

ADDENDUM TO THE BARGAINING AGREEMENT
BETWEEN LANCASTER COUNTY AND
LOCAL 1536 –INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
2021-2023

The addendum is made by and between Local 1536 of the International Brotherhood of Electrical Workers (hereby referred to as the "Union") and Lancaster County, Nebraska (hereinafter the "County"). The Union and the County are collectively referred to herein as the "Parties."

WHEREAS, the Parties wish to amend the 2021-2023 Bargaining Agreement between the County and the Union (hereinafter the "Bargaining Agreement") to provide additional compensation for employee referrals.

NOW, THEREFORE in consideration of the mutual covenants contained in the Bargaining Agreement, and hereinafter, the Union and the County agree as follows:

1. An employee employed with the Lancaster County Sheriff's Office who refers another person for employment as a commissioned deputy sheriff with the Lancaster County Sheriff's Office is subject to a referral bonus.
2. A referral bonus of \$1000 will be added to the referring employee's paycheck upon the referred employee's successful completion of six months of employment. Another \$1000 will be added to the referring employee's paycheck upon the referred employee's successful completion of one year of employment. Both the referral and referred employees need to be employed by the Lancaster County Sheriff's Office at the completion of the referred employee's six and twelve months of employment in order for the referral employee to receive the referral bonus.
3. Employee who holds a position critical to completing the selection process are ineligible for the referral bonus. Referring employees may not participate in the selection process for any candidate they referred.
4. The name of the employee who referred the candidate shall be listed on the referred candidate's application.
5. The referral bonus is considered taxable income.
6. Any disputes or interpretations of this program will be decided by Human Resources and are not grievable.
7. This is a pilot program and any applications need to be received between September 1, 2022 and August 31, 2023.

The Parties hereby agree to all the terms and conditions of this Addendum.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 2 day of August, 2022.

Lancaster

LANCATER COUNTY, NEBRASKA

Deb Schorr

Deb Schorr

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

Paul Moody

Paul Moody

APPROVED AS TO FORM
THIS 27th DAY OF JULY, 2022

Ashley Bohmet

Deputy County Attorney
For PATRICK CONDON
LANCASTER COUNTY ATTORNEY