

**ATTACHMENT II**  
**LETTER OF AGREEMENT**  
**BETWEEN**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1908**  
**SUPERVISORY UNIT**  
**AND**  
**CLARK COUNTY, NEVADA**

On March 15, Clark County, Nevada declared a state of emergency in response to the COVID-19 pandemic. With public safety a foremost concern and in order to minimize the temporary shutdown of apparatus by the Fire Chief, Local 1908 agrees to the following concessions for fiscal year 2021. All concessions shall return effective July 1, 2021, with the exception of the newly established workweek schedule which shall expire as of July 23, 2021, unless otherwise negotiated in accordance with NRS288.

1. Local 1908 agrees to allow roving of BID personnel under the following:
  - a. As a result of unit brownouts (temporary reassignments), no secondary roving shall be allowed.
  - b. Roving selection shall be determined by seniority.
  - c. Roving personnel shall be placed in Telestaff prior to unbid personnel.
2. Temporary reassignments related to the COVID event will be allowed through June 30, 2021.
3. Local 1908 agrees to forgo the sixteen (16) hours of holiday pay associated with the following holidays as listed in section 1 of Article 14 *Holidays*:
  - a. Martin Luther King Jr. birthday
  - b. Washington's birthday
  - c. Memorial Day
  - d. Labor Day
  - e. Nevada Day
  - f. Veteran's Day

4. The new workweek schedules will adhere to a 76-hour pay period with the following schedules:
  - a. A 38-hour work schedule shall be four (4) nine and one half (9 ½) work shifts and three (3) consecutive days off. Overtime shall be compensated at time and one-half (1 ½) for hours worked in excess of ten (10) hours per day.
  - b. Employees will be compensated at the same hourly rate for seventy-six (76) hours in a pay period as opposed to eighty (80). This change will result in reduction of four (4) hours worked per pay period.
  - c. The workweek schedule must comply with the Fair Labor Standards Act definition of workweek, Section 778.105 (FLSA Regulations 29 CFR, July 1985) and any amendments that define the workday.
  - d. All relevant articles in the collective bargaining agreement that address a 40-hour workweek or designated work shift will comply with the newly defined work week and pay period and appropriate adjustments will be made.
5. Local 1908 agrees to a zero (0%) percent COLA increase effective July 1, 2020.
6. There will be no reduction in the schedule of accrued benefits: Article 15 *Sick Leave* and Article 21 *Vacation*.
7. Specific change to Article 21 *Vacation* The requirement to use five (5) shifts of vacation for the purpose of Vacation Sell Back shall be suspended for the duration of this Letter of Agreement
8. All other references to 8 or 10-hour shift personnel throughout the CBA shall be considered nine and one half (9 ½) hour shift personnel for the duration of this LOA, as referred to in section 10.
9. Specific change to Article 14 *Holidays* – Paragraph 6: All 9 ½-hour personnel may only be compensated for a maximum of 9 ½ hours at the straight time rate for observed holidays.
10. The implementation effective date of the newly established workweek schedule in 4(a) shall be July 25, 2020 with the LOA expiration date of July 23, 2021.
11. Local 1908 and Clark County agree that the current collective bargaining agreement set to expire on June 30, 2021 shall be extended to June 30, 2022.