

ATTACHMENT I

SUPERVISORY & NON-SUPERVISORY

SUMMARY OF CHANGES

ARTICLE 1 – AGREEMENT

The effective date of both collective bargaining agreements is July 1, 2025.

ARTICLE 9 – EMPLOYEE DEDUCTIONS

Updated the reference to Government Employee-Management Relations Board.

ARTICLE 11 – DISPUTE RESOLUTION

The County will now notify the Union of disciplinary actions within five working days instead of calendar days. SEIU members engaged in an investigation will receive notification using the form created in Appendix H. Modified the timelines for SEIU to make a final decision and notify the County if SEIU intends to proceed with arbitration. Requests for arbitration shall be submitted using the format created in Appendix I.

ARTICLE 15 – COMPENSATION

Effective July 1, 2025, or upon approval by the Clark County Board of Commissioners, whichever is later, the minimum of the salary schedules for all employees covered in appendix a will be increased by 6%. Employees below the minimum salary schedule will receive a salary increase to the minimum salary schedule. Fiscal year 2026 probationary increases under Article 21 shall be reduced by the minimum salary schedule adjustment. For example, if an employee received a 2% increase under this Article (Article 15) then the employee would receive a 1% end probation increase.

Effective July 1, 2025, or upon approval by the Clark County Board of Commissioners, whichever is later, the maximum of the salary schedules for all employees covered in appendix a will be increased by 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 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 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>).

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 schedules in appendix a will be increased by this additional 1%. This does not represent an additional cost of living allowance (cola).

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 (<https://data.bls.gov/timeseries/cuurn400sa0>).

ARTICLE 19 – SHIFT DIFFERENTIAL

Added definitions for swing shift and grave shift and increased the grave shift differential to 6% (formerly 4%).

ARTICLE 21 -SALARY ADJUSTMENT

In FY 2026, employees eligible for annual merit increases shall receive an additional one percent (1%).

ARTICLE 22 – HOLIDAYS

One floating holiday shall be included in an employee's leave bank the first pay period of each calendar year starting January 2026, must be used in the year it is accrued, and has no cash value.

ARTICLE 24 – SICK LEAVE

Expanded use of sick leave to cover the care of recently adopted, foster care, and legal guardianship children. Members now eligible for sick leave in cases of mental health-related injuries, even if resulting from purposeful or grossly negligent misconduct. Restrictions on required locations and mandatory whereabouts reporting during sick leave have been removed. Additionally, compensatory time approvals follow department policy, with a clarified exception for the 24-hour notice requirement. Added clarification to the definition of a catastrophic illness or injury.

ARTICLE 34 SUPERVISORY – TOOLS & UNIFORM

Added position classification eligible tool allowance.

ARTICLE 34 NON-SUPERVISORY – TOOLS & UNIFORM

Added position classifications eligible for tool allowance, uniform allowance for SEIU members at the Fire Department, and inclement weather gear of members assigned to the Spring Mountain Youth Camp.

ARTICLE 36 CLARK COUNTY'S SUBSTANCE ABUSE POLICY

A test resulting in a positive screening for cannabinoids shall result in the same disciplinary actions as alcohol. Testing may now include mobile testing when available. Blood draws have been eliminated, with testing now conducted through breath and urine methods. The Last Chance Agreement (LCA) for positive alcohol/drug test results expire after ten (10) years.

ARTICLE 41 METHODS OF EMPLOYEE CLASSIFICATION

Added language stating that "if the department director does not provide the determination within ninety (90) days, the request will advance to the Methods of Classification Joint Committee" to ensure employee requests for classification audits are not unreasonably delayed.

ARTICLE 43 NON-SUPERVISORY – TERMS OF AGREEMENT

The parties agreed to a three (3) year term effective July 1, 2025 – June 30, 2028.

ARTICLE 44 SUPERVISORY - TERMS OF AGREEMENT

The parties agreed to a three (3) year term effective July 1, 2025 – June 30, 2028

***NEW* APPENDIX H – INVESTIGATORY NOTICE FORM**

Investigatory Notice Form that will be used during workplace investigations as cited in Article 11.

***NEW* APPENDIX I – SEIU INTENT TO ARBITRATE LETTER TEMPLATE**

Arbitration Intent Letter template that template that will be used as cited in Article 11.