



Resolution 2020-169

BOARD OF COMMISSIONERS
SARPY COUNTY, NEBRASKA

Approving and Authorizing Chair to Sign Second Memorandum of Understanding between Sarpy County and the Sarpy County Public Employees Association Regarding Revisions to the 2018-2022 Sarpy County Public Employees Association Collective Bargaining Agreement

WHEREAS, pursuant to Neb. Rev. Stat. §23-104(6), the County has the power to do all acts in relation to the concerns of the County necessary to the exercise of its corporate powers; and,

WHEREAS, pursuant to Neb. Rev. Stat. §23-103, the powers of the County as a body are exercised by the County Board; and,

WHEREAS, the County and the Sarpy County Public Employees Association ("SCPEA") entered into a collective bargaining agreement via Resolution 2018-289 on September 11, 2018 for a term of four years ("Contract"); and,

WHEREAS, the County and the SCPEA executed a memorandum of understanding on March 3, 2020 to make certain changes regarding the scope of the SCPEA collective bargaining unit and to update the Contract's Job Listings section via Resolution 2020-074; and,

WHEREAS, the County and the SCPEA agree that certain additional changes should be made to the Contract through a second memorandum of understanding ("MOU"), to reflect their understanding and intent regarding the reorganization of the Sarpy County Treasurer's Office; and,

WHEREAS, the execution of the MOU, a copy of which is attached hereto and incorporated herein by this reference, is in the best interests of Sarpy County.

NOW, THEREFORE, BE IT RESOLVED by the Sarpy County Board of Commissioners, that this Board hereby approves and authorizes the Chair to sign the MOU, and any other related documents, the same being approved by the Board.

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with the applicable law on the 02 day of June 2020

Attest:
SEAL





Sarpy County Chairman



Sarpy County Clerk/Register of Deeds

**SECOND MEMORANDUM OF UNDERSTANDING BETWEEN SARPY COUNTY AND
THE SARPY COUNTY PUBLIC EMPLOYEES ASSOCIATION REGARDING
REVISIONS TO THE 2018-2022 SARPY COUNTY PUBLIC EMPLOYEES
ASSOCIATION COLLECTIVE BARGAINING AGREEMENT**

This is a Memorandum of Understanding (“MOU”) between Sarpy County (“County”) and the Sarpy County Public Employees Association (“SCPEA”). When referred to collectively, the County and the SCPEA shall be referred to as the “Parties.”

RECITALS

WHEREAS, the Parties entered into a collective bargaining agreement via Resolution 2018-289 on September 11, 2018 for a term of four years (“Contract”); and,

WHEREAS, the Parties agree that certain changes should be made to the Contract to reflect the Parties’ understanding and intention regarding the reorganization of the Sarpy County Treasurer’s office; and,

WHEREAS, the SCPEA and the County wish to enter into a MOU setting forth the intent of the Parties.

UNDERSTANDING OF THE PARTIES

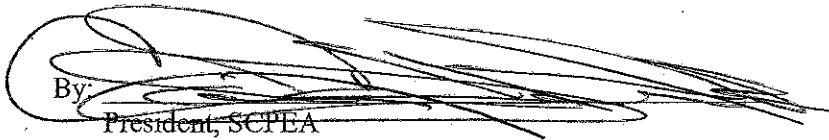
The Parties mutually agree to and understand that the following conditions shall govern the Parties:

1. The Treasurer’s Office is in the process of reorganizing as shown in Exhibit A, which is attached hereto and incorporated herein by this reference. In order to make the transition to the new reorganization structure fair and equitable, employees employed in Motor Vehicle Specialist, Grade 8 positions as of the execution date of this MOU may continue in these positions until such time as they are promoted, demoted, separate employment,

or otherwise vacate the Motor Vehicle Specialist position. If a Motor Vehicle Specialist position is vacated, that Motor Vehicle Specialist position shall be eliminated and replaced with a Customer Service Associate track position (Customer Service Associate Trainee, Grade 6/Customer Service Associate, Grade 7).

- 2: Appendix 2 shall be amended to update the Job Listings section as shown in the revised Appendix 2 document, which is attached hereto as Exhibit B and incorporated herein by this reference.
3. Nothing in this MOU shall be construed as limiting the rights of Sarpy County and Elected Officials under the Contract, including but not limited to their disciplinary and management rights.
4. It is the agreement of the Parties that a formal modification of the Contract, to enumerate these revisions shall be made when the next collective bargaining agreement is executed. All other provisions of the 2018-2022 Contract shall remain in full force and effect.

We, the Parties hereto, affix our signatures and enter into this MOU, executed on the latter date indicated with the signatures below.

By: 
President, SCPEA

Date: 4-27-2020

By: 
Chairman, Sarpy County Board of Commissioners

Date: 6/2/20

Exhibit A

TREASURER'S OFFICE: PRIOR

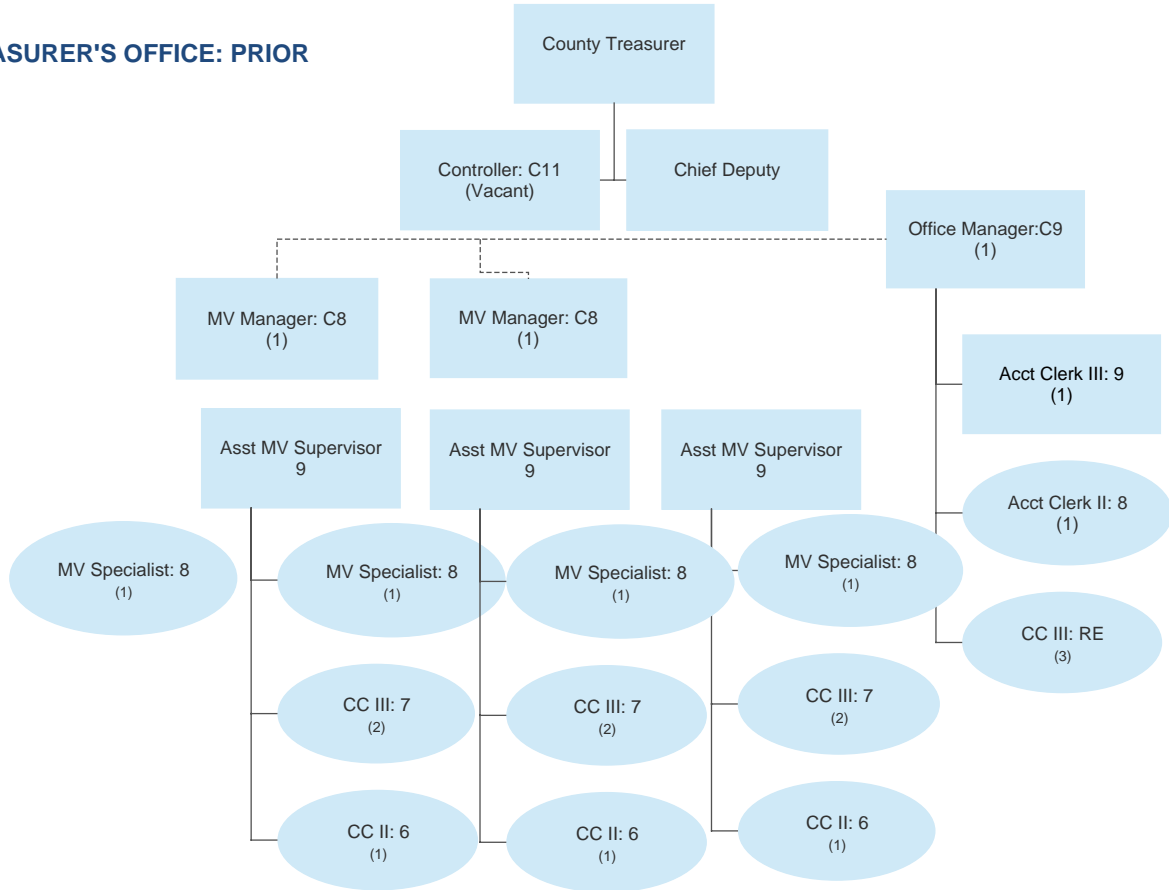
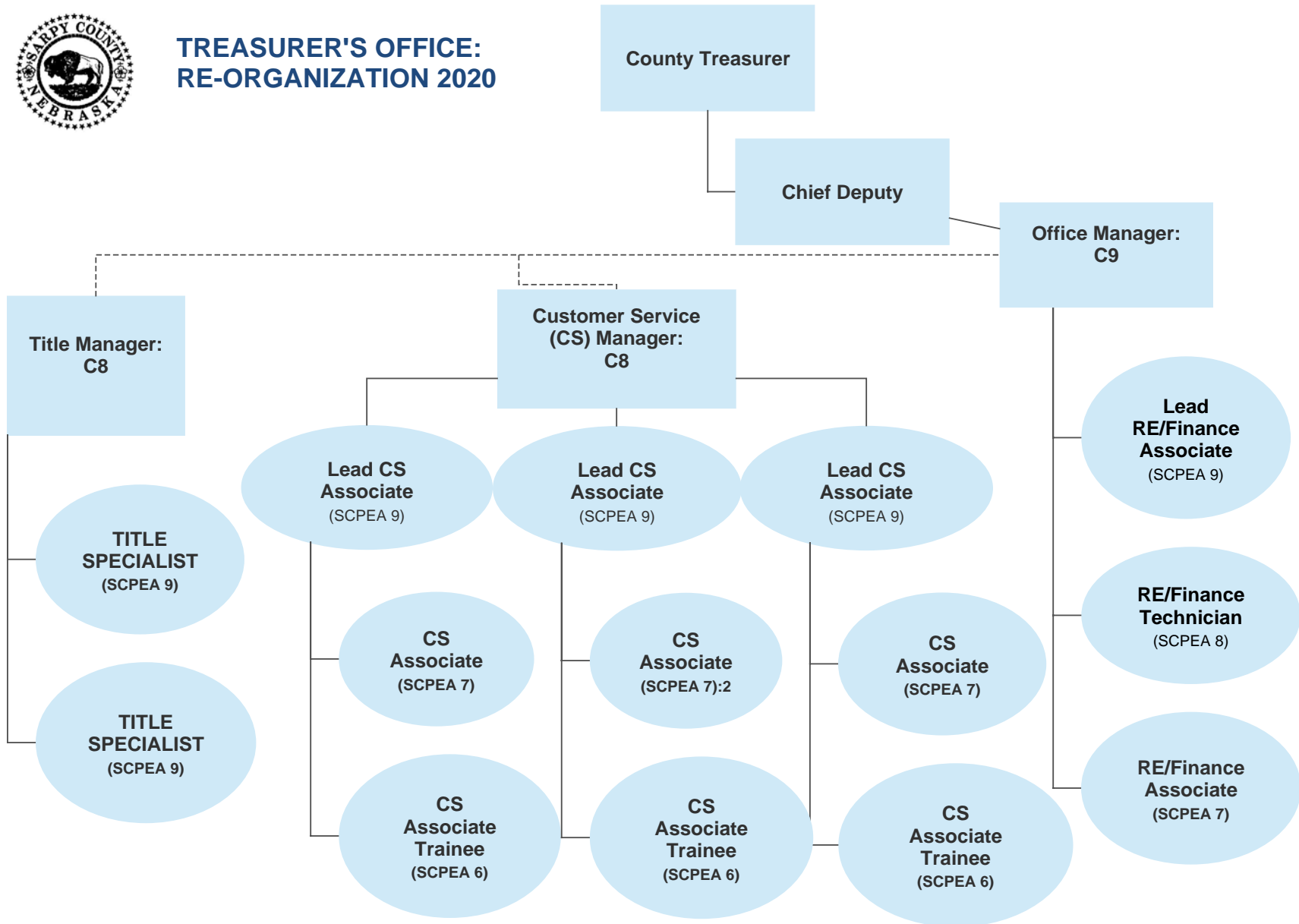


Exhibit A Cont'd



**TREASURER'S OFFICE:
RE-ORGANIZATION 2020**



Appendix 2

Job Listing

Department: Assessor

Administrative Assistant III	Appraiser I	Appraiser II
Appraiser III	Sr. Appraiser	Lead Appraiser
Assessor Support Technician	Real Estate Records Supervisor	Data Entry Clerk
Personal Property Supervisor	Real Estate Mapping Technician	Clerk
Real Property Data Collector		

Department: Child Support

Administrative Specialist	Lead Operations Assistant	Case Worker
Case Worker/Support Specialist		

Department: Clerk of the District Court

Accounting Technician	Administrative Assistant	Case Analyst
Clerical Support Specialist	Clerical Technician	Journal Clerk
Account Clerk II		

Department: County Attorney's Office

Confidential Administrative Assistant	Lead Operations Assistant	Legal Assistant
Administrative Legal Assistant	Secretary I/Receptionist	
Legal Assistant/Witness	Secretary II/Receptionist-Primary	
Secretary II/Receptionist-Secondary	Legal Support Specialist	File Clerk
Litigation Project Manager		

Department: Courts

Secretary I

Department: Diversion

Diversion Officer	Mental Health Program Manager	Secretary II
Sr. Diversion Officer	Teen Court Coordinator/Diversion Officer	

Department: Election

Election Administrative Assistant	Election Resource Specialist	Election Sr. Coordinator
Elections Coordinator	Jury Coordinator	

Exhibit B Cont'd

Department: Public Defender

Administrative Assistant II Assistant Office Manager
Secretary II Secretary I/Receptionist Social Worker I (Non-Exempt)

Department: Treasurer

Real Estate/Finance Associate Real Estate/Finance Technician Lead Real Estate/Finance Associate
Customer Service Associate Trainee Customer Service Associate Motor Vehicle Specialist
Title Specialist Lead Customer Service Associate Quality Assurance Clerk

Department: Victim Witness

Crime Advocate Secretary II



AGENDA ITEM REQUEST 20-222

Board Meetings - Jun 02 2020

Resolution

ITEM DESCRIPTION

Second Memorandum of Understanding between Sarpy County and the Sarpy County Public Employees' Association Regarding Revisions to the 2018-2022 Collective Bargaining Agreement

SPEAKER

Mary Davis, HR Director

SUMMARY AND BACKGROUND

After discussion between Sarpy County Human Resources and the Sarpy County Public Employees' President, an agreement to revise the Collective Bargaining Agreement regarding the recognition of the Motor Vehicle Specialist position within the Treasurer's Office has been reached.

STAFF RECOMMENDATION

Recommend Approval.

FISCAL IMPACT

Fiscal Year

2019-2020

Total County cost of project:

0.00

Is Item in current year budget?

Yes No

Does this item commit the County to future expenses beyond this amount?

Yes No

Email Address(s):

mdavis@sarpy.com; lwelles@sarpy.com

ATTACHMENTS

[Resolution 2020-169 - SCPEA 2nd MOU Treasurer Reorg](#)
[2020-06-02 Resolution to approve SCPEA MOU Treasurer Grade 8 Positions](#)

Submitted by: Linda Welles, Human Resources Coordinator