

Attachment III - Clark County Water Reclamation District Non-Supervisory

Fiscal Impact Assessment Summary

Article Number	Article Title	No Change Item	No Cost / Savings Item	Cost / Savings Item
1	Agreement		✓	
2	Intent	✓		
3	Recognition	✓		
4	Discrimination Clause	✓		
5	Anit Strike Clause	✓		
6	Management Rights	✓		
7	Employee Rights		✓	
8	Union Rights		✓	
9	Employee Deductions	✓		
10	Labor/Management and Safety Committees	✓		
11	Dispute Resolution			
12	Certification Pay/Bilingual Pay	✓		
13	Personnel Layoff, Recall, and Appeal Procedure	✓		
14	Basic Work Week	✓		
15	Compensation			✓
16	Appointment, Rehire, Promotion, Transfer, and Demotion	✓		
17	Posting of Vacancies	✓		
18	Overtime, Call Back and Standby Pay	✓		
19	Shift Differential	✓		
20	Acting Pay	✓		
21	Salary Adjustment	✓		
22	Holidays		✓	
23	Vacation			✓
24	Sick Leave	✓		
25	Miscellaneous Leaves	✓		
26	Benefit Eligibility	✓		
27	Service Connected Disability	✓		
28	Retirement Contribution	✓		
29	Group Insurance	✓		
30	Severance Pay	✓		
31	Long Term Disability Insurance	✓		
32	Longevity	✓		
33	Private Automobiles	✓		
34	Tools and Uniforms	✓		
35	Time and Attendance	✓		
36	Substance Abuse Policy	✓		
37	Entire Agreement	✓		
38	Conflicting Agreements	✓		
39	General Savings Clause	✓		
40	Methods of Employee Classification	✓		
41	Shift Assignment	✓		
42	Term of Agreement			✓
43	District Merit Personnel	✓		
MOU	Subcontracting		✓	
MOA	Continuity of Critical Wastewater Operations		✓	