

**Attachment III - Mt. Charleston Fire Protection District (Local 4621)  
Fiscal Impact Assessment Summary 2023 Agreement**

Article Number	Article Title	No Cost/Saving		
		No Change Item	Item	Cost/Saving Item
1-1	Recognition		*	
1-2	Duration of Agreement		*	
1-3	Savings Clause	*		
1-4	Management Rights	*		
1-5	Employee Rights	*		
1-6	Strikes and Lockouts	*		
1-7	Non-Discrimination	*		
1-8	Grievance Procedure	*		
1-9	Disciplinary Procedure	*		
1-10	Reduction in Force	*		
1-11	Rules, Regulation, and Procedures Manual	*		
2-1	Group Insurance	*		
2-2	Seniority List	*		
2-3	Vacancies and Promotions	*		
2-4	Retirement	*		
3-1	Committees	*		
3-2	Substance Abuse Policy	*		
3-3	Hours	*		
3-4	Bulletin Boards	*		
3-5	Staffing	*		
4-1	Holiday	*		
4-2	Leave of Absence	*		
4-3	On the Job Injury	*		
4-4	Shift Trading	*		
4-5	Sick Leave			*
4-6	Union Business	*		
4-7	Annual Leave	*		
5-1	Deferred Compensation Deduction	*		
5-2	Overtime and Callback	*		
5-3	Deduction of Dues	*		
5-4	Uniform Allowance	*		
5-5	Personal Protective Equipment	*		
5-6	Working Out of Classification	*		
5-7	Salary			*
Appendix A, B, C and D	Wage Scales		*	