

ATTACHMENT I SUMMARY OF CHANGES

ARTICLE 1 – AGREEMENT

The effective date of the collective bargaining agreement is July 1, 2023.

ARTICLE 5 – UNION RIGHTS

Language modified defining the structure of the Association bargaining team in addition to its communications with members at the worksite via email.

ARTICLE 10 – DISPUTE RESOLUTION PROCEDURES

Work Day, for the purposes of this article only, were modified and the listing of discipline types expanded. The Federal Mediation and Conciliation Service (FMCS) shall be used to furnish a panel of arbitrators from which the parties shall select in the event of an arbitration.

ARTICLE 14 – INITIAL APPOINTMENT, PROMOTION, OR TRANSFER

Provisions added to clearly define the probationary period and allow the Public Defender and Special Public Defender to remove an employee from probation at any time during a period of up to 2080 hours.

ARTICLE 15 – LAW CLERK BRIDGING OF SERVICES

Provisions added to clearly define the probationary period to be 2080 hours for a Law Clerk that accepts an offer of an appointment as a Deputy Public Defender or Chief Deputy Public Defender.

ARTICLE 21 – HOLIDAYS

June 19, Juneteenth Day, added to the list of holidays along with any day the County is required by State law to close for a holiday and clarifies the use of holiday leave balance.

ARTICLE 25 – SERVICE-CONNECTED DISABILITY

Language added acknowledging the requirement of submitting applicable physician disability statements/patient progress reports.

ARTICLE 31 – COMPENSATION

Effective July 1, 2023, or upon ratification by the Clark County Defenders Union, whichever is later, 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) for the calendar year ending December 2022. 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)).

Effective July 1, 2023, or upon ratification by the Clark County Defenders Union, whichever is later, salary schedules for all employees covered in appendix a will be adjusted by an additional 1.5%.

ARTICLE 36 – TERMS OF AGREEMENT

This agreement is effective July 1, 2023, through June 30, 2024.