

**ATTACHMENT III - Juvenile Probation Officers Association  
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	Anti-Strike Clause	✓		
6	Management Rights	✓		
7	Employee Rights	✓		
8	Association Rights	✓		
9	Employee Deductions	✓		
10	Labor/Management and Safety Committee	✓		
11	Dispute Resolution Procedures	✓		
12	Trainer Certification Pay/Bilingual Pay	✓		
13	Personnel Layoff, Recall and Appeal Procedure	✓		
14	Basic Workweek	✓		
15	Compensation			✓
16	Initial Appointment, Rehire, Promotion, Demotion, Transfer and Reassignment	✓		
17	Posting of Vacancies	✓		
18	Overtime, Court, 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	Life Insurance	✓		
31	Long Term Disability Insurance	✓		
32	Longevity	✓		
33	Private Automobiles	✓		
34	Equipment and Clothing	✓		
35	Time and Attendance	✓		
36	Substance Abuse Policy	✓		
37	Entire Agreement	✓		
38	Conflicting Agreements	✓		
39	General Savings Clause	✓		
40	Retiree Health Account Plan	✓		
41	Methods of Employee Classification	✓		
42	Shift Assignment	✓		
43	Rights of Officers	✓		
44	Safety	✓		
45	Term of Agreement	✓		
46	Remote Pay	✓		
LOA	Inter-Association Bumping Rights	✓		
LOA	Probation Officer Staff Utilization	✓		
Appendix A	List of Classifications	✓		
Appendix B	Salary Schedules and Ranges			✓
Appendix C	Definitions	✓		
Appendix D	Clark County's Substance Abuse Policy	✓		