

## **ATTACHMENT I SUMMARY OF CHANGES**

### **ARTICLE 9 – TEMPORARY ASSIGNMENT TO HIGHER CLASSIFICATION**

Title modified to *Temporary Assignments* and limited to eighteen (18) months. Temporary assignments to a lower classification added to establish parameters that allow for an employee in a higher classification to work for an employee in a lower classification for the purpose of preventing a mandatory overtime. Temporary assignment from a 56-hour to 40-hour workweek requires County Manager approval. Stipulations were added to the existing list denoting that acting pay for an assignment to a higher classification does not apply to both Training and Honor Guard events. Related language from Article 15 and Article 40 were incorporated and modified in this article.

### **ARTICLE 15 – HOLIDAYS**

Deleted language was incorporated, in part, into Article 9. Removed provision that limited temporary assignments to only Fire Training and Engineers Academy to allow for flexibility in assignment based on operational needs.

### **ARTICLE 25 – VACATION**

Provides for one (1) additional vacation day per year. Redistributed the number of employees per rank that may be allowed off on vacation at any one time and added vacation language for Battalion 7.

### **ARTICLE 40 – CONVERTING BENEFITS DUE TO SHIFT CHANGE**

Deleted language was incorporated, in part, into Article 9.

### **ARTICLE 44 – TERM OF AGREEMENT**

The parties agreed to a three (3) year term effective July 1, 2021 through June 30, 2024.

### **APPENDIX B – SALARY**

Effective July 1, 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 1, 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%.

**RULE & REGULATION 2.3 (NEW) – PROCEDURE/DISCIPLINE FOR A GROSS MISDEMEANOR OR DUI ARREST/CONVICTION**

NEW Rule & Regulation creating a procedure to report an employee's gross misdemeanor or DUI arrest to the department, to establish the leave status of an employee while charges are being adjudicated, and establish discipline that may result from a gross misdemeanor or DUI conviction.

**RULE & REGULATION 2.4 – ABSENCE FROM DUTY WITHOUT PROPER AUTHORIZATION, ABSENCE FROM DUTY WITHOUT AVAILABLE PROPER LEAVE**

Language included to define a no-call/no-show and its corresponding corrective action.

**RULE & REGULATION 2.5 – ACTING OFFICERS**

Requirement removed for acting officers to address all regular officers by their proper titles and not by their surnames.

**RULE & REGULATION 2.6 – CURRENT ELIGIBILITY LIST**

Existing vacant positions shall be filled from the current eligibility list at the time the vacancy was created, while the eligibility list existing on the date that the Board of County Commissioners approves a new position shall be used to fill the position. In the event that the current list is exhausted for either type of vacancy, the position shall be held until a new list is established. Requirement included that a person NRS exempt appointed by the Fire Chief must meet minimum qualifications for the position.

**RULE & REGULATION 2.7 – GENERAL CONDUCT**

General conduct rules expanded to apply to employees out of uniform when they self-identify as a County Fire Department or Department of Building and Fire Prevention employee, or while wearing shirts/hats with either department's insignia.

**RULE & REGULATION 2.8 – HEARING PROTECTORS**

Requirement memorialized that all employees shall comply with the Department Workplace Safety Manual.

**RULE & REGULATION 2.9 – LATE FOR DUTY**

Employees late for duty shall receive a prescribed level of corrective action based upon the number of offenses, with the Fire Chief maintaining discretion to consider mitigating circumstances at the level of termination. Any stand-in, for an employee that is not present at the start of their workday, must be authorized by the immediate supervisor.

**RULE & REGULATION 2.11 – EMPLOYEE CONTACT INFORMATION (TELEPHONES & ADDRESSES)**

Employee required to have an active telephone number to be recalled while off duty, in lieu of a telephone at their place of residence. Any address or telephone number change must be reported by the end of the employee's first shift.

**RULE & REGULATION 2.12 – OFFICIAL COMMUNICATIONS**

Language modified to allow for official communications to be made through the proper chain of command as opposed through specifically the ranks at only the Fire Department. Department rosters containing any and all personal information shall not be available to the general public.

**RULE & REGULATION 2.13 – SAFETY EQUIPMENT – PROTECTIVE CLOTHING**

The Fire Department will provide safety equipment as outlined in Article 12 *Safety and Health* of the collective bargaining agreement and any other equipment mandated by state or federal law, including those to protect against the spread of infectious diseases.

**RULE & REGULATION 2.15 – VEHICULAR ACCIDENT (POST-ACCIDENT TESTING)**

Current procedure being implemented for post-accident memorialized, along with repetitive language from the collective bargaining agreement deleted to avoid confusion.

**RULE & REGULATION 2.16 – TRADING WORK DAYS**

A workday trade must be approved in the department's staffing system by the employee working the trade; subsequently, the system shall make automatic notification to both employees once the trade is approved. Stipulation added to payback time that requires a minimum of seven (7) days' notice.

**RULE & REGULATION 2.17 – UNSAFE CONDITION REPORT – SAFETY COMMITTEE**

Reference to Fire Chief modified to Department Head or their designee.

**RULE & REGULATION 2.18 – HAZING/SEXUAL HARASSMENT**

This Rule and Regulation is in addition to the Clark County Equal Opportunity, Non-Discrimination, and Anti-Harassment Policy. Language streamlined to provide employees clear guidance in identifying and reporting incidents of hazing and/or sexual harassment.

**RULE & REGULATION 2.20 – CATASTROPHIC LEAVE PROGRAM**

Language deleted to remove the Human Resources Department from the process and maintain Risk Management as the recipient of all application forms. Bedridden definition expanded to include the attendance at physician appointments and the receipt of necessary medical treatment related to their catastrophic illness.

**RULE & REGULATION 2.23 – DISCIPLINARY PROCESS POLICY**

Language modified to highlight existing language and remove outdated documentation tools.

**RULE & REGULATION 2.25 – GUIDELINES FOR INTERNAL PANELS, WRITTEN REPRIMAND DISCIPLINARY HEARING**

Inaccurate citation corrected, along with language modifications and corrections to gender specific references and pronouns.

**RULE & REGULATION 2.26 – CONFLICT/DISPUTE RESOLUTION PROCESS/FLOW CHART**

Chart modification only. The amount of time that a supervisor can meet with an employee that brings forth a conflict is expanded from seven (7) calendar days to ten (10) working days from notification to discuss, resolve or advance an issue. All notifications shall be sent to the Union Grievance Committee.

**RULE & REGULATION 2.28 – VEHICLE OPERATION – BACKING GUIDELINE AND VERTICAL CLEARANCE**

Backing guides are not required to be positioned prior to reverse operation of an apparatus in situations of single driver vehicles where there is no possibility to have a backer.

**RULE & REGULATION 2.31 – DRIVER'S LICENSE INSPECTION**

The Battalion Chief or appropriate supervisor is responsible for ensuring that all inspections are completed quarterly and that all personnel have proper credentials.

**RULE & REGULATION 2.33 – TECHNICAL RESCUE TEAM TRAINING (TRT)/EQUIPMENT GUIDELINES**

Language modified to reflect current certification and training practices. All Technical Rescue Technicians (TRT) shall be trained to the Technician level of expertise in all disciplines of Technical Rescue as defined in the collective bargaining agreement, with the exception of confined space entry in Laughlin. Monthly training shall be coordinated by the Technical Rescue Committee with the assistance of the training division, as needed.