

ATTACHMENT I SUMMARY OF CHANGES

ARTICLE 2 – RECOGNITION

The County is required to bargain exclusively with the Union prohibiting dealing directly with Union eligible employees. Additional language included regarding ratification and public access.

ARTICLE 5 – EMPLOYEE RIGHTS – NON-DISCRIMINATION

Clarifying language to exclude matters related to Title VII issues which are addressed in County policy.

ARTICLE 6 – CHECK OFF – DUES DEDUCTION

A new dues deduction form is required upon member rehire or reinstatement.

ARTICLE 11 – SAFETY AND HEALTH

Updated the language to clearly define training requirements and established a two-year period from the date of an employee's promotion to provide all mandatory training.

ARTICLE 12 – GRIEVANCE AND ARBITRATION PROCEDURE

Language added to clarify procedures, responsibilities and time frames along with Title VII purview.

ARTICLE 13 – PHYSICAL EXAMINATIONS

Expanded to include testing requirements outlined in Nevada Revised Statutes; language added to clarify follow up exam process, timing of tests and notification requirements.

ARTICLE 14 – HOLIDAYS

Included June 19 as a recognized holiday.

ARTICLE 15 – SICK LEAVE

Revised to remove forfeiture of sick leave when discipline is issued. Adjusted unused sick leave payoff.

ARTICLE 19 – PAYMENT OF TUITION FEES

Language included to limit costs to be comparable with Nevada System of Higher Education (NSHE); clarified reimbursement process. Addition of job-related degree programs.

ARTICLE 29 – UNIFORMS, UNIFORM ALLOWANCE, AND LINEN ALLOWANCE

Increased uniform allowance by \$125.00 and boot or shoe allowance by \$50.00.

ARTICLE 35 – SHIFT AND DUTY STATION VACANCIES

Increased the number of Battalion Chiefs on duty to four (4) to staff added battalions. Clarifying language added to reference Article 22 Section 5(A) to address any vacancies if they exist.

ARTICLE 40 – TERM OF AGREEMENT

Term of the agreement is July 1, 2026 through June 30, 2029.

RULES AND REGULATIONS 2.1 – DUTIES AND RESPONSIBILITIES

Modified language to clarify Battalion Chief authorization to temporarily relieve members from duty. Language modified to clarify reporting of emergencies.