

ATTACHMENT II

ARTICLE 15 Compensation

- ~~1. Effective July 1, 2023, the salary schedules for all employees covered in Appendix B 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% and a maximum of 3.0%. In the event that 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 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 (<https://data.bls.gov/timeseries/CUURN400SA0>)~~

~~Calculated as follows:~~

2022 ANNUAL CPI	181.312
LESS 2021 ANNUAL CPI	167.642
ANNUAL INCREASE	13.67
DIVIDED BY 2021 CPI	.0815
ANNUAL PERCENTAGE INCREASE IN CPI	8.15%
SALARY SCHEDULE ADJUSTMENT	4.50%

- ~~2. Effective July 1, 2023, salary schedules for all employees covered in Appendix B will be adjusted by an additional 1.5%.~~
- ~~3. Effective upon approval of the Clark County Board of Commissioners there shall be a 3.5% increase to the top and bottom of all salary schedules and ranges in Appendix B.~~
- ~~4. Effective July 1, 2024, the salary schedules for all employees covered in Appendix B 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 2023. 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 Class 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 (<https://data.bls.gov/timeseries/CUURN400SA0>).~~

- ~~5. In accordance with NRS Chapter 288, the Association and the County agree that prior to the~~

~~third (3rd) year of this agreement, this article may be reopened, at the request of either the Association or the County, to determine if a salary increase shall be awarded. Such request shall be provided to the other party no later than February 1, 2025.~~

- 1. EFFECTIVE JULY 1, 2025, OR UPON APPROVAL BY THE CLARK COUNTY BOARD OF COMMISSIONERS, WHICHEVER IS LATER, AND FOR EACH SUCCESSIVE FISCAL YEAR BEGINNING JULY 1 THEREAFTER, THE SALARY SCHEDULES FOR ALL EMPLOYEES COVERED IN APPENDIX B 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 CLASS 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 (<https://data.bls.gov/timeseries/cuurn400sa0>).

CALCULATED AS FOLLOWS:

2024 ANNUAL CPI	193.848
LESS 2023 ANNUAL CPI	188.941
ANNUAL INCREASE	4.9
DIVIDED BY 2023 CPI	188.941
ANNUAL PERCENTAGE INCREASE IN CPI	2.6%
SALARY SCHEDULE ADJUSTMENT	2.6%

EFFECTIVE JULY 1, 2025, OR UPON APPROVAL BY THE CLARK COUNTY BOARD OF COMMISSIONERS, WHICHEVER IS LATER, THE SALARY SCHEDULES OF THE CLASSIFICATIONS INCLUDED IN APPENDIX B WILL BE ADJUSTED BY AN INCREASE OF SIX PERCENT (6%).

EFFECTIVE JULY 1, 2025, OR UPON APPROVAL BY THE CLARK COUNTY BOARD OF COMMISSIONERS, WHICHEVER IS LATER, EMPLOYEES WILL RECEIVE AN ADDITIONAL 1% SALARY ADJUSTMENT. THE SALARY SCHEDULE IN APPENDIX B WILL BE INCREASED BY THIS ADDITIONAL 1%. THIS DOES NOT REPRESENT AN ADDITIONAL COST OF LIVING ALLOWANCE (COLA).

APPENDIX B
Clark County - Juvenile Probation Officers
Salary Schedules and Ranges
Reflects 6% Salary Schedule Increase

SALARY RANGE

<u>Schedule</u>		<u>Minimum</u>	<u>Maximum</u>
J01 (Regular)*	Annual	63,336.00	98,196.80
	Biweekly	2,436.00	3,776.80
	Hourly	30.45	47.21
J01 (Early)**	Annual	58,136.00	90,064.00
	Biweekly	2,236.00	3,464.00
	Hourly	27.95	43.30
J02 (Regular)*	Annual	68,411.20	106,080.00
	Biweekly	2,631.20	4,080.00
	Hourly	32.89	51.00
J02 (Early)**	Annual	62,816.00	97,177.60
	Biweekly	2,416.00	3,737.60
	Hourly	30.20	46.72

ARTICLE 21
Salary Adjustment

1. Employees will be eligible for consideration for a salary adjustment within their salary ranges upon:
 - a. Successful completion of a probationary period for probationary employees or successful completion of a qualifying period for promoted permanent or permanent-intermittent employees. Employees successfully completing their probationary or qualifying period shall only be eligible to receive a three percent (3%) salary adjustment; and
 - b. Each anniversary date of his/her employment in such class annually thereafter until the top of the salary range is reached in that class. The anniversary date is normally considered to be that date an employee commences work in that classification to which he/she has been most recently appointed. In the event of an early salary adjustment, the employee's anniversary date will be changed to the effective date of the salary adjustment.
2. For the purpose of determining eligibility for annual salary adjustments, employees shall meet expected performance standards as described in Section 3. Upon meeting such requirements, employees shall then be eligible for a salary adjustment.

On December 24, 2014 and thereafter, employees shall receive their annual salary adjustment of a four percent (4%) increase unless the employee (1) has received a Suspension during the evaluation period, or (2) has a violation of Article 36 of this Agreement that results in Suspension of Leave Without Pay during the evaluation period, or (3) is in leave-without-pay status for over six (6) months of the evaluation period, or (4) if the majority of the performance factors received are unsatisfactory. An employee must receive an interim evaluation if they are to be denied a salary adjustment.

An employee shall be informed in writing of the specific reason(s) for the denial of a salary adjustment. In the event an employee has not been advised that he/she is to be denied a salary adjustment within forty-five days from the date he/she is eligible for such adjustment, that employee shall automatically receive a four percent (4%) adjustment retroactive to his/her respective review date.

A. IN FISCAL YEAR 2026, EMPLOYEES WHO ARE ELIGIBLE FOR AN ANNUAL MERIT INCREASE SHALL RECEIVE AN ADDITIONAL ONE PERCENT (1%).

3. Employees shall receive salary adjustments based on the following prescribed levels of performance: "Meets Performance Standards," Probationary employees shall only be eligible for a three percent (3%) increase.
4. In the event an eligible employee receives no salary increase, the employee shall be entitled to complete an objection form, which will be filed with the Article 21 Appeal and Review Committee by submitting it to the Director of Human Resources. The employee must complete the objection form, including an explanation and reasons why the employee should be eligible for a salary adjustment, within fifteen (15) days of receiving their performance evaluation. Each employee who chooses to complete an objection form has the option to request that the objection be filed in their permanent record or that the objection form be forwarded for review and possible action by the Appeal and Review Committee.
5. The Appeal and Review Committee will meet to develop performance factors for any newly-created classifications.
6. The Association and the County agree to establish Article 21 Appeals and Review Committee comprised of eight (8) members, four (4) members representing the Association and four (4) members representing the County, with the County and Association each appointing its own members. Its purpose is to (1) review the implementation of the County's merit evaluation process; (2) monitor the quality and quantity of the objections, and, make final determinations about merit increases brought before the Committee for review.
 - a. In reviewing the objections to employee performance evaluations, the Committee may be given access to the employee's personnel file, but only with the written consent of the employee.
 - b. If the Committee stalemates, the objection process is considered complete. If a simple majority (50% plus one) of the committee votes to sustain the objection, it will have the authority to have a zero overturned and award the employee an increase consistent with this article.
7. The following shall not be considered as breaks in creditable service necessary to qualify for salary adjustments:
 - a. Authorized military leave, provided that the person is reinstated within 90 calendar days following other than dishonorable or bad conduct discharge from military service;

- b. Authorized educational leave;
 - c. Time during which employee is receiving compensation from the County for an injury or disease arising out of and in the course of his/her employment;
 - d. Authorized leaves of absence without pay of 21 consecutive calendar days or less within any calendar year;
 - e. Authorized leaves of absence with pay;
 - f. Periods of qualifying service which immediately precede a layoff or authorized leave of absence; and,
 - g. Authorized Association leave.
8. When a salary adjustment is delayed solely through administrative delay or clerical error or is miscalculated in error, the proper adjustment shall be made effective retroactive to the date it was due.
9. An employee's salary adjustment will be effective the first day of the pay period during which the review date occurs.

Rewards and Incentives Not Included in the Base Salary:

- 1. The County and Association agree to explore the development and implementation of new Rewards and Incentives Programs, and improve existing Programs, for implemented suggestions and accomplishments by individuals and/or teams for measured cost savings, and improved quality and customer service. Such rewards may be monetary or non-monetary.
- 2. The program may include, but is not limited to, the following rewards:
 - a. Bonuses and/or benefits for team and/or individual accomplishments;
 - b. Implemented suggestions resulting in cost savings;
 - c. Certificates of appreciation and/or accomplishments;
 - d. Additional compensation for career accomplishments; and
 - e. Reimbursements as an educational incentive.