

# **ATTACHMENT I SUMMARY OF CHANGES**

## **ARTICLE 1 – INTENT**

This agreement is effective upon approval of the Board of County Commissioners. Deleted reference to Nevada Association of Public Safety Officers (NAPSO)/Communications Workers of America (CWA), Local 9110, due to non-affiliation with the Association.

## **ARTICLE 9 – DISPUTE RESOLUTION PROCEDURES**

Revised the language to match the current work week structure. Modified the definition of a grievance; if the County receives a grievance that fails to include a statement, it can return it to the Association, which then has five (5) days to supplement the grievance, or it will be considered abandoned. Added clarifying language regarding the use of a Court Reporter and recording of Step 3 hearings.

## **ARTICLE 18 – HOLIDAYS**

Added June 19 (Juneteenth Day) to the list of observed holidays and modified language regarding unused holiday leave from a preceding year.

## **ARTICLE 22 – SERVICE CONNECTED DISABILITY**

Clarified language related to compensation and the use of leave accruals around an employee's return to full duty following a service connected disability.

## **ARTICLE 23 – OVERTIME, CALL-BACK AND STANDBY**

Updated call-back provisions to align with current PERS policy.

## **ARTICLE 29 – COMPENSATION**

Effective July 1, 2024, the salary schedules for all employees covered in Appendix A will be adjusted for cost of living by an annual percentage increase of 3%.

Effective July 1, 2024, the salary schedules for all employees in Appendix A will be adjusted for cost of living by an additional 2.0%.

Effective July 1, 2024 there shall be a 3.50% increase to the top and bottom of all salary schedules and ranges in Appendix B. This does not represent an additional cost of living allowance (COLA).

## **ARTICLE 32 – TERM OF AGREEMENT**

The parties agreed to a one (1) year term effective July 1, 2024 through June 30, 2025.

## **ARTICLE 34 (NEW) – SENIORITY**

The County and the Association agree to generate and distribute a seniority list for the bargaining unit annually. Seniority is based on cumulative service length. Ties are resolved first by full-time County service length, then by badge number. The list guides workday schedules, days off, vehicle assignments, and desk assignments in conjunction with team assignments. Members can request seniority date clarification through the Association.