

# **ATTACHMENT I**

## **SUMMARY OF CHANGES**

### **ARTICLE 1 – INTENT**

This agreement is effective upon approval of the Board of County Commissioners.

### **ARTICLE 7 – CLARK COUNTY’S SUBSTANCE ABUSE POLICY**

Clarifies that post-accident testing applies specifically when an employee is involved in an on-duty accident while operating a vehicle or machinery.

### **ARTICLE 13 – INITIAL APPOINTMENT, REHIRE, PROMOTION, AND DEMOTION**

Qualifying-period requirements, which already apply to promotions, are extended to transfers, with extensions permitted only when written performance deficiencies exist. The language also requires adherence to NRS 245.063 for internal promotions that use testing.

### **ARTICLE 15 – SALARY INCREASES**

Salary schedules for several classifications will increase effective July 1, 2025, with employees brought to new minimums as required. COLA will apply after these adjustments. Probationary and qualifying increases will be offset by any minimum-range adjustment, and eligible employees will receive a 4% merit increase on July 1, 2025, excluding those in probation or qualifying periods.

### **ARTICLE 20 – EQUIPMENT/CLOTHING ALLOWANCE**

Allowance for the repair and replacement of their work-related equipment (not otherwise repaired or replaced by the County), has been increased by \$100.

### **ARTICLE 21 – VACATION**

Defines the 12-month measurement period employees must meet to qualify for the vacation-sellback option.

### **ARTICLE 29 – COMPENSATION**

Effective July 1, 2025, and for each successive fiscal year beginning July 1 thereafter, the salary schedules for all employees covered in Appendix A will be adjusted by the annual percentage increase to CPI-U all items in West-Size Class B/C, All Urban Consumers, not seasonally adjusted Series ID CUURN400SA0) from the immediately preceding completed full calendar year. The adjusted percentage increase in salary schedules shall be a minimum of 2% and a maximum of 3.0%. In the event that the annual percentage increase to CPI-U all items in West-Size Class B/C, All Urban Consumers, not seasonally adjusted (Series ID CUURN400SA0), is equal to or greater than 5%, the adjusted percentage increase in salary schedules shall be 4.5%. In the event the annual percentage increase to CPI-U all items in West-Size Class B/C, All Urban Consumers, not seasonally adjusted (Series ID CUURN400SA0), is equal to or less than 0%, the adjusted percentage increase in salary schedules shall be 1%.

The adjusted percentage increase is based on U.S. Bureau of Labor Statistics Data (<https://data.bls.gov/timeseries/cuurn400sa0>).

**ARTICLE 32 – TERM OF AGREEMENT**

The parties agreed to a one (1) year term effective July 1, 2025, through June 30, 2026.

**ARTICLE 34 – SENIORITY**

Seniority will now govern all newly procured, newly vacated, or currently open schedules, RDOs, vehicle assignments, and desk assignments.