

ARTICLE 14
Evaluations/Salary Increases

1. Employee performance evaluations shall occur yearly. The annual evaluation cycle shall be based on a calendar year (January 1 to December 31). Salary increases shall be effective the pay period of January 1, with the exception of the first annual increase which will occur on the first anniversary of the employee's hire date. The annual increase occurring on the January 1st immediately following the first anniversary of the employee's hire date shall be prorated from the date the employee completes probation. Employees shall receive a salary increase of zero or between three (3) to five (5) percent. Employees shall be eligible for yearly salary increases until the top of the salary range is reached. For the calendar year 2025 only and **on** a one-time basis, the County shall make the following departures from the provisions set out above:
 - A. Eligible employees who, based on management's normal evaluation process would be awarded a salary increase of between three percent (3%) and five percent (5%) for the calendar year 2025 shall receive the salary increase on July 1, 2025, and shall receive no increase on January 1, 2026.
 - B. Eligible employees who, based on management's normal evaluation process would be awarded a salary increase of between three percent (3%) and five percent (5%) for the calendar year 2025 shall, in addition to the increase described in A above, receive a salary increase of one percent (1%) on July 1, 2025.
 - C. Employees shall be eligible for the salary increases described in A and B above until the top of the salary range is reached.
2. In the event a salary increase is denied, the employee shall be notified in writing of the reasons within 45 calendar days.
3. Evaluations will be based upon a form giving a uniform set of standards which shall be negotiated with the District Attorney or the Assistant District Attorney designated by the District Attorney.

ARTICLE 36 Compensation

- ~~Effective JULY 1, 2024, the salary schedules for all employees covered in Appendix A will be adjusted by an increase of three percent (3.0%), which will result in an increase to the salary schedules in Appendix A.~~

- EFFECTIVE JULY 1, 2025, 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 SEASONABLY 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>).

CALCULATED AS FOLLOWS:

2024 ANNUAL CPI	193.848
LESS 2023 ANNUAL CPI	188.941
ANNUAL INCREASE	4.9
DIVIDED BY 2023 CPI	188.941
ANNUAL PERCENTAGE INCREASE IN CPI	2.6%
SALARY SCHEDULE ADJUSTMENT	2.6%

- THE ANNUAL PERCENTAGE INCREASE CALCULATION SHALL CHANGE TO THE WEST-SIZE CLASS A, ALL URBAN CONSUMERS, NOT SEASONALLY ADJUSTED (SERIES ID CUURS400SA0) SHOULD THE POPULATION OF CLARK COUNTY REACH THE NECESSARY POPULATION THRESHOLD.**
[HTTPS://DATA.BLS.GOV/TIMESSERIES/CUURS400SA0](https://data.bls.gov/timeseries/cuurs400sa0)

Joint proposal for TA 7/9/25

Appendix A reflects the final calculation of salary schedules for all employees effective July 1, 202425.

ARTICLE 41
Term of Agreement

1. This Agreement shall be effective from July 1, ~~2024~~2025, or upon the date approved by the Clark County Board of Commissioners, whichever is later. It shall continue in full force and effect through June 30, ~~2025~~2026.
1. This agreement shall be automatically renewed from year to year thereafter unless either party provides written notice pursuant to provisions of NRS chapter 288, of its desire to negotiate a new or modified agreement. In the event of such notice, the terms and conditions of this agreement shall remain in full force and effect during the entire period of negotiations and any statutory impasse provisions until a new or modified agreement is approved by both parties, the effective date of termination notwithstanding.

APPENDIX A

Clark County Prosecutors Assn

Salary Schedules & Ranges

Effective July 1, 2025

2.6% COLA

SALARY RANGE

<u>Sch</u>	<u>Class Code</u>		Minimum	Midpoint	Maximum
P02	E06126	Annual	95,160.00	141,294.40	187,408.00
		Biweekly	3,660.00	5,434.40	7,208.00
		Hourly	45.75	67.93	90.10
P03	E06127	Annual	137,196.80	176,009.60	214,801.60
		Biweekly	5,276.80	6,769.60	8,261.60
		Hourly	65.96	84.62	103.27

**Includes 1% adjustment
to the top of the ranges.**

LETTER OF AGREEMENT
BETWEEN THE COUNTY OF CLARK
AND
THE CLARK COUNTY PROSECUTORS' ASSOCIATION (CCPA)

1. Upon approval by the BOCC of the 7/1/25 collective bargaining agreement and after implementation of any applicable salary adjustments in Article 36, any employee who has a wage of less than the annualized amount of \$100,000.00 shall receive an additional pay increase to reach a wage in the annualized amount of \$100,000.00.
2. Effective July 1, 2025 the starting pay for new employees in the bargaining unit shall not be below the annualized amount of \$100,000.00.

This letter of agreement terminates on June 30, 2026.

CCPA

Marc DiGiacomo

Date: 7-14-2025

Clark County

Mark J. Puciaro

Date: 7/14/25

The parties hereby tentatively agree ("TA") to this package proposal. This TA, along with any other articles which the parties have previously tentatively agreed ("TA'd") with signatures, conclude the 2025 negotiations for a complete collective bargaining agreement. All other articles in the current CBA not separately TA'd with signatures remain unchanged. All proposals not TA'd are hereby withdrawn. All outstanding Union information requests are hereby withdrawn. Both bargaining teams, the Association and the County, shall recommend ratification to their members and the Board of County Commissioners (BCC), respectively. Any changes to compensation may take up to 90 days following BCC ratification to implement into the system.

TA Union

Marc DiGiacomo

Date: 7-14-2025

TA County

Mark J. Puciaro

Date: 7/14/25