

LETTER OF AGREEMENT
BETWEEN CLARK COUNTY,
THE CLARK COUNTY DEPARTMENT OF AVIATION (DOA)
AND
NEVADA SERVICE EMPLOYEES UNION (SEIU LOCAL 1107)

DOA CANINE HANDLER

This Letter of Agreement ("Agreement") is made and entered into by and between the County of Clark, a political subdivision of the State of Nevada ("County"), the Clark County Department of Aviation ("DOA") and Nevada Service Employees Union Local 1107 ("SEIU"), collectively the ("Parties") to this Agreement.

WHEREAS, the Parties have an existing Letter of Agreement (LOA) dated April 23, 2003 (attached); and,

WHEREAS, the Parties desire to enter into a reasonable agreement that duly considers all pertinent facts relating to the care of the dogs, whether at home or away from the work site, and to amend the Canine Handler Special Pay Letter of Agreement ("LOA") to address compensation for time spent caring for their assigned animals outside of their regular work schedules; and,

NOW THEREFORE, the Parties agree to the following:

1. The position of Airport Canine Handler and Senior Airport Canine Handler ("Canine Handlers"), within the Department of Aviation, shall receive seven (7) hours of overtime per pay period, in addition to their scheduled rate of pay.
2. The overtime shall be paid to employees who handle the canines to compensate them for their time assigned outside of their regular work schedules. Their primary responsibility during regular work schedules is patrolling Airport facilities. Animal care, as described herein, includes but is not limited to feeding, exercising, brushing and kennel cleaning.
3. It is understood that each Canine Handler will only be assigned one (1) animal at a time.
4. It is also understood that professional veterinarians will handle major dog grooming and health care needs.
5. This overtime constitutes the pay for the specific activities outlined in Paragraph 2 above that are performed outside of their regular work hours and away from their worksite.
6. This agreement is intended to replace the preceding agreement dated April 23, 2003, in its entirety.

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- 7. This agreement does not set precedent, cannot be used or cited as controlling upon any other employee or set of facts, and is not eligible for the Dispute Resolution Procedures outlined in Article 11 of the collective bargaining agreement.
- 8. SEIU and the Canine Handlers release Clark County from all claims, whether known or unknown, which the Canine Handlers may have to relate in any way to their employment, up to the date they execute this agreement.

Christina Ramos 04-29-2026
 Christina Ramos Date
 For the County of Clark

 04/29/2026
 SEIU, Local 1107 Date