

## ATTACHMENT II

### Article 1-1 Recognition

1. The District recognizes the Union as the exclusive bargaining agent for the following Employees of the Fire District per Nevada Revised Statutes (NRS) Chapter 288;

Firefighters  
Firefighter Paramedic  
Captains

2. The Contract shall exclude all part-time Employees and seasonal full-time employees.
3. All Employees hired on July 1<sup>st</sup>, 2015 shall not have a probation period, but shall meet and maintain the job requirements per that Employee's position. If an Employee is promoted he/she will be placed on a six (6) month probationary period and have all rights subjected to the grievance and arbitration provisions of this Agreement.
4. A New Employee will be considered as a probationary Employee until he/she has completed one (1) year of employment. The one (1) year period shall coincide with date of hire. A first year probationary Employee may be terminated at the discretion of the District, and such termination shall not be subjected to the grievance and arbitration provisions this Agreement.

### ARTICLE 1-2

#### Duration of Agreement

This Agreement shall become effective the first day of the pay period after ratification by the Mt. Charleston Board of Fire Commissioners and shall continue in full force and effect through June 30, 2024. For fiscal years 2022, 2023, ~~2024~~, the contract may be reopened, at the written request of either party, to negotiate a cost of living adjustment (COLA) and either party may open one new or existing article. A cost of living adjustment is defined as something similar to the average COLA like bargaining units receive or an index such as the Department of Labor, Bureau of Labor Statistics Consumer Price Index. Such request shall be provided to the other party no later than February 1, before the start of fiscal years 2022, 2023, ~~and 2024~~.

### Article 4-5

#### Sick Leave

1. Full time employees assigned to 24-hour shifts shall accrue ~~6.27~~ 7.77 hours of sick leave each pay period. Full time employees assigned to eight (8) or ten (10) -hour shifts shall accrue 4.36 hours of sick leave each pay period. For fiscal year 2024, beginning July 1, 2023, full time employees assigned to 24 -hour shifts shall accrue 9.27 hours of sick leave per pay period.

2. Accrued sick leave may be used for a bona fide illness/injury of the employee or a member of his/her immediate family, defined as a spouse, parent, sibling, child, foster child, stepchild, grandchild, and grandparent, mother/father-in-law and domestic partner.
3. Evidence in the form of a physician's certificate, or certificate of illness/injury shall be furnished as proof of adequacy of the reason of the employee's absence during the time which sick leave was requested. Certificates of illness/injury shall be requested by the Fire Chief or his/her designee after four (4) consecutive unexcused shifts. "Unexcused" shall be defined as those shifts when an employee does not provide a voluntary certificate of illness/injury.
4. Upon retirement or voluntary termination or in the event of death while employed an employee shall receive payment for unused sick leave ~~in excess of 14 shifts~~ up to the following maximum amounts.

Years of Service	Maximum Payoff Amount
but less than 15	\$2,500
15 but less than 20	\$4,000
20 but less than 25	\$6,000
25 or more years	\$8,000

ARTICLE 5-7  
Salary

1. For Fiscal Year 2019, effective upon the first pay period following union and the Mt. Charleston Board of Fire Commissioner's ratification, eligible employees shall be compensated per the pay schedule shown in Appendix A.
2. For Fiscal Year 2020, effective July 1, 2019, eligible employees shall receive a one and one/half (1.5%) salary increase. These salaries are shown in Appendix B.
3. For Fiscal Year 2021, effective July 1, 2020, eligible employees shall receive a one and one/half (1.5%) salary increase. These salaries are shown in Appendix CB.
4. EFFECTIVE JULY 1, 2022 OR UPON APPROVAL BY THE MOUNT CHARLESTON FIRE PROTECTION DISTRICT BOARD OF FIRE COMMISSIONERS WHICHEVER IS LATER, THE SALARY SCHEDULES FOR ALL EMPLOYEES COVERED IN APPENDIX C 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 2020. THE ADJUSTED PERCENTAGE INCREASE IN SALARY SCHEDULES SHALL BE A

MINIMUM OF 2.0% AND A MAXIMUM OF 3.0%. THE ADJUSTED PERCENTAGE INCREASE IS BASED ON U.S. BUREAU OF LABOR STATISTICS DATA (<https://data.bls.gov/timeseries/CUURN400SA0>). These salaries are shown in Appendix €D.

CALCULATED AS FOLLOWS:

2020 ANNUAL CPI	159.756
LESS 2019 ANNUAL CPI	157.019
ANNUAL INCREASE	2.737
DIVIDED BY 2020 ANNUAL CPI	159.756
ANNUAL PERCENTAGE INCREASE IN CPI	1.7%
<b>SALARY SCHEDULE ADJUSTMENT</b>	<b>2.0%</b>

5. EFFECTIVE JULY 1, 2022 OR UPON APPROVAL BY THE MOUNT CHARLESTON FIRE PROTECTION DISTRICT BOARD OF FIRE COMMISSIONERS WHICHEVER IS LATER, THE SALARY SCHEDULES FOR ALL EMPLOYEES COVERED IN APPENDIX C 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 2021. THE ADJUSTED PERCENTAGE INCREASE IN SALARY SCHEDULES SHALL BE A MINIMUM OF 2.0% AND A MAXIMUM OF 3.0%. THE ADJUSTED PERCENTAGE INCREASE IS BASED ON U.S. BUREAU OF LABOR STATISTICS DATA (<https://data.bls.gov/timeseries/CUURN400SA0>). These salaries are shown in Appendix €D.

CALCULATED AS FOLLOWS:

2021 ANNUAL CPI	167.642
LESS 2020 ANNUAL CPI	159.756
ANNUAL INCREASE	7.886
DIVIDED BY 2020 ANNUAL CPI	159.756
ANNUAL PERCENTAGE INCREASE IN CPI	4.9%
<b>SALARY SCHEDULE ADJUSTMENT</b>	<b>3.0%</b>

6. EFFECTIVE JULY 1, 2023, THE SALARY SCHEDULES FOR ALL EMPLOYEES COVERED IN APPENDIX C 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 2.0% AND A MAXIMUM OF 3.0%. THE ADJUSTED PERCENTAGE INCREASE IS BASED ON U.S. BUREAU OF LABOR STATISTICS DATA (<https://data.bls.gov/timeseries/CUURN400SA0>). These salaries are shown in Appendix €E.

7. Eligible employees will be advanced to the applicable next step of the pay schedule effective in the pay period in which the employees hire or promotional date falls.
8. All adjustments such as changes in withholdings, deferred compensation, etc. shall begin on the first day of the payroll period after the necessary documentation is provided.
9. FLSA will be paid at the rate of three hours per pay period per the rates contained in the pay schedules shown in Appendixes A and B and will be paid every other pay period.
10. In addition to the hourly rates set out in Appendixes A, B, and C employees working a 24-hour shift shall also receive a 5% shift differential.