

ATTACHMENT I SUMMARY OF CHANGES

ARTICLE 1 – AGREEMENT

The effective date of the collective bargaining agreement is July 1, 2025.

ARTICLE 14 – EVALUATIONS/SALARY INCREASES

For calendar year 2025 only, eligible employees will receive their salary increase on July 1, 2025, instead of January 1, 2026, along with an additional 1% increase. These increases apply until the top of the salary range is reached.

ARTICLE 36 – 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>).

The annual percentage increase calculation shall change to the West-Size Class A, All Urban Consumers, not seasonally adjusted (Series ID CUURS400SA0) should the population of Clark County reach the necessary population threshold (<https://data.bls.gov/timeseries/cuurs400sa0>).

Appendix A reflects the final calculation of salary schedules for all employees effective July 1, 2025.

ARTICLE 41 – TERM OF AGREEMENT

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

APPENDIX A – SALARY SCHEDULES & RANGES (FY25)

Appendix A reflects the final calculation of salary schedules for all employees, effective July 1, 2025. This includes the 2.6% increase negotiated in Article 36 and the 1% adjustment to the top of the PO2 and PO3 ranges.