

ATTACHMENT I

SUMMARY OF CHANGES

ARTICLE 1 – AGREEMENT

The effective date of the collective bargaining agreement is July 1, 2025 unless otherwise provided for in the agreement.

ARTICLE 12 – EVALUATIONS/SALARY INCREASES

Eligible employees shall receive a salary increase of zero or between three (3%) to five (5%). 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 31 – COMPENSATION

Effective July 1, 2024, salary schedules for all employees covered in Appendix A will be increased by an additional one percent (1.0%).

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 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 (as currently reflected at (<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 CUURN400SA0) should the population of Clark County reach the necessary population threshold.

Effective July 1, 2025, the top of the ranges of the salary schedules in Appendix A will be increased by one percent (1.0%). This is in addition to any other increases in this article.

ARTICLE 36 – TERMS OF AGREEMENT

This agreement is effective July 1, 2025, through June 30, 2026.

NEW ARTICLE – LABOR/MANAGEMENT SAFETY COMMITTEE

This new contract article establishes joint Labor/Management and Safety Committees within thirty (30) days of ratification, with equal union and management representation. The committees will meet regularly to exchange information, address safety and departmental issues, and submit written recommendations through a defined review and escalation process, without altering bargaining rights or grievance procedures. The article also clarifies committee authority, meeting logistics, and compensation for union participants.

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 31 and the 1% salary schedule adjustment to the top of the U02 and U03 ranges.