

ATTACHMENT II

ARTICLE 1-2

Duration of Agreement

This Agreement shall become effective the first day of the pay period after ratification by the Mt. Charleston Board of Fire Commissioners and shall continue in full force and effect through June 30, 2025.

ARTICLE 5-7

Salary

1. EFFECTIVE JULY 1, 2023, THE SALARY SCHEDULES FOR ALL EMPLOYEES COVERED IN APPENDIX D 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) FOR THE CALENDAR YEAR ENDING DECEMBER 2022. THE ADJUSTED PERCENTAGE INCREASE IN SALARY SCHEDULES SHALL BE A MINIMUM OF 2.0% AND A MAXIMUM OF 3.0%. THE ADJUSTED PERCENTAGE INCREASE IS BASED ON U.S. BUREAU OF LABOR STATISTICS DATA (<https://data.bls.gov/timeseries/CUURN400SA0>). These salaries are shown in Appendix E.
2. EFFECTIVE JULY 1, 2023, SALARY SCHEDULES FOR ALL EMPLOYEES COVERED IN APPENDIX E WILL BE ADJUSTED BY AN ADDITIONAL 3%.
3. EFFECTIVE JULY 1, 2024, THE SALARY SCHEDULES FOR ALL EMPLOYEES COVERED IN APPENDIX F 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) FOR THE CALENDAR YEAR ENDING DECEMBER 2023. 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](https://data.bls.gov/timeseries/CUURN400SA0)).

4. Eligible employees will be advanced to the applicable next step of the pay schedule effective in the pay period in which the employees hire or promotional date falls.
5. All adjustments such as changes in withholdings, deferred compensation, etc. shall begin on the first day of the payroll period after the necessary documentation is provided.
6. FLSA will be paid at the rate of three hours per pay period per the rates contained in the pay schedules shown in Appendixes A and B and will be paid every other pay period.
7. In addition to the hourly rates set out in Appendixes ~~A, B, and C~~ E, F employees working a 24-hour shift shall also receive a 5% shift differential.