

**Memorandum of Understanding
between
Storey County, Nevada
and the
Storey County Sheriff's Office Employee's Association/Nevada Association of Police &
Sheriff's Officers (NAPSO)**

Effective July 1, 2026

This Memorandum of Understanding (MOU) is between Storey County, Nevada, a political subdivision of the State of Nevada, and the Storey County Sheriff's Office Employee's Association/Nevada Association of Police & Sheriff's Officers (NAPSO) to amend Article 7, Compensation Practices. This agreement applies exclusively to the amendments shown herein and shall have no effect on the remaining provisions of the bargaining agreement or its appendices.

Article 13: Group Benefits Insurance –

1. Full-time regular employees' eligibility for health insurance benefits shall be effective, the first of the month following 30 days of employment.
4. As allowed by law and without federal penalties to the employer, an employee may opt out of Employer-paid health insurance coverage and accordingly may receive fifty percent (50%) of the premium that the Employer would have paid for Employee only base plan coverage, not to exceed \$450 per month. Payment will be made to the employee via payroll, once per month, and will be considered taxable income. Employee opt-out may only be done once per year during the open enrollment period. Any employee opting out of health benefits coverage must complete an employer-provided affidavit stating that the employee and his/her tax-family (e.g., spouse and dependents) will maintain minimum essential health coverage, other than coverage purchased in the individual market and Medicare, as required by the Affordable Care Act.

Article 15: Uniforms –

1. Initial Uniforms and Duty Gear: Newly hired employees will be provided with the following uniform items:
 - a. Two (2) short sleeved Class B shirts
 - b. Two (2) long sleeved Class B shirts
 - c. Two (2) Class B pants
 - d. One (1) Class A shirt
 - e. One (1) Class A pants
 - f. One (1) Class A tie with brass tie bar (black and clip on)
 - g. One (1) Class A brass name plate
 - h. One (1) black pair of polishable toe boots
 - i. One (1) Cold Weather Jacket or snowsuit

- j. One (1) external ballistic vest carrier (Point Blank MC Guardian, Laser Cut, Uniform Pocket, Ranger Green)
- k. One (1) set ballistic vest panels (Point Blank Vision AXB111A)
- l. One (1) duty belt will be Sam Browne type, black basket weave. The belts may be a Safariland leather look or Bianchi Accumold elite, or similar product design.
- m. Four (4) duty belt keepers (black, no brass)
- n. Two (2) Sheriff's badges
- o. One (1) basket weave double magazine pouch
- p. One (1) basket weave double handcuff pouch or two (2) single handcuff pouches
- q. One (1) basket weave radio holder pouch
- r. One (1) tourniquet pouch
- s. One (1) tourniquet
- t. One (1) keyholder
- u. Two (2) pairs of handcuffs with key, one (1) chain and one (1) hinge (Peerless or Smith and Wesson)
- v. One rechargeable flashlight
- w. One (1) uniform hat (baseball style)

Additionally, new hires are allowed \$550.00 one-time reimbursement during the term of this contract for each employee for the purchase of a duty firearm and \$250.00 reimbursement for a level two or higher duty holster. The employee must provide the Sheriff with receipt or other valid documentation of the purchase and use the subject firearm during the line of duty for the duration of this agreement, and the receipt must show that the firearm was purchased during the term of this agreement. The type, make and model of the firearm must meet the requirements of the Sheriff for duty officers.

Issued items are the property of the Storey County Sheriff's Office and must be returned if the employee ceases employment with the County.

2. **Uniform Allowance:** Employees who have successfully completed their initial probationary period shall receive an annual uniform allowance of \$1600.00. This allowance is intended to cover the full cost of ongoing uniform maintenance. The allowance shall be paid in two (2) equal installments of eight hundred dollars (\$800), issued during the first full pay period in July and the first full pay period in December.
3. Employees may receive reimbursement of up to \$550 every seven (7) years for the replacement of a duty firearm, and up to \$250 for the purchase of a Level II or higher duty holster. The seven-year eligibility period shall be calculated from the date the employee last received reimbursement for a duty firearm.

To qualify for reimbursement, the employee must provide the Sheriff with receipt or other valid proof of purchase and must carry and use the approved firearm in

line of duty for the duration of the eligibility period. The type, make, and model of the firearm must meet the Sheriff's requirements for duty officers.

- 4. With the Sheriff's validation of a claim, the employer shall reimburse an employee for the costs of repairing or replacing watches or prescription eyeglasses/contact lenses which are lost or damaged while the employee is in the performance of his/her duties, provided that there is notification by the employee to the Sheriff within seven (7) business days.


Reimbursement amounts shall be limited to the actual replacement value up to:


- \$250 per claim for eyewear (prescription or protective)
- \$100 per claim for watches of similar style and quality
- \$300 per claim for all other required items

Approved on this 7 day of April, 2026.

STOREY COUNTY

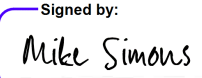
STOREY COUNTY SHERIFF'S OFFICE
EMPLOYEES' ASSOCIATION

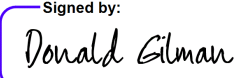
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 Jay Carmona, Chairman
 Storey County Commission

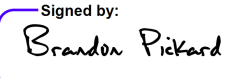
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 Robert Routon, President
 SCSSO Employees' Association

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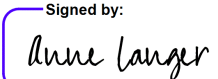
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 Clay Mitchell, Vice-Chairman
 Storey County Commission

Signed by:

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 Mike Simons, Vice-President
 SCSSO Employees' Association

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 Donald Gilman, Commissioner
 Storey County Commission

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 Brandon Pickard, Secretary
 SCSSO Employees' Association

Approved as to form:

Signed by:

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 Anne Langer, District Attorney

ARTICLE 13: GROUP BENEFITS INSURANCE

1. Full-time regular employees' eligibility for health insurance benefits shall be effective, the first month following 30 days of employment.
2. The Employer agrees to pay one hundred percent (100%) of the monthly premiums for health insurance (to include hospitalization, major medical, dental, and vision) for Regular Full- Time Employees. Employer agrees to pay \$40,000 in Life and Accidental Death and Dismemberment (AD&D) for the employee for the term of this Agreement.
3. The Employer agrees to pay one hundred percent (100%) of the monthly premiums for health insurance base plan for the Employee's dependents (up to age 26) and one hundred percent (100%) for the Employee's spouse who is not eligible for government-sponsored (e.g., Medicare, Medicaid, Veterans Administration) or employer-sponsored health insurance coverage. Effective May 1, 2012, if the Employee's spouse is eligible for any other government-sponsored or employer- sponsored health insurance coverage, the Employee may choose to cover his/her spouse on Employer's plan for a charge equal to fifty (50%) percent of the cost of the spouse's coverage.
 - a. Each Employee shall provide a County-provided affidavit to the Personnel office annual certification stating whether his/her spouse is eligible for any other government-sponsored or employer-sponsored health insurance coverage.
 - b. In the event that the AFSCME Comstock Chapter General Employees' Association, and/or any other collective bargaining unit recognized by the Employer negotiates a higher level of spousal and/or dependent coverage than is provided in this Article, or that said level of coverage is offered to any employees excluded from coverage by collective bargaining agreement (with exception of those subject to statutory requirements), the Union under this Agreement may negotiate this Article.
 - c. Sick Leave HSA/Premium Contribution – Employees may utilize up to 40 hours of his/her accrued sick leave per calendar year, to be utilized as an HSA contribution or toward their monthly buy-up option insurance premium provided that the employee has 240 hours of sick leave in their bank at the time of contribution. This election takes place twice annually in the second full pay period in June and December. Signed requests must be submitted with the employee's timecard. Total annual contributions cannot exceed the limits outlined in law.
4. As allowed by law and without federal penalties to the employer, an employee may opt out of Employer-paid health insurance coverage and accordingly may receive fifty percent (50%) of the premium that the Employer would have paid for Employee only base plan coverage, not to exceed \$450 per month. Payment will be made to the employee via payroll, once per month, and will be considered taxable income. Employee opt-out may only be done once per year during the open enrollment period. Any employee opting out of health benefits coverage must complete an employer-provided affidavit stating that the employee and his/her tax-family (e.g., spouse and dependents) will maintain minimum essential health coverage, other than coverage purchased in the individual market and Medicare, as required by the Affordable Care Act.

The Employer shall offer Retirees, as defined under NRS Chapter 286, the option to continue coverage as required under NRS Chapter 287. -The county will pay the same

portion of the cost of health benefits coverage that the Nevada State Public Employees' Benefits Program (PEBP) at that time pays for retired persons covered as participants under its state health benefits program. The subsidy is limited to the employee's consecutive years of service with Storey County; no credit will be given for years of service earned at another public employer, except for service with the Storey County Fire Protection District. Any remaining balance of the cost of coverage will be paid to the county by the retiree or qualified beneficiary. Employer contributions to retiree coverage will stop at age 65 or when the Retiree becomes eligible for Medicare Part A and Part B.

ARTICLE 15: UNIFORMS

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