

APN:

**Doc # 547232**

Recorded 5/24/2024 3:03 PM

Requested by CARSON CITY CLERK TO THE BOARD

Carson City - NV

William "Scott" Hoen Clerk - Recorder

Pg 1 of 5 Fee: \$0.00

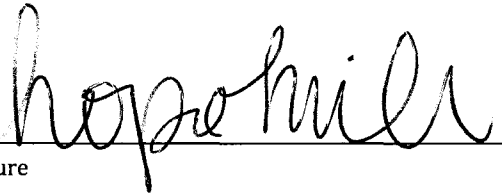
Recorded By: CM

FOR RECORDER'S USE ONLY

**Memorandum of Understanding  
CBA between Carson City and CCEA**

I, the undersigned, hereby affirm that the attached document, including any exhibits, hereby submitted for recording does not contain personal information of any person or persons.  
(NRS 239B.030)

I, the undersigned, hereby affirm that the attached document, including any exhibits, hereby submitted for recording does contain personal information of a person or persons as required by law. State specific law: \_\_\_\_\_

  
Signature

Hope Mills- Chief Deputy Clerk  
Print Name & Title

WHEN RECORDED MAIL TO:

Carson City  
885 E. Musser Street, suite 1032  
Carson City, NV 89701

**MEMORANDUM OF UNDERSTANDING**  
**to the Collective Bargaining Agreement between**  
**Carson City and the Carson City Employees Association**

This Memorandum of Understanding ("MOU") to the Collective Bargaining Agreement between Carson City and the Carson City Employees Association, effective through June 30, 2026, and recorded on December 3, 2021, as document #527714 ("CBA"), is made by and between Carson City, Nevada, a consolidated municipality ("City"), and the Carson City Employees Association ("CCEA"). The City and CCEA may hereinafter be individually referred to as "Party" and collectively referred to as "Parties."

RECITALS:

WHEREAS, the City and CCEA have previously entered into the CBA, provisions of which establish CCEA bargaining unit position titles and salary grades as described in Attachment "A" to the CBA; and

WHEREAS, the City has recently completed a compensation study, the results of which indicate that existing CCEA salary ranges are generally below market averages; and

WHEREAS, in recognition of the hard work and dedication of City employees and to maintain labor market competitiveness and to reduce employee attrition that may adversely affect the provision of governmental services to the community, the City has determined to adjust salary ranges for employees covered under the CBA;

NOW, THEREFORE, the Parties agree as follows:

1. **Article 14 COMPENSATION of the CCEA CBA.**  
Article 14.1 of the CCEA CBA is revised to add a new provision as follows:
  - e. The Parties agree that effective May 31, 2024, the bottom and top of each salary grade will be adjusted to the amounts set forth in Attachment A-1 and all employees will receive a one-time pay increase of 5% unless a pay increase of more than 5% is necessary to place an employee who is currently below the adjusted salary range into the bottom of the adjusted salary range. In addition, beginning on July 1, 2024, the cost-of-living increase pursuant to Article 14.1(d) will be calculated using the adjusted salary grades in Attachment A-1.
2. **No Other Changes.** No other provisions of the CBA are affected by this MOU.
3. **Effective Date.** This MOU becomes effective on May 31, 2024.

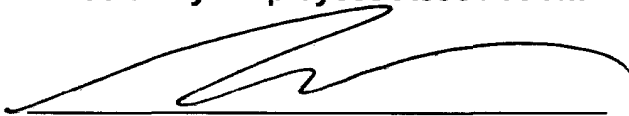
4. **Entire Agreement.** This MOU constitutes the entire agreement of the Parties and is the complete and exclusive statement of the promises, representations, negotiations, discussions and other agreements that may have been made in connection with the subject matter hereof.

5. **Counterparts.** This MOU may be executed in counterparts, each of which shall be deemed to be an original but all of which, taken together, shall constitute one and the same agreement.

*(The remainder of this page is blank; signature blocks follow on the next page.)*

IN WITNESS WHEREOF, the Parties have executed this Agreement on the dates written below.

**Carson City Employees Association:**

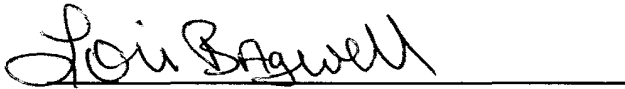


Uriah Wise, President

5/24/24

Date

**Carson City:**



Lori Bagwell, Mayor

5/24/24

Date

Attest:



William Scott Hoer, Clerk-Recorder

5/24/2024

Date

Approved as to form:

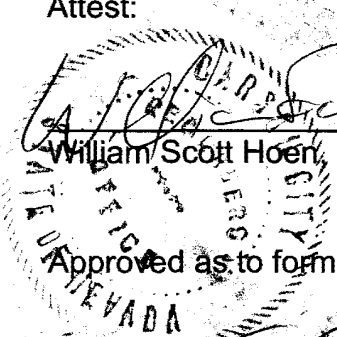


District Attorney  
or his or her Authorized Designee

Todd Reese

5/24/24

Date



**CCEA SALARY TABLES**

Attachment A-1

TABLE	TABLE DESCRIPTION	CURRENT HOURLY RANGE	CURRENT ANNUAL RANGE	→	PROPOSED HOURLY RANGE	PROPOSED ANNUAL RANGE
A101	CCEA ADMINISTRATIVE EMPLOYEE/EMPLOYER PAID PERS	\$ 17.8036 - \$ 26.7058	\$ 37,031.54 - \$ 55,547.96		\$ 21.1419 - \$ 29.5987	\$ 43,975.22 - \$ 61,565.31
A102	CCEA ADMINISTRATIVE EMPLOYER PAID PERS	\$ 15.0016 - \$ 22.5026	\$ 31,203.38 - \$ 46,805.46		\$ 17.8145 - \$ 24.9403	\$ 37,054.20 - \$ 51,875.88
A201	CCEA ADMINISTRATIVE EMPLOYEE/EMPLOYER PAID PERS	\$ 19.9011 - \$ 29.8516	\$ 41,394.34 - \$ 62,091.38		\$ 23.6323 - \$ 33.0852	\$ 49,155.21 - \$ 68,817.29
A202	CCEA ADMINISTRATIVE EMPLOYER PAID PERS	\$ 16.7686 - \$ 25.1534	\$ 34,878.74 - \$ 52,319.02		\$ 19.9130 - \$ 27.8781	\$ 41,418.94 - \$ 57,986.51
A301	CCEA ADMINISTRATIVE EMPLOYEE/EMPLOYER PAID PERS	\$ 21.9982 - \$ 32.9976	\$ 45,756.36 - \$ 68,635.06		\$ 26.1228 - \$ 36.5720	\$ 54,335.49 - \$ 76,069.68
A302	CCEA ADMINISTRATIVE EMPLOYER PAID PERS	\$ 18.5358 - \$ 27.8042	\$ 38,554.36 - \$ 57,832.84		\$ 22.0115 - \$ 30.8161	\$ 45,783.92 - \$ 64,097.49
A401	CCEA ADMINISTRATIVE EMPLOYEE/EMPLOYER PAID PERS	\$ 24.0954 - \$ 36.1434	\$ 50,118.38 - \$ 75,178.22		\$ 28.6131 - \$ 40.0584	\$ 59,515.33 - \$ 83,321.46
A402	CCEA ADMINISTRATIVE EMPLOYER PAID PERS	\$ 20.3029 - \$ 30.4547	\$ 42,229.98 - \$ 63,345.88		\$ 24.1099 - \$ 33.7538	\$ 50,148.53 - \$ 70,207.95
M101	CCEA MANAGERS EMPLOYEE/EMPLOYER PAID PERS	\$ 37.5721 - \$ 56.3584	\$ 78,150.02 - \$ 117,225.42		\$ 44.6168 - \$ 62.4635	\$ 92,802.85 - \$ 129,923.99
M102	CCEA MANAGERS EMPLOYER PAID PERS	\$ 31.6587 - \$ 47.4881	\$ 65,850.20 - \$ 98,775.30		\$ 37.5948 - \$ 52.6327	\$ 78,197.11 - \$ 109,475.96
P101	CCEA PROFESSIONALS EMPLOYEE/EMPLOYER PAID PERS	\$ 32.5813 - \$ 48.8717	\$ 67,769.00 - \$ 101,653.24		\$ 38.6899 - \$ 54.1659	\$ 80,475.06 - \$ 112,665.08
P102	CCEA PROFESSIONALS EMPLOYER PAID PERS	\$ 27.4534 - \$ 41.1797	\$ 57,103.02 - \$ 85,653.88		\$ 32.6007 - \$ 45.6410	\$ 67,809.53 - \$ 94,933.34
P201	CCEA PROFESSIONALS EMPLOYEE/EMPLOYER PAID PERS	\$ 35.8393 - \$ 53.7588	\$ 74,545.64 - \$ 111,818.20		\$ 42.5590 - \$ 59.5825	\$ 88,522.64 - \$ 123,931.69
P202	CCEA PROFESSIONALS EMPLOYER PAID PERS	\$ 30.1987 - \$ 45.2977	\$ 62,813.40 - \$ 94,219.32		\$ 35.8608 - \$ 50.2052	\$ 74,590.54 - \$ 104,426.76
S101	CCEA SUPERVISORS EMPLOYEE/EMPLOYER PAID PERS	\$ 29.9133 - \$ 44.8707	\$ 62,219.56 - \$ 93,331.16		\$ 35.5221 - \$ 49.7309	\$ 73,885.97 - \$ 103,440.36
S102	CCEA SUPERVISORS EMPLOYER PAID PERS	\$ 25.2052 - \$ 37.8084	\$ 52,426.92 - \$ 78,641.42		\$ 29.9315 - \$ 41.9041	\$ 62,257.46 - \$ 87,160.45
T101	CCEA TECHNICIANS EMPLOYEE/EMPLOYER PAID PERS	\$ 23.7683 - \$ 35.6527	\$ 49,437.96 - \$ 74,157.72		\$ 28.2247 - \$ 39.5146	\$ 58,707.45 - \$ 82,190.43
T102	CCEA TECHNICIANS EMPLOYER PAID PERS	\$ 20.0274 - \$ 30.0412	\$ 41,656.94 - \$ 62,485.80		\$ 23.7826 - \$ 33.2956	\$ 49,467.80 - \$ 69,254.92
T201	CCEA TECHNICIANS EMPLOYEE/EMPLOYER PAID PERS	\$ 26.1454 - \$ 39.2180	\$ 54,382.38 - \$ 81,573.44		\$ 31.0474 - \$ 43.4663	\$ 64,578.50 - \$ 90,409.90
T202	CCEA TECHNICIANS EMPLOYER PAID PERS	\$ 22.0303 - \$ 33.0455	\$ 45,822.92 - \$ 68,734.64		\$ 26.1610 - \$ 36.6254	\$ 54,414.84 - \$ 76,180.78
T301	CCEA TECHNICIANS EMPLOYEE/EMPLOYER PAID PERS	\$ 28.7596 - \$ 43.1398	\$ 59,820.02 - \$ 89,730.68		\$ 34.1520 - \$ 47.8129	\$ 71,036.26 - \$ 99,450.77
T302	CCEA TECHNICIANS EMPLOYER PAID PERS	\$ 24.2334 - \$ 36.3499	\$ 50,405.42 - \$ 75,607.74		\$ 28.7770 - \$ 40.2879	\$ 59,856.25 - \$ 83,798.75
T401	CCEA TECHNICIANS EMPLOYEE/EMPLOYER PAID PERS	\$ 31.6357 - \$ 47.4536	\$ 65,802.36 - \$ 98,703.54		\$ 37.5671 - \$ 52.5939	\$ 78,139.51 - \$ 109,395.31
T402	CCEA TECHNICIANS EMPLOYER PAID PERS	\$ 26.6566 - \$ 39.9846	\$ 55,445.78 - \$ 83,168.02		\$ 31.6546 - \$ 44.3164	\$ 65,841.56 - \$ 92,178.18
T501	CCEA TECHNICIANS EMPLOYEE/EMPLOYER PAID PERS	\$ 34.7993 - \$ 52.1992	\$ 72,382.44 - \$ 108,574.44		\$ 41.3240 - \$ 57.8536	\$ 85,953.90 - \$ 120,335.46
T502	CCEA TECHNICIANS EMPLOYER PAID PERS	\$ 29.3221 - \$ 43.9836	\$ 60,990.02 - \$ 91,485.94		\$ 34.8202 - \$ 48.7483	\$ 72,426.08 - \$ 101,396.51