

Summary of Changes
Teamsters Local 14/City of North Las Vegas
Tentative Agreement on Three-year Non-Supervisory, Supervisor and
Administrative Agreements
July 1, 2023 through June 30, 2026
Ratification Meeting Wednesday, August 23, 2023

ARTICLE 1: RECOGNITION AND EMPLOYEE CLASSIFICATION

Section 1: Union Bargaining Agent

Pursuant to the provisions of the Local Government Employee-Management Relations Act (NRS 288 inclusive) the CITY OF NORTH LAS VEGAS, NEVADA, a local government employer (hereinafter referred to as the "CITY"), recognizes the GENERAL SALES DRIVERS, DELIVERY DRIVERS, AND REPRESENTING THE PUBLIC SECTOR, LOCAL NO. 14, affiliated with the International Brotherhood of Teamsters, AFL-CIO (hereinafter referred to as the "UNION") as the Bargaining Agent for eligible employees as hereinafter defined for the purpose of representation and collective bargaining. The UNION makes this Agreement in the capacity of the Bargaining Agent for the CITY's employees in the hereinafter described Bargaining Unit classified as Non-supervisor. (in Supervisor and Administrative Agreements as well) The City recognizes the Union as the exclusive bargaining agent for regular employee classifications, excluding managerial employees, confidential employees as defined in NRS 288.420 and executive administrative support reporting to Department Heads in the following City Departments: Code Enforcement Division, Community Correctional Center, Fire, Land Development & Community Services, Library, Municipal Court, Community Services and Engagement, except the US Veteran related position(s), Neighborhood Services, Parks and Recreation (Leisure Services), Parking Enforcement, Police, Public Works and Utilities. The represented classifications on the effective date of this Agreement are listed in Exhibit A and Exhibit A will be updated and posted on Citynet throughout the term of this Agreement. ~~and employees and classifications in the bargaining unit as defined in Exhibit A. Exhibit A shall be subject to change based on mutual written agreement by the Secretary Treasurer of Teamsters Local 14 or designee and the City Manager or designee. A current copy of Exhibit A will be posted on Citynet.~~

ARTICLE 2 : MANAGEMENT RIGHTS AND EMPLOYEE DISCIPLINE

- D. Investigations** – All employees shall be entitled to an investigation conducted by the City before a disciplinary hearing is scheduled. The investigation will be performed by the respective department and shall be supervised by the Human Resources Director or designee, ~~when appropriate, or the investigation will be conducted by Human Resources.~~ In the Police Department, Internal Affairs will not perform Teamster investigations except in criminal matters. Supervisors in the Police Department employee's chain of command may perform investigations.



The investigation will be conducted within twenty-one (21) calendar days of the event, or when the City should have gained reasonable knowledge of the event, which may lead to a disciplinary hearing. In reported cases of discrimination or harassment, the investigation will be conducted within twenty-one (21) calendar days of the employee reporting the alleged event(s) or when Human Resources should have gained reasonable knowledge of the event(s). Should the need arise, and the Human Resources Department requests such in writing, the Union will grant an extension of time for the Human Resources Department to conduct additional research.

~~When the City begins an investigation, led by the Human Resources Department, the City will notify the employee and the Union in writing, within three (3) calendar days of commencement of the investigation with the date of the incident and The notice will include the specific alleged allegations policy violations being investigated, and the date and time of the investigatory interview. After notifying the employee, the City and employee will arrange a date and time for the initial interview. Investigative interviews may be conducted by the employee's supervisor and will be supervised by the Human Resources Department. The employee and/or their may elect to include their Union representative in the investigatory interview. The Union representative may participate in the investigative interview. Investigatory interviews may be voice recorded. Should the need arise, and the Human Resources Department requests such in writing, the Union will grant an extension of time for the Human Resources Department to conduct additional research.~~

When a Human Resources led investigation determines that an investigatory interview with a specific employee is necessary, the employee and the Union will be provided written notice of the investigatory meeting that includes the alleged policy violations being investigated and the date and time of the investigatory interview. The initial investigatory meeting will be conducted within four (4) working days, unless the parties mutually agree to an alternative. If a non-subject employee is interviewed during this investigation and they request the presence of union representation for that meeting, the City will extend that courtesy to the employee. Investigatory interviews may be voice recorded.

E. Hearing - Prior to imposing discipline which involves demotion, suspension and/or permanent separation, the employee shall be entitled to a hearing conducted by the Human Resources Department in accordance with the following:

1. Except when an extension is requested, the hearing will be noticed within twenty-one (21) calendar days of the event, or when the City should have gained reasonable knowledge of the event that may lead to a disciplinary hearing. Should the need arise, the Union will grant an extension of time for the Human Resources Department to conduct a hearing. If no extension of time is requested and the City fails to proceed to a hearing in a time frame outlined above, then no formal disciplinary action may be taken against the employee.



2. Employee and Union shall receive written notice of the hearing ~~and the charges with reasonably sufficient detail and supporting documentation~~ no less than seven (7) calendar days prior to the hearing. ~~The notice of hearing will include the specific allegations, specific policy violations, a summary of reasonably sufficient detail and all supporting documentation.~~ Should the need arise, the City will grant the Union time to do additional research.

ARTICLE 7: JOB CLASSIFICATIONS AND PROMOTION PROCESS

Section 1: Definition of "Designated Job Classification"

- B. Should the Union wish to bargain over the proposed wage rates for newly established positions, and wage rates and/or job content to existing classifications, it shall so advise the City within fourteen (14) calendar days of receipt of the final draft of the proposed wage rates or modifications and the parties shall schedule bargaining. If agreement is not reached relative to proposed modifications to existing job classifications or wage rate ~~within thirty (30) days after the beginning of negotiations to resolve difference between the parties, the City may post and fill the position based on its last offer of settlement. the parties may utilize their rights and remedies under NRS 288.190, 288.200 and this contract.~~ The parties would immediately proceed to an expedited arbitration by selecting an arbitrator consistent with Article 6 Section 2 (A), and without a hearing, submit written briefs to the arbitrator no later than thirty (30) calendar days from the arbitrator's acceptance of the assignment. The arbitrator will provide a written decision no later than forty-five (45) calendar days from receipt of the briefs. The cost of the arbitrator will be split equally between the parties. Should the arbitrator rule that a higher hourly wage rate is justified, that rate would be applied retroactively to the date the City implemented its last offer.
- ~~C. Within six (6) months of ratification of this Collective Bargaining Agreement, the City, in coordination with the union, will begin to evaluate Teamsters classifications for the purpose of ensuring the accuracy of each positions essential functions and examination of competitive compensation levels, and make recommendations to the City Manager.~~

Section 3: Posting and Bidding

If the City determines to fill a job within the bargaining unit, or Human Resources opens recruitment for a position, the City will send an email to employees identifying such position(s), and identify the position(s) as internal only, external only, or both internal/external. Posting will occur prior to 12:00 p.m. Monday through Thursday and shall remain open for two (2) weeks, expiring at 6:00 p.m. fourteen days later. Subject to the provisions of Section 2, any employee may submit a request for ~~transfer or~~ bid for the job by completing an application within the City's on-line Applicant Tracking System (ATS). The City shall not be required to post a notice of vacancy for a designated job classification more than once every one hundred ~~twenty (120)~~



eighty (180) days from date of posting unless the previous posting eligibility list of internal candidates has been exhausted. In this case, the City will complete an internal posting prior to considering external candidates. Any Internal eligibility list established from a competitive bid process bid submitted within a posting period shall remain valid for one hundred ~~twenty (20)~~ eighty (180) days. ~~from date of the last selection process exam completed.~~ The City will inform the Union the effective date of the eligibility list via an email to the Chief Shop Steward. ~~the bid was submitted.~~

Section 6: Selection

At the conclusion of any examination process, an eligibility list will be created consisting of the names of persons successfully passing the examination process, arranged in rank order according to final ratings received, from the highest passing score to the lowest. City seniority will determine ranking if identical scores are achieved. The union shall be provided a copy of the eligibility list, and persons on the list shall be notified of their rank on the list.

From among employees who successfully pass all qualification assessments, and who are on the eligibility list, the City will award the job to a qualified employee pursuant to the order of filling vacancies as per Section 2. City seniority will determine ranking if identical scores are achieved.

Employees on an active eligibility list for classifications in multiple departments may be subject to an additional interview with the hiring authority from a specific department prior to a potential offer for the position. Employees will remain on the eligibility list until the list expires or the list is exhausted.

A. Return to Former Position Upon Removal From Non-Represented Position

1. A former Teamster-represented Employee terminated for cause shall have no right of return to their former position.
2. A former Teamster-represented Employee who is removed from a non-represented position for reasons other than cause will be considered for vacancies in a CNLV/Teamsters Local 14 Agreement that they are qualified to perform. ~~shall be returned to their former position in the Teamsters bargaining unit.~~ Seniority and benefit accruals will be managed in accordance with A (3) above. However, such an Employee retains no rights under Article 8 Section 5 of this Agreement until they have accepted a position within this bargaining unit and satisfied the required probationary or qualifying period.

ARTICLE 8: SENIORITY

- E. Recall from Layoff Process:** All employees who have been subject to an involuntary layoff will be placed on a Recall from Layoff Eligibility List for all Teamsters' represented classifications within the City. Employees will remain on the Recall from Layoff Eligibility List for a period of ~~twenty-four (24)~~ thirty-six (36) months.



1. The Recall from Layoff Eligibility List will have precedence over all other Eligibility Lists.
2. Laid off employees on Recall from Layoff Eligibility Lists will be considered eligible for in-house recruitment within the City for a period of ~~twenty-four (24)~~ **thirty-six (36)** months. Such employees will be recalled in the reverse order of layoff.

ARTICLE 9: WAGES

Section 1: Employee Compensation

Administrative Agreement Only: B. Overtime or Additional Straight Time Pay – Exempt employees are not subject to overtime compensation or additional straight-time compensation for any hours worked beyond their regular day or work week.

D. Base Wage Increase - Annual base salaries shall increase in accordance with the following schedule:

- ~~1. On the pay period that includes July 1, 2021, all employees shall be paid a two and three-quarter percent (2.75%) increase to salary schedules.~~
- ~~2. On the pay period that includes July 1, 2022, salary schedules will be adjusted in accordance with the Consumer Price Index as published by the Bureau of Labor Statistics (average percentage increase to all items in West class size B/C, all urban consumers, not seasonally adjusted, Series ID CUURN400SAO, from the immediately preceding completed full calendar year). The salary adjustment will not exceed 3.00%, nor be less than 2.00%. For example, if the percentage increase per the CPI index is 1.50%, the salary schedules will be increased by 2.00%. If the percentage increase per the CPI index is 3.50%, the salary schedules will be increased by 3.00%. Subject to provisions of NRS 288.~~
- ~~3. On the pay period that includes July 1, 2023, salary schedules will be adjusted in accordance with the Consumer Price Index as published by the Bureau of Labor Statistics (average percentage increase to all items in West class size B/C, all urban consumers, not seasonally adjusted, Series ID CUURN400SAO, from the immediately preceding completed full calendar year). The salary adjustment will not exceed 3.00%, nor be less than 2.00%. For example, if the percentage increase per the CPI index is 1.50%, the salary schedules will be increased by 2.00%. If the percentage increase per the CPI index is 3.50%, the salary schedules will be increased by 3.00%. Subject to provisions of NRS 288.~~
- ~~4. Within two pay periods following ratification, all active employees will be paid a one-time lump sum distribution of \$2,500.~~



5. Effective the pay period that includes July 1, 2024, all salary schedules will be adjusted in accordance with the Consumer Price Index as published by the Bureau of Labor Statistics (average percentage increase to all items in West-class size B/C, all urban consumers, not seasonally adjusted, Series ID CUURN400SAO, from the immediately preceding completed full calendar year). The adjusted percentage in salary schedules shall be a minimum of 2% and a maximum of 3% except as follows: 1) If the percentage increase in the CPI index is equal to or greater than 5%, then the salary schedules shall be increased by 4.5%; or 2) If the percentage increase in the CPI index is equal to or less than 0%, then the salary schedules shall be increased by 1%. Subject to provisions of NRS 288.
6. Effective the pay period that includes July 1, 2025, all salary schedules will be adjusted in accordance with the Consumer Price Index as published by the Bureau of Labor Statistics (average percentage increase to all items in West-class size B/C, all urban consumers, not seasonally adjusted, Series ID CUURN400SAO, from the immediately preceding completed full calendar year). The adjusted percentage in salary schedules shall be a minimum of 2% and a maximum of 3% except as follows: 1) If the percentage increase in the CPI index is equal to or greater than 5%, then the salary schedules shall be increased by 4.5%; or 2) If the percentage increase in the CPI index is equal to or less than 0%, then the salary schedules shall be increased by 1%. Subject to provisions of NRS 288.
7. Within the first pay period following ratification of this agreement, all active employees will be paid a one-time lump sum distribution of one thousand two hundred dollars (\$1,200).
8. Active employees at the ninth (9th) step of the wage schedule during or before the pay period that includes July 1, 2023, will be paid a one-time lump sum of one thousand one hundred dollars (\$1,100.00) within the second pay period following ratification of this agreement. In the pay period that includes July 1, 2024, all active employees that are at the ninth (9th) step of the wage schedule will be paid a one-time lump sum of one thousand one hundred dollars (\$1,100.00). In the pay period that includes July 1, 2025, all active employees in the eighth (8th) step will receive a one-time lump-sum payment of one thousand one hundred dollars (\$1,100.00).

Section 2: Wage Schedule

The wage schedule is included in this Agreement as Exhibit B.

~~Following ratification of this Collective Bargaining Agreement, all employees in Step Twelve (12) will receive an additional 3% base wage increase.~~



~~No later than two pay periods following ratification of this agreement, an eleven (11) step pay, time in grade, wage schedule will be implemented by deleting step 1 of the current 12 step wage scale and renumbering steps 2-12 as steps 1-11. Incumbent employees will be moved into the wage schedule at the beginning of that pay period. The new wage schedule will be approved by both parties and published on CityNet no later than two pay periods following ratification.~~

~~On the pay period that includes July 1, 2022, a ten (10) step pay, time in grade, wage schedule will be implemented by deleting step 1 of the current 11 step wage scale and renumbering steps 1-11 as steps 1-10. Incumbent employees will be moved into the wage schedule at the beginning of that pay period. The new wage schedule will be approved by both parties and published on CityNet no later than May 1, 2022.~~

~~On the pay period that includes July 1, 2023, a nine (9) step pay, time in grade, wage schedule will be implemented by deleting step 1 of the current 10 step wage scale and renumbering steps 1-10 as steps 1-9. Incumbent employees will be moved into the wage schedule at the beginning of that pay period. The new wage schedule will be approved by both parties and published on CityNet no later than May 1, 2023.~~

~~Within the first pay period following ratification of this agreement,~~ Effective at the beginning of the second pay period of July 2023, all employees shall be paid a three percent (3%) increase to salary schedules. The new wage schedule will be approved by both parties and published on CityNet no later than two pay periods following ratification.

On the pay period that includes July 1, 2025, an eight (8) step pay, time in grade, wage schedule will be implemented by moving employees at Step 1 of the wage schedule to Step 2 and those employees establish a new Step Increase Anniversary Date at the beginning of that pay period. All new hires on or after the beginning of the pay period that includes July 1, 2025 will be hired at Step 2 and establish their Step Increase Anniversary Date per Article 9 Section 2 (A) (1). Incumbent employees will continue to move through the wage schedule consistent with Article 9 Section 2 (A). The new wage schedule will be approved by both parties and published on CityNet no later than May 1, 2025.

A. Administration of the Wage Schedule(s) - The administration of the wage schedule(s) will be as follows:

- 3. Promotional or Reclassification Increase** – ~~Effective Jan 1, 2023,~~ Effective July 1, 2023, ~~An an E~~employee promoted or reclassified per 2 above, will be placed at the Step in the wage schedule that provides a minimum of a ~~five percent (5%)~~ eight percent (8) base pay increase or to the first (1st) Step in the wage schedule, whichever is higher, and remain at that wage until their next Promotional or Reclassification step increase anniversary date one year later. This will apply with each promotion or reclassification regardless of when the last promotion or reclassification occurred.



Section 5: Recuperation Time

An employee required to work call out or scheduled overtime within the nine (9) hour period immediately preceding the employee's regular scheduled starting time shall be entitled to be paid time off from their regular shift as a recuperation period. Such time shall be equal to the ~~time~~ overtime worked ~~on the call out~~ during the nine (9) hour time frame defined above and shall be paid at the employee's straight time hourly rate. ~~Overtime worked prior to this timeframe is not eligible for recuperation time.~~ However, this section is not applicable to call out or scheduled overtime which commences within the three (3) hour period immediately preceding the employee's regular start time.

- A. The employee may choose to take recuperation time before beginning their shift or at the end of their normal shift after obtaining approval from their supervisor or manager.

Section 6: Standby Pay

Employees required by their supervisor to stand by shall be compensated as follows:

- A. ~~Two dollars (\$2.00)~~ Three dollars (\$3.00) per hour for standby time during the regular scheduled workweek; defined as the end of their normal shift to the beginning of their next shift and for all hours on stand-by on their regular days off, and seventy-two dollars (\$72.00) per day for stand-by on scheduled days off. Employees on standby shall keep their supervisor or the Police Department notified of their location for emergency call back purposes. For an employee to receive standby pay, they must be able to respond to the job location within one (1) hour and must use a City vehicle, if provided, for the response.
- ~~B. Forty-eight dollars (\$48.00) Seventy-two dollars (\$72.00) per day for standby time on scheduled days off. Employees on standby shall keep their supervisor or the Police Department notified of their location for emergency call back purposes. For an employee to receive standby pay, they must be able to respond to the job location within one (1) hour and must use a City vehicle, if provided, for the response.~~
- B. ~~An~~ Call-out overtime while on stand-by suspends standby payments for the duration of the overtime assignment.

Section 7: Shift and Relief Differential

Employees assigned to swing shift shall receive a shift differential added to base pay of:

- D. Bid Relief Assignments: Any employee assigned as a relief person who is continually being moved from their assigned shifts to cover for others shall receive a shift differential of ~~one two~~ dollars ~~(\$1.00)~~ (\$2.00) per hour throughout the assignment as a relief person in addition to the shift differential of the assigned shift, if applicable.

Section 11: Uniforms, Bonds, and Fees



A. Provision and Maintenance of Uniforms - Employees required to wear uniforms shall have four of the assigned uniforms provided to them by the City, with annual replacement of items as needed. The City shall be responsible for costs incurred for replacement uniforms as the result of weight gain/loss one time per year, after which the employee shall be responsible for same. Uniform maintenance shall be the responsibility of the employee except the City will provide a laundry service to employees for their uniform shirts and pants. Employees will be responsible for laundering their jacket, liner or any other item of special clothing purchased and supplied by the City.

1. On January 1st of each calendar year, for employees in a covered classification as outlined in paragraph A (3), the City will provide an annual stipend of seven hundred and fifty dollars (\$750.00) in lieu of City-provided laundry services for uniform shirts and pants, for the next 12 months. Employees hired on or after July 1st to June 30th of the previous calendar year will also receive a prorated stipend of sixty-two dollars and fifty cents (\$62.50) for each month they were employed in a covered classification.
2. On July 1st of each calendar year, Employees hired on or after January 1st of that year will receive a prorated stipend of sixty-two dollars and fifty cents (\$62.50) for each month they were employed in a covered classification, plus an additional three hundred and seventy-five dollars (\$375.00) to cover the remainder of the calendar year.
3. The following classifications are covered by this provision: Animal Protection Officer (Police Department); Civilian Community Service Officer (Police Department); Parking Enforcement (Community Service and Engagement); and Code Enforcement Officer and Graffiti Removal Technician (Land Development and Community Services). Additional classification may be provided the laundry stipend upon mutual agreement of the parties.

ARTICLE 10: HOURS OF WORK

Section 4: Annual Shift/Schedule Bid

Shifts/Schedules available for bid shall be posted a minimum of fourteen (14) calendar days prior to the beginning of the bid selection. The annual shift/schedules shall be posted (hard copy and/or electronically) in a conspicuous location in the workplace, and bids shall start on the first business day on or after December 1st, ~~Monday of October~~ and be completed within twenty-one (21) calendar days. Starting with seniority based on date of hire, the shift/schedule bid shall progress to the least senior person. Each selection shall be made during the employee's shift, when contacted by the supervisor, unless the employee is not on shift when their turn comes to bid due to scheduled days off. Employees whose bid is expected to come up on their regular scheduled days off can either provide a contact phone number to make their bid by phone or leave their shift bid preferences with a supervisor who will make their bid selection, in order of preference. In the event the employee is on sick, holiday or annual leave at the time of the annual



shift bid, the employee will make prior arrangements with their supervisor to make their bid. The new shift/schedule will be implemented at the beginning of the first pay period in February. If annual shift/schedule bidding has been completed and a vacancy occurs, the process will be bid, bid, appoint.

Once an employee has made their shift bid and it is awarded, it cannot be changed during that bidding process.

Section 5: Rest and Meal Periods

- A. Meal Period** - An unpaid meal period of at least thirty (30) minutes but not to exceed one (1) hour, shall be granted to each employee, normally between the end of the third hour and the end of the sixth hour of the employee's shift. Deviations may occur through mutual agreement between the employee(s) and supervision. Should overtime occur, a thirty (30) minute meal period shall be allowed on City time, no later than two (2) hours following the end of regular shift providing the employee has worked a minimum of two (2) hours overtime following a regularly scheduled work shift. **Should the overtime assignment end at two (2) hours following the end of the shift, the Employee may be released and paid an additional thirty (30) minutes at the applicable overtime rate.** For field crews ~~and in the Detention Center~~, an additional ten (10) minutes will be allowed for travel to and from the work site making a total of forty (40) minutes or one (1) hour ten (10) minutes.

Those employees required to and who report to work preceding the regular work shift shall be granted an additional rest break, provided that the employee has worked a minimum of two (2) hours prior to their regular shift from the time of call in. **This rest break will occur at the beginning of the Employee's regular shift.**

Administrative Agreement Only

Section 5: Rest and Meal Periods

- A. Meal Period** - An unpaid meal period of at least thirty (30) minutes but not to exceed one (1) hour, shall be granted to each employee, normally between the end of the third hour and the end of the sixth hour of the employee's shift. Deviations may occur through mutual agreement between the employee(s) and supervision. ~~Should overtime occur, a thirty (30) minute meal period shall be allowed on City time, no later than two (2) hours following the end of regular shift providing the employee has worked a minimum of two (2) hours overtime following a regularly scheduled work shift. For field crews and in the Detention Center, an additional ten (10) minutes will be allowed for travel to and from the work site making a total of forty (40) minutes or one (1) hour ten (10) minutes.~~

Those employees required to and who report to work preceding the regular work shift shall be granted an additional rest break, provided that the employee has worked a minimum of two (2) hours prior to their regular shift from the time of call in.



ARTICLE 11: LEAVE TIME

There shall be no leave time accrual for employees on a no pay status except in compliance with State or Federal statutes.

Section 1: Holidays

The holiday is defined as from 12:01 AM through Midnight on the day the holiday is observed. The following ~~twelve (12)~~ **thirteen (13)** days are declared to be holidays:

January 1 (New Year's Day)
Third Monday in January (Martin Luther King's Birthday)
Third Monday in February (Presidents' Day)
Last Monday in May (Memorial Day)
June 19 (Juneteenth)
July 4 (Independence Day)
First Monday in September (Labor Day)
Last Friday in October (Nevada Day)
November 11 (Veterans Day)
Fourth Thursday in November (Thanksgiving Day)
Friday following fourth Thursday in November (Family Day)
December 24 (Christmas Eve)
December 25 (Christmas Day)

B. Observed Legal Holidays - If January 1, **June 19**, July 4, November 11, December 24, or December 25 falls on a:

- ▶ Sunday, the Monday following must be observed as a legal holiday
- ▶ Saturday, the Friday preceding must be observed as a legal holiday

For calendar year ~~2021~~ **2023** only: The Christmas Eve and Christmas Day holidays shall be observed on ~~Friday, December 24, 2021~~ **December 24, 2023** and ~~Saturday, December 25, 2021~~ **Monday, December 25, 2023**.

G. Holiday on a Normal Day Off - If a holiday falls on an employee's normal day off, the holiday **hours will be placed in the employee's holiday bank.** ~~will be "banked" for future time off with pay and/or pay out at separation.~~ Effective July 1, 2024, ~~B~~banked holiday hours carryover from year to year and employees will accumulate banked holidays up to a maximum of **one hundred and eighty (180) hours.** ~~three hundred and sixty (360) hours.~~ Hours above **the one hundred and eighty (180) hour** ~~360-hour~~ limit will be **forfeited** ~~lost annually~~ at the end of the pay period that includes July 1. Employees schedule paid time off using banked holidays as they would annual leave.

1. **In the 1st paycheck in February 2024, all hours above 180 will be paid to employees at their current total hourly rate. The City agrees to facilitate employee**



changes to their 457 Plan deductions for this pay check. Up to one hundred and eighty (180) hours ~~three hundred and sixty (360) hours~~ of banked holiday hours are paid out at the end of the Employee's career. If an employee is subject to an involuntary layoff or if there is a pre-retirement death, all accumulated banked holiday hours will be paid to the employee or the employee's beneficiary(s) at their then current rate of pay.

2. Beginning in 2024, employees may elect to be paid for up to 180 accumulated banked holiday hours, for payment on the first check of December. Payment elections must be submitted between November 1 through November 7.

Section 2: Floating Holiday

In addition to the holidays listed in Section 1 above, at the beginning of the pay period that follows the pay period that includes July 1st, each employee shall receive one (1) holiday as a floating, non-accruable holiday. Employees will be paid for all Floating Holiday hours that exceeds 9 hours on the second paycheck in August. ~~which must be taken prior to the end of the pay period that includes July 1st of the subsequent year.~~ The floating holiday may be used as a vacation day, birthday, or religious holiday, but may not be used in lieu of another holiday or leave to pyramid time. "Pyramid" time is defined as claiming more than one holiday pay designation for the same day (e.g., floating holiday and annual leave on the same day). With two weeks' prior notice, the employee shall designate and request the date to be recognized as their floating holiday and it shall be granted. If the employee does not give two weeks' prior notice of the date to be recognized as a floating holiday, it will be granted as available.

A. Employees who are hired after the beginning of the fiscal year and prior to January 1st will receive a floating holiday to be used in the 2nd half of the fiscal year. Those hired after January 1st and before the end of the fiscal year receive a floating holiday at the beginning of the next fiscal year.

Section 3: Annual Leave

D. Scheduling-Selection Period – Beginning as soon as shift bids are completed and no later than the 1st business day in January and will last twenty-one (21) calendar days, ~~Monday in November through December 15th~~, where employees will present their requested leave dates from the 1st pay period of February through the end of the last pay period of January of the following year. Employees may schedule leave time in increments of one (1) or more weeks not to exceed one year's accrual. Scheduling shall be conducted in "rounds" beginning with the most senior employee in a select group. For example, in round one (1) the employee with the highest City seniority (with twenty-one (21) years of service who accrues five (5) weeks annual leave, chooses one (1) week of leave. Round one (1) will then progress by City seniority through the select group to the employee with the lowest City seniority. For round two (2), the process will repeat along with subsequent rounds until all employees have completed or waived their rounds. Selected leave will be posted or made available to employees to help identify what dates are available to be selected. Should an employee split annual leave time, subsequent



"picks" of one or more weeks shall come after "first pick" selections are made. Annual leave may be scheduled during this timeframe even if the employee's accrued hours at the time are insufficient to cover the requested annual leave. It is understood that employees must have accrued annual leave hours at the time the leave is taken.

ARTICLE 12: EMPLOYEE BENEFITS

Section 3: City's and Employee Contribution to the Fund

The City's and Employee monthly contribution to the Fund is as follows:

Effective Date	Upon Approval	7/1/22	7/1/23
City Contribution	\$950.00	\$1,000	\$1,050.00

Effective Date	7/1/2023	7/1/24	7/1/25
City Contribution	\$1,050.00	\$1,100	\$1,150.00

~~The nine-hundred-fifty dollars (\$950.00) monthly contribution will begin the month after City Council approval of this Agreement.~~

Should the City expand the employee group that receive benefits from the Fund, and the monthly contribution for the newly covered employees exceeds the monthly amount defined above, the City agrees to negotiate a composite contribution schedule for the entire group of employees.

- A. The City agrees to make the monthly contribution to the Fund for all employees covered by this Agreement; however, for Teamsters represented employees who are married to another Teamsters represented employee, the City will make a contribution for one employee.
- B. Should the City's contribution be insufficient in the operation of the Fund, employee contributions may be deducted from their paycheck and all employees would be required to make that contribution on a pre-tax basis per Section 125 of the IRS code.
- C. Employees are eligible to participate in all Section 125 benefits provided by the City.
- D. The City agrees to make the monthly contribution to the Fund while employees are in a paid leave status and for the 1st thirty (30) days of an unpaid leave of absence **and/or for the duration of leave covered by the Family Medical Leave Act.**

North Las Vegas PD and CCC Addendum:

This addendum contains terms and conditions specific to Teamsters Local 14 represented employees in ~~the supervisory~~ positions within the North Las Vegas Police Department **and**



Community Corrections Center (“PD/CCC”). All contract language that is not explicitly modified in this addendum remains intact and valid for such employees.

Article 1 Section 4 A: New Hire Employees - All new hires shall be subject to a probationary period of one (1) year. Dispatchers, and CSA classifications will be subject to a probationary period of Eighteen (18) Months. Records Assistant Specialist and Call Taker classifications will be subject to a probationary period of Fifteen (15) Months. The discipline or discharge of a probationary employee shall not be deemed a breach of the collective bargaining agreement or subject to the grievance or arbitration procedure.

Article 2 Section 3 C: Investigations - Internal Affairs will only perform Teamster investigations, in excessive or deadly force incidents. The Detective Bureau will perform investigations in criminal matters. However, supervisors in the PD/CCC not assigned to Internal Affairs may perform investigations in matters that do not rise to the level of a disciplinary hearing. Should the need arise, the Union will grant an extension of time for the Human Resources Department/Internal Affairs to conduct additional research. If no extension of time is requested and the City fails to proceed to a hearing in a time frame outlined above, then no formal disciplinary action may be taken against the employee.

Article 2 Section 3 C in the main Agreement also applies.

Article 3 Section 3: Union Visitation -The Secretary-Treasurer, Business Agent or Chief Shop Steward of the Union as representatives of the Union may be given authority to enter the premises of the Police. Department during any shift for the purpose of investigating working conditions of employees covered by this Agreement, to assist in the settlement of grievances arising under this Agreement and to post informational or e-mail notices relative to Union activities. The Secretary-Treasurer, Business Agent or Chief Shop Steward will notify the Chief of Police or designee, prior to entering any secured premises. It is agreed that the Union representative shall conduct themselves so as not to interfere with efficient operations of the Department.

Article 4 Section 2: Employee Rights - Unless otherwise prohibited by federal or Nevada law, employees shall not be required to:

1. Enter upon any property involved in a lawful primary labor dispute under circumstances where entrance to such property will necessitate crossing of a lawfully constituted picket line sanctioned by the Union, unless necessary to provide emergency or essential police services or,
2. Work in riots or civil disorders, unless necessary to provide emergency or essential services in a declared emergency. Police or equivalent protection shall be afforded if an unreasonable risk of injury is present

Article 7 Section 5: Qualifications/Testing - Any internal employee of the City that fills a vacancy in the PD/CCC under the provisions of this section will be required to successfully complete the required background investigation prior to filling the vacancy.



Internal candidates for Police Communications Dispatcher vacancies must complete nine (9) hours of observation with a Dispatcher prior to moving forward to the interview process. Such candidates will be released from the regular assignment without loss of pay to satisfy this requirement.

Article 8 Section 1: Seniority List - No later than the first (1) Monday of September, the City shall post in all departments and provide the Union Secretary-Treasurer and Shop Stewards a current seniority list indicating City seniority and Classification seniority of the employees covered by this Agreement. Failure to protest employee's seniority date shown on the seniority list within fourteen (14) calendar days shall be considered confirmation of employee's seniority as listed. Seniority shall be applicable only as expressly provided in this Agreement.

Article 8 Section 2: Classification Seniority Computation - Classification seniority shall be computed as follows:

- A. Classification seniority is continuous service, not broken by dismissal, resignation, transfer or promotion to another classification, commencing from the date of hire into the specific classification. Classification seniority shall apply in shift bid and lunch time selection; City Seniority shall apply in all other matters of choice, such as, but not limited to vacation.
- B. If two (2) or more persons are hired into the same classification and/or full-time status by the Police Department or CCC on the same date, the assigned P# will determine the seniority ranking.

Article 8 Section 3: Scheduling Leave - City seniority shall prevail in scheduling annual, floating holiday, and holiday leave subject to staffing availability, as determined by the Chief of Police or designee or Community Corrections Center Director, CCC or designee. The parties acknowledge the challenging staffing levels within particular civilian classifications and will work collectively to proactively communicate required staffing levels and the associated availability for contractual time off.

Article 8 Section 5: Reduction in Force and Layoff Protocols - Any employee who is returning to a former classification or returning from layoff from the PD/CCC after thirty (30) calendar days or longer will be required to successfully update the required background investigation, prior to being recalled.

Article 8 Section 8: Work Out of Designated Classification

An employee required by their Department Director or supervisor to temporarily assume the responsibilities of an established position of higher designated classification shall be compensated as follows:

- 1. The employee shall receive a premium of five percent (5%) of their regular hourly rate for the time worked outside their designated classification. The employee shall receive a premium of five percent (5%) of their regular hourly rate for out-of-class



supervisory/managerial assignments. Employees in the Communication Dispatcher, Call Taker and Records Specialist and Law Enforcement Support Specialist classifications training new or promoted employees as directed by their supervisor for structured training curriculums lasting one (1) week or more will receive an eight percent (8%) premium while training. Working out of classification will be limited to ninety (90) days, with the exception of training curriculums that exceed ninety (90) days. The parties agree to meet and confer to discuss any situation that may warrant an extension of that time frame.

Article 9 Section 6: Standby Pay

Employees in the Crime Scene Analyst Classifications and Animal Protection Officers will receive one (1) hour of stand-by pay each day during their scheduled lunch breaks.

Article 10 Section 1: Purpose of Article -The sole purpose of this Article is to provide a basis for the computation of straight-time, overtime, and other premium wages.

C. Workday - The workday is a period of twenty-four (24) consecutive hours beginning with the start of the shift and ending twenty-four (24) hours later.

1. Employees who work shifts that cross midnight during their shift will record their hours, both regular, overtime and holiday worked premium pay if applicable, on the day in which fifty-one percent (51 %) of their regular hours fall.

Article 10 Section 2: Identification of Shifts and Schedules Section - In the PD/CCC, schedules and shifts may be adjusted for Swing and Graveyard shift employees for both mandatory and voluntary training opportunities. Employees will be provided two weeks' notice for mandatory training. Employees approved for voluntary training opportunities will be given the same two weeks' notice unless it is not possible because the request for training is less than two weeks from the beginning of the training. Employees may be released from their shift with pay to enable adequate rest before training. Shift and schedule adjustments for training will not create an overtime liability under Article 9 Section 3 and employees will be provided a minimum of eight (8) hours off between shifts.

Article 10 Section 4: Annual Shift/Schedule Bid - Shifts available for bid shall be posted a minimum of fourteen (14) calendar days prior to the beginning of the bid selection. The annual shift bids shall start on the first business day on or after December 1st, ~~Monday of October~~ and will be completed within twenty-one (21) calendar days. Starting with seniority based on classification, the shift bid shall progress to the least senior person. Each selection shall be made during the employee's shift, when contacted by the supervisor, unless the employee is not on shift when their turn comes to bid due to scheduled days off. Employees whose bid is expected to come up on their regular scheduled days off can either provide a contact phone number to make their bid by phone or leave their shift bid preferences with a supervisor who will make their bid selection, in order of preference. In the event the employee is on sick, holiday or annual leave at the time of the annual shift bid, the employee will make prior arrangements with their supervisor to make their bid. The new shift schedule will be implemented at the beginning of the first pay



period in February. If annual shift bidding has been completed and a shift vacancy occurs or is created, the process will be bid, bid, appoint.

Once an employee has made their shift bid and it is awarded, it cannot be changed during that bidding process.

Article 10 Section 5 A: Meal Period - An unpaid meal period of at least thirty (30) minutes but not to exceed one (1) hour, shall be provided to each employee and scheduled by the employee's supervisor. Supervisors will make good faith attempt to schedule the lunch period at a time that is agreeable with the employee. If two employees wish to have the same lunch time and staffing does not allow for that, classification seniority shall prevail. Should overtime occur, a thirty (30) minute meal period shall be allowed on City time, no later than ~~two (2)~~ three (3) hours following the end of regular shift providing the employee has worked a minimum of ~~two (2)~~ three (3) hours overtime following a regularly scheduled work shift, [or at the beginning of the employee's regular work hours if the overtime was worked for at least three hours prior to their regular shift.](#)

If an employee is required to work through their lunch period, a lunch period will be provided later in the shift or the employee shall be compensated for that time at [the](#) appropriate overtime rate of pay.

If an employee is required to work through their lunch, every effort will be made to allow the employee to eat at their designated work area due to having to remain at their workstation.

Those employees required to and who report to work preceding the regular work shift shall be granted an additional rest break, provided that the employee has worked a minimum of two (2) hours prior to their regular shift from the time of call in.

Article 11 Section 2: Floating Holiday - In addition to the holidays listed in Section 1 above, at the beginning of the pay period that follows the pay period that includes July 1st, each employee shall receive one (1) holiday as a floating, non-accruable holiday which must be taken prior to the end of the pay period that includes July 1st of the following year. The floating holiday may be used as a vacation day, birthday, or religious holiday, but may not be used in lieu of another holiday or leave to pyramid time. "Pyramid" time is defined as claiming more than one holiday pay designation for the same day (e.g., floating holiday and annual leave on the same day). [Employees will be paid for all Floating Holiday hours that exceed 9 hours on the second paycheck in August.](#) With two weeks prior notice, the employee shall designate and request the date to be recognized as their floating holiday and it shall be granted. If the employee does not give two weeks prior notice of the date to be recognized as a floating holiday, it will be granted as available.

- A. Employees who are hired after the beginning of the fiscal year and prior to January 1st will receive a floating holiday to be used in the 2nd half of the fiscal year. Those hired after January 1st and before the end of the fiscal year receive a floating holiday at the beginning of the next fiscal year.



- G. For the dispatch and CSI classifications, should previously approved paid time off for other employees in these classifications put the designated work group at the maximum leave allowed level for that day, the Department agrees to evaluate the floating holiday request at a future date. Approval for utilizing the floating holiday will not be withheld if doing so would not take the group below the minimum staffing level required for the shift.
1. Additionally, the parties recognize that in very limited circumstances, the Department may choose to grant the floating holiday and work that particular shift below the minimum staffing level or utilize overtime to ensure the minimum staff for the shift.
- H. If the employee's floating holiday request has been denied twice, due to maximum leave allowed levels, and those requests were submitted prior to May 21st, the Department will grant the floating holiday leave request before the expiration of the fiscal year to prevent the employee from losing their floating holiday hours.
- I. If an employee requests their floating holiday for the first time on or after May 21st and is denied, due to staffing availability, and no alternative date prior to the end of the final pay period when the floating holiday must be utilized is available; the floating holiday will roll-over to the next fiscal year. The employee must use the rolled over floating holiday hours as their first full day of leave in the next fiscal year.
- J. Floating holiday requests, with two weeks or more notice, that occur after the annual leave scheduling period defined in Article 11 Section 3 D, will not be withheld if there are available slots for additional employee time off for the shift. This includes floating holiday requests that occur between January 1st and June 30th for a date in the 1st six months of the next fiscal year (July 1st through December 31st); recognizing that a new floating holiday will be available for employees to use during that timeframe.

Article 11 Section 4 D: Chronic Use of Sick Leave - A chronic user of sick leave is defined as one who calls out sick tied to a holiday, vacation, or weekend on a pattern basis (defined as more than four (4) times) or uses more than eight (8) separate and distinct incidents of sick leave in a rolling twelve (12) month period.

1. When an employee calls out sick, the employee must speak personally with their immediate supervisor or the next individual within the chain of command. Employees in each division will be provided a chain-of command list. If no individual on such list is available, it is the employee's responsibility to call again. The employee must call in no later than ~~sixty (60) minutes~~ two (2) hours prior to their normal starting time and speak to an on duty supervisor.

Article 11 Section 6: Notification of Absence - An employee shall notify management per Departmental directive as soon as possible and/or no later than sixty (60) minutes prior to their shift start time if the employee knows that they will be unable to work.



Article 11 Section 6 B: Jury Duty Leave - Employees called to serve on jury duty shall not suffer a reduction in their wages. Employees called for jury duty shall receive their regular pay, and retain all jury duty pay. Those employees called but not selected to serve on a jury, shall report to work when excused. An employee assigned to other than day shift shall be reassigned to day shift for the duration of their jury duty. Any Employee required to report for jury duty working evening or graveyard shift hours will be released from duty without loss of pay no later than 8:00 PM the calendar day prior to having to report.

Article 11 Section 6 D: Court Time

The above article shall apply to all PD/CCC employees, however, required to appear off-duty in any court or hearing as a witness for the prosecution or defense, deposition, or pre-trial meeting, except for personal involvement, shall be paid as follows:

- A. Employees shall be paid at ~~one and one-half (1-1/2)~~ two (2) times the employee's regular rate of pay.
- B. Subsequent court or hearing attendance time during off duty time shall be paid at ~~one and one-half (1-1/2)~~ two (2) times the employee's regular rate of pay.
- C. For Police Department employees, duces tecum subpoenas shall be paid an additional one (1) hour at ~~one and one-half (1-1/2)~~ two (2) times the employee's regular rate of pay.
- D. In any event, the employee shall not be paid twice for the same hour. If employees receive a witness fee check, that check shall be returned to the Department.

Employees must turn in their subpoena with a DA/subpoenaing party's representative signature and have the start and end times of their court appearance written on the subpoena in order to receive court pay. Subpoenas must be turned in within the same pay period of the court appearance date, attached to the request for court pay.

Exhibit D

Transition of Positions through Jurisdictional Clarification

The City and Union have agreed to clarify Local 14's jurisdiction for bargaining unit positions as defined in Article 1 Section 1 of the Non-supervisor Agreement. To ensure incumbent employees in the impacted classifications are treated properly throughout this transition, the following provisions shall apply:

- 1. All members of Teamsters Local 14 working as of the date of ratification of this Agreement in a classification denoted by an asterisk in Exhibit A are grandfathered into the bargaining unit and will continue to work under all the terms and conditions of this



Agreement until they separate from the City, or until they voluntarily bid, transfer, promote, or voluntarily demote into a non-Teamsters Local 14 represented position.

2. All employees working as of the date of ratification of this Agreement in a classification denoted by an asterisk in Exhibit A who are not members of Teamsters Local 14 will be reclassified to an Appointed position at the beginning of the first (1st) full pay period, sixty (60) days from the date of ratification of this Agreement. Accordingly, they will transition to the City's benefits plans after that time. Employees shall enroll or opt-out of the Appointed medical coverage immediately after being reclassified to an Appointed position. Teamsters Local 14 and the City agree that they will work collaboratively and in good faith to transition employees from Teamsters Local 14 medical coverage to Appointed medical coverage without a loss in coverage. For employees hired prior to February 1, 2015 and covered by the Teamsters Security Fund of Southern Nevada, Local 14, ("Fund") they will have coverage with the Fund for the remainder of the month they move to an Appointed position, plus two (2) additional months. For those hired on or after February 1, 2015, coverage will continue through the end of the month that they become an Appointed employee.

These employees are not prevented from, nor required to, become members of Local 14 during this sixty (60) day timeframe. However, if they become members of Teamsters Local 14 within sixty (60) days of ratification of the Agreement, they will continue to work under all the terms and conditions of this Agreement until they separate from the City, or until they bid, transfer, promote, or demote into a non-Teamsters Local 14 represented position.

3. Any member of Teamsters Local 14 working as of the date of ratification of this Agreement in a classification denoted by an asterisk in Exhibit A who withdraws from Local 14 membership after the date of ratification of this Agreement will be transitioned to an Appointed classification as quickly as practicable in accordance with 2 above.
4. Future vacancies in the classifications denoted by an asterisk in Exhibit A and newly created positions outside Local 14's jurisdiction will be classified as Appointed positions.



Exhibit B

Fiscal Year 2023-2024

Reflects the 3% Base Wage Increase effective July 1, 2023 and the Elimination of 1st Step Moving to a 9 Step Plan

	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
TNE-10	\$18.99	\$19.93	\$20.93	\$21.98	\$23.08	\$24.24	\$25.45	\$26.73	\$28.49
TNE-11	\$19.97	\$20.97	\$22.02	\$23.12	\$24.29	\$25.49	\$26.77	\$28.10	\$29.96
TNE-12	\$21.06	\$22.11	\$23.23	\$24.38	\$25.60	\$26.87	\$28.22	\$29.63	\$31.59
TNE-13	\$22.26	\$23.36	\$24.53	\$25.76	\$27.06	\$28.40	\$29.82	\$31.32	\$33.37
TNE-14	\$23.67	\$24.84	\$26.09	\$27.39	\$28.76	\$30.20	\$31.71	\$33.30	\$35.49
TNE-15	\$25.02	\$26.27	\$27.58	\$28.96	\$30.42	\$31.93	\$33.53	\$35.21	\$37.53
TNE-16	\$26.62	\$27.95	\$29.34	\$30.82	\$32.36	\$33.97	\$35.68	\$37.46	\$39.93
TNE-17	\$28.39	\$29.81	\$31.30	\$32.87	\$34.51	\$36.23	\$38.05	\$39.94	\$42.58
TNE-18	\$30.34	\$31.86	\$33.45	\$35.12	\$36.87	\$38.73	\$40.65	\$42.69	\$45.52
TNE-19	\$32.51	\$34.13	\$35.83	\$37.63	\$39.51	\$41.48	\$43.56	\$45.73	\$48.76
TNE-20	\$34.90	\$36.65	\$38.48	\$40.40	\$42.42	\$44.54	\$46.76	\$49.11	\$52.34
TNE-21	\$37.55	\$39.44	\$41.41	\$43.48	\$45.64	\$47.94	\$50.32	\$52.84	\$56.33
TNE-22	\$40.51	\$42.53	\$44.65	\$46.89	\$49.22	\$51.70	\$54.27	\$56.99	\$60.76
TNE-23	\$43.79	\$46.07	\$48.28	\$50.68	\$53.21	\$55.88	\$58.67	\$61.60	\$65.67
TNE-24	\$47.43	\$49.80	\$52.29	\$54.91	\$57.65	\$60.53	\$63.56	\$66.74	\$71.15

Exhibit B

Fiscal Year 2023-2024

This Pay Scale Reflects the Current 1.875% Nevada PERS Required Hourly Wage Reduction

	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
TNE-10	\$18.63	\$19.56	\$20.54	\$21.57	\$22.65	\$23.78	\$24.97	\$26.22	\$27.95
TNE-11	\$19.60	\$20.58	\$21.61	\$22.69	\$23.82	\$25.02	\$26.27	\$27.58	\$29.40
TNE-12	\$20.66	\$21.70	\$22.78	\$23.92	\$25.12	\$26.37	\$27.69	\$29.08	\$31.00
TNE-13	\$21.84	\$22.93	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26	\$30.73	\$32.75
TNE-14	\$23.22	\$24.38	\$25.60	\$26.88	\$28.22	\$29.64	\$31.12	\$32.67	\$34.83
TNE-15	\$24.55	\$25.78	\$27.07	\$28.42	\$29.84	\$31.33	\$32.90	\$34.54	\$36.83
TNE-16	\$26.12	\$27.43	\$28.80	\$30.24	\$31.75	\$33.34	\$35.00	\$36.75	\$39.18
TNE-17	\$27.86	\$29.25	\$30.71	\$32.25	\$33.86	\$35.55	\$37.33	\$39.19	\$41.78
TNE-18	\$29.77	\$31.26	\$32.82	\$34.46	\$36.19	\$38.00	\$39.90	\$41.89	\$44.66
TNE-19	\$31.89	\$33.49	\$35.16	\$36.92	\$38.77	\$40.70	\$42.74	\$44.88	\$47.84
TNE-20	\$34.24	\$35.96	\$37.75	\$39.64	\$41.62	\$43.70	\$45.89	\$48.18	\$51.37
TNE-21	\$36.85	\$38.69	\$40.63	\$42.66	\$44.79	\$47.03	\$49.38	\$51.85	\$55.27
TNE-22	\$39.74	\$41.73	\$43.82	\$46.01	\$48.31	\$50.72	\$53.26	\$55.92	\$59.62
TNE-23	\$42.96	\$45.11	\$47.36	\$49.73	\$52.22	\$54.83	\$57.57	\$60.45	\$64.44
TNE-24	\$46.54	\$48.87	\$51.31	\$53.88	\$56.57	\$59.40	\$62.37	\$65.49	\$69.82



Exhibit B

Fiscal Year 2023-2024

This Pay Scale Reflects 3% Base Wage Increase from the PERS Required 1.875% Reduction

	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
TNE-10	\$19.19	\$20.15	\$21.16	\$22.22	\$23.33	\$24.49	\$25.72	\$27.01	\$28.79
TNE-11	\$20.19	\$21.20	\$22.26	\$23.37	\$24.54	\$25.77	\$27.05	\$28.41	\$30.28
TNE-12	\$21.28	\$22.35	\$23.47	\$24.64	\$25.87	\$27.16	\$28.52	\$29.95	\$31.93
TNE-13	\$22.49	\$23.62	\$24.80	\$26.04	\$27.34	\$28.71	\$30.14	\$31.65	\$33.74
TNE-14	\$23.92	\$25.11	\$26.37	\$27.69	\$29.07	\$30.53	\$32.05	\$33.65	\$35.88
TNE-15	\$25.29	\$26.55	\$27.88	\$29.27	\$30.74	\$32.27	\$33.89	\$35.58	\$37.93
TNE-16	\$26.91	\$28.25	\$29.66	\$31.15	\$32.70	\$34.34	\$36.06	\$37.86	\$40.36
TNE-17	\$28.69	\$30.13	\$31.63	\$33.21	\$34.87	\$36.62	\$38.45	\$40.37	\$43.04
TNE-18	\$30.66	\$32.20	\$33.81	\$35.50	\$37.27	\$39.14	\$41.09	\$43.15	\$46.00
TNE-19	\$32.85	\$34.49	\$36.22	\$38.03	\$39.93	\$41.93	\$44.02	\$46.22	\$49.28
TNE-20	\$35.27	\$37.03	\$38.89	\$40.83	\$42.87	\$45.02	\$47.27	\$49.63	\$52.91
TNE-21	\$37.95	\$39.85	\$41.84	\$43.94	\$46.13	\$48.44	\$50.86	\$53.40	\$56.93
TNE-22	\$40.94	\$42.98	\$45.13	\$47.39	\$49.76	\$52.25	\$54.86	\$57.60	\$61.40
TNE-23	\$44.25	\$46.46	\$48.78	\$51.22	\$53.78	\$56.47	\$59.30	\$62.26	\$66.37
TNE-24	\$47.94	\$50.34	\$52.85	\$55.50	\$58.27	\$61.18	\$64.24	\$67.45	\$71.91

