	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0284	Staffing Technician	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC5	0923	Storeroom Supervisor	14.36	14.74	15.10	15.83	16.55	17.25	18.00	18.74	19.44
2018	EHC5	0923	Storeroom Supervisor	14.79	15.18	15.55	16.30	17.05	17.77	18.54	19.30	20.02
2019	EHC5	0923	Storeroom Supervisor	15.38	15.79	16.17	16.95	17.73	18.48	19.28	20.07	20.82
2017	EHC5	0920	Therapeutic Recreation Aide	14.36	14.74	15.10	15.83	16.55	17.25	18.00	18.74	19.44
2018	EHC5	0920	Therapeutic Recreation Aide	14.79	15.18	15.55	16.30	17.05	17.77	18.54	19.30	20.02
2019	EHC5	0920	Therapeutic Recreation Aide	15.38	15.79	16.17	16.95	17.73	18.48	19.28	20.07	20.82
2017	EHC4	0950	Unit Secretary	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0950	Unit Secretary	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0950	Unit Secretary	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05
2017	EHC4	0975	Central Supply Technician	15.91	16.35	16.71	17.53	18.32	19.11	19.94	20.73	21.51
2018	EHC4	0975	Central Supply Technician	16.39	16.84	17.21	18.06	18.87	19.68	20.54	21.35	22.16
2019	EHC4	0975	Central Supply Technician	17.05	17.51	17.90	18.78	19.62	20.47	21.36	22.20	23.05

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**AGENDA ITEM
REQUEST/JUSTIFICATION FORM**

(To be completed by requesting Department)
Forward all requests to Sharon Bourke, LC2 Civic Center
**DEADLINE SUBMITTAL IS 3:00 P.M. WEDNESDAY
BEFORE THE TUESDAY MEETING**

RECEIVED

NOV 20 2017

Agenda item: **Board of County Commissioners – Consent Agenda**
(i.e. Consent/Recognition-Proclamation/Presentation/Public Hearing/Committee, etc.)
Date to be on agenda: **11/21/2017**

Douglas Co. Clerk/Comptroller
Douglas County, Nebraska

Exact wording to be used for the agenda: **Resolution approving labor contract with the Employees United Labor Association (EULA) union, representing covered employees within the Douglas County Health Center**

Action requested: **Approval**

Amount requested: _____ Object Code: _____

Is item in current year's budget? Yes No _____

Does this item commit funds in future years? Yes No _____

If yes, explain: **Wage Increases provided by contract:
January 1, 2017: 3 % (2017 funds from 'Salary Adjustment Fund')
January 1, 2018: 3 %
January 1, 2019: 4 %**

If an agreement or contract, has the County Attorney reviewed and approved? Yes No

Previous action taken on this item, if any: _____

Recommendations and rationale or action: _____

Will anyone speak on behalf of this item, if so who? _____

If this is a rush agenda item, please explain why: _____

Submitted by (Name & Dept.): **Marcos San Martin, County Administration** Ext. _____

Date submitted: **11/15/17**

List Attachments: **Resolution + copy of EULA-Health Center Contract, Jan 2017 – Dec 2019**

(Attach resolution and all pertinent documentation; i.e. contract, agreement, memorandums, etc.)

Certified resolutions can be obtained at the County Clerk's website:
<http://www.douglascountyclerk.org/county-board-records/search-for-resolutions>

Completed by receiving office
Received in Administrative Office: Date **11/15/17** Time _____