



# Resolution 2020-074

**BOARD OF COMMISSIONERS**  
**SARPY COUNTY, NEBRASKA**

## **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) agree that:

- FLSA Learned Professional, Exempt status employees should be excluded from the SCPEA collective bargaining unit under Article 2 "Association Recognition" of the 2018-2022 SCPEA Collective Bargaining Agreement;
- The Register of Deeds Office should be removed from the SCPEA collective bargaining unit and all references to the Register of Deeds Office removed from the Contract;
- Appendix 2 should be amended to update the Job Listings section as shown in the revised Appendix 2 document, attached hereto and incorporated herein.

WHEREAS, it is the desire of the parties to enter into a Memorandum of Understanding which provides for the future formal modification of the 2018-2022 SCPEA Collective Bargaining Agreement following the next contract negotiation process and allows for the changes set forth above as of the execution date of said Memorandum of Understanding.

NOW, THEREFORE, BE IT RESOLVED BY THE SARPY COUNTY BOARD OF COMMISSIONERS, that this Board hereby approves the Memorandum of Understanding between Sarpy County and the SCPEA, which is attached hereto and incorporated herein by this reference, and authorizes the Chair to sign said Memorandum of Understanding, 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 03 day of March 2020

Attest:  
SEAL



  
\_\_\_\_\_  
Sarpy County Chairman

  
\_\_\_\_\_  
Sarpy County Clerk/Register of Deeds

**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 scope of the SCPEA collective bargaining unit and to update the Contract’s Job Listings section; and,

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

**UNDERSTANDING OF THE PARTIES**

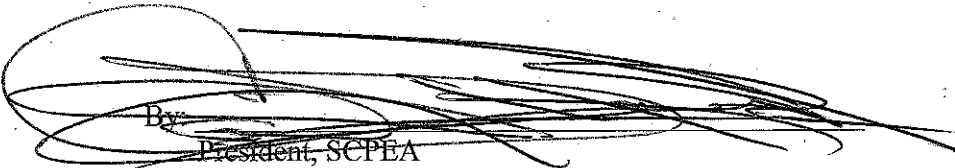
The Parties mutually agree to and understand that the following conditions shall govern the Parties:

1. FLSA Learned Professional, Exempt status employees shall be excluded from the scope of representation of this collective bargaining unit under Article 2 “Association Recognition”.
2. The Register of Deeds Office shall be removed from the scope of representation of this collective bargaining unit because the Register of Deeds Office, as recognized under this

collective bargaining agreement, no longer exists due to its consolidation with the County Clerk's Office. Additionally, all references to the Register of Deeds Office shall be removed from the Contract.

3. Appendix 2 shall be amended to update the Job Listings section as shown in the revised Appendix 2 document, which is attached hereto and incorporated herein by this reference.
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.

By:   
President, SCPEA

Date: 2/25/2020

By:   
Chairman, Sarpy County Board of Commissioners

Date: 3/3/2020

## Appendix 2

### Job Listing (~~Valid as of 07/01/2018~~)

#### Department: Assessor/Praiser

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 III
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 III		

#### 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 ( <del>vacant</del> )
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	

## Department: Public Defender

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

## Department: Register of Deeds

Account Clerk (vacant)      ~~Real Estate Recorder Specialist~~      Recorder  
~~Sr. Real Estate Recorder Spec. (vacant)~~

## Department: Treasurer

Real Estate/Finance Associate (was Clerk Cashier III: Real Estate Division)  
Real Estate/Finance Technician      Account Clerk II      Lead Real Estate/Finance Associate      Account Clerk III  
Customer Service Associate Trainee      Clerk Cashier II      Customer Service Associate      Clerk Cashier III  
Title Specialist      Lead Customer Service Associate      ~~Assistant Motor Vehicle Supervisor~~  
~~Motor Vehicle Specialist~~      Quality Assurance Clerk

## Department: Victim Witness

Crime Advocate      Secretary II

## 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	

**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              Title Specialist  
Lead Customer Service Associate              Quality Assurance Clerk

**Department: Victim Witness**

Crime Advocate                                      Secretary II