

# **ATTACHMENT I**

## **SUMMARY OF CHANGES**

### **ARTICLE 1 – AGREEMENT**

The effective date of both collective bargaining agreements is July 1, 2021.

### **ARTICLE 10 (SUPERVISORY)/12 (NON-SUPERVISORY) – BILINGUAL PAY**

Increased bilingual pay from \$75 to \$100 per pay period.

### **ARTICLE 11 – DISPUTE RESOLUTION**

Union President reference changed to Union Executive Director throughout, along with removal of certified mail requirement for correspondence. Notification of all disciplinary actions shall be provided to the Union within five (5) calendar days. All suspensions shall be eligible for removal, with the exception of suspensions issued as a result of Office of Diversity (OOD) investigations, that were issued more than thirty-six (36) months prior to the request for removal. An eligible employee who is to be issued discipline defined by this article shall be given at least twenty-four (24) hours' notice of the meeting.

### **ARTICLE 15 – COMPENSATION**

Effective July 6, 2021, the salary plan covering all scheduled employees in Appendix A will increase by two- and one-half percent (2.5%). The adjusted increase will be based on the annual percentage increase to the U.S. Bureau of Labor Statistics, CPI-U All Items in West-Size Class B/C, All Urban Consumers for the calendar year ending December 2019. The adjusted percentage increase in salary schedules shall be a minimum of 2.0% and a maximum of 3.0%.

Effective July 6, 2021, the salary plan covering all scheduled employees in Appendix A will increase by two percent (2.0%). The adjusted increase will be based on the annual percentage increase to the U.S. Bureau of Labor Statistics, CPI-U All Items in West-Size Class B/C, All Urban Consumers for the calendar year ending December 2020. The adjusted percentage increase shall be a minimum of 2.0% and a maximum of 3.0%.

Eligible members shall receive a one-time lump sum of \$1,500.00 which shall not be added to base pay.

Effective July 1, 2022, the adjustment to the salary plan covering all scheduled employees in Appendix A will be based on the annual percentage increase to the U.S. Bureau of Labor Statistics, CPI-U All Items in West-Size Class B/C, All Urban Consumers for the calendar year ending December 2021. The adjusted percentage increase shall be a minimum of 2.0% and a maximum of 3.0%.

Effective July 1, 2023, the adjustment to the salary plan covering all scheduled employees in Appendix A will be based on the annual percentage increase to the U.S. Bureau of Labor Statistics, CPI-U All Items in West-Size Class B/C, All Urban Consumers for the calendar year ending December 2022. The adjusted percentage increase shall be a minimum of 2.0% and a maximum of 3.0%.

**ARTICLE 18 – OVERTIME, CALL BACK, AND STANDBY PAY**

Compensatory time may be accumulated to a maximum of one hundred forty (140) hours. Language added that continued employment in an overtime eligible position is subject to Department Head approval for the transfer of compensatory time. Compensatory time accrued shall be paid out upon separation from the County.

**ARTICLE 22 – HOLIDAYS**

Employees required to work an observed holiday shall receive payment for all hours worked in addition to holiday pay at the employee's regular straight-time hourly rate of pay for their regularly scheduled shift.

**ARTICLE 25 – MISCELLANEOUS LEAVES**

Bereavement leave increased from five (5) days to six (6) days.

**ARTICLE 34 – TOOLS AND UNIFORMS**

Increased tool allowance from \$500 to \$600 a year. Senior Sign Maker added to the list of job classifications eligible to receive tool allowance.

**ARTICLE 43 (NON-SUPERVISORY)/44 (SUPERVISORY) – TERMS OF AGREEMENT**

The Agreement shall be effective July 1, 2021 and shall remain in effect until the last day of June 2024.

**NEW ARTICLE NON-SUPERVISORY/SUPERVISORY – CLARK COUNTY MERIT PERSONNEL ORDINANCE AND DIRECTIVES**

In the event that any conflict exists between this agreement and Merit Personnel Rules and Regulations, the terms and conditions of this agreement shall prevail.

**MEMORANDUM OF UNDERSTANDING**

The County shall appoint six (6) members to an equally seated twelve (12) member committee. The committee shall meet upon request from the Union, no more than once every quarter, unless otherwise agreed to by both parties. The County will provide information regarding requests for proposal/bids on a monthly basis and provide specific contracts upon request from the Union.