

ARTICLE 12
Certification Pay
(Supervisory)

SECTION 1 – Certification Pay

1. Upon the successful completion of probation, all permanent employees at the Department of Aviation working in the following classifications will receive certification pay provided they maintain the certification listed below:

<u>Classification</u>	<u>Certification</u>
Electrical Maintenance Supervisor	NV Class F Fire Alarm/Protection
HVAC Maintenance Supervisor	NV Class G Fire Sprinkler

2. The County Manager will authorize certification pay for any employee provided:
- a. The County requests exclusively in writing that the employee obtain the certification(s); any other forms of notification shall not be considered valid; and,
 - b. The employee possesses and maintains the certification(s) requested; and,
 - c. The certification(s) are not required under the employee's position classification; or
 - d. In the event a classification description is later revised to require a certification, employees in that position at the time of revision, who possess a certification and receive certification pay will continue to be eligible for certification pay provided sections 2 a. and 2b. above are met.
3. Certification pay shall be paid at a rate of four percent (4%) of base salary, and shall not be limited by the maximum salary designated for an employee's salary schedule.
4. An employee who occupies CDL classification shall be paid at a rate of four percent (4%) of base salary and shall not be limited to the maximum salary designated for an employee's salary schedule.
5. The County will pay for CDL physical examinations for those employees who are required to maintain a CDL as outlined in their job description. The County will designate the provider to perform the physical examination.

ARTICLE 43

Labor/Management and Safety Committees

1. Each County Department subject to this Agreement shall establish Committees, within thirty (30) calendar days of ratification of this Agreement, as follows:
 - a. A Labor Management Committee, which shall be comprised of a minimum of six (6) employees, equally seated between Union and Management with Union Representatives comprised of employees in their respective departments representing Supervisory and/or Non-Supervisory units,
 - b. A Safety Committee, which shall be composed of a minimum of six (6) employees, equally seated between Union and Management with Union Representatives will comprised of employees in their respective departments representing Supervisory and/or Non-Supervisory units.

2. Union Committee members shall be appointed by the Union designated representative within thirty (30) calendar days of ratification of this Agreement and Management Committee members shall be appointed by the Department Head or designee within thirty (30) calendar days of ratification of this Agreement. Members of these Committees shall serve at the pleasure of the appointing party. Each Committee shall meet monthly, on mutually agreed dates and times, unless a majority votes to cancel the meeting, or as needed for situations requiring immediate attention, and shall be for the purposes of:
 - a. Exchanging general information of interest to the parties;
 - b. Giving the Union representatives the opportunity to share the views of their members and/or make suggestions on subjects of interest to their members; and
 - c. These Committees shall reduce any recommendations arising from their deliberations to writing and forward the same to the Department Head for consideration utilizing the following process:
 1. The Department Head shall evaluate the recommendation in good faith and inform the recommending Committee in writing of his/her decision within forty-five (45) calendar days of receipt of the recommendation.
 2. The Committee may amend its recommendations and resubmit to the Department Head for approval and implementation. The Department Head shall evaluate the resubmitted recommendations in good faith and inform the recommending Committee in writing of his/her decision within thirty (30) calendar days of receipt of the recommendation. If the recommendation is approved, it shall be

implemented within sixty (60) calendar days unless otherwise specified by the Department Head. If the recommendation is rejected a second time, the Department Head shall provide a detailed, written justification for the second rejection within thirty (30) calendar days of receipt of the recommendation.

- d. Discuss and make recommendations on the maintenance of proper safety standards, the responsibility of employees concerning safety practices, and to give input in the development of overall accident prevention programs and elements.
3. The Committees established under this Article shall develop mutually-acceptable ground rules which do not conflict with any provisions of the Collective Bargaining Agreement and include, but not limited to:
 - a. Provide an agenda at least three (3) calendar days prior to each meeting;
 - b. Allow Committee members to make changes to the agenda;
 - c. Post minutes and/or recordings in a manner accessible by County employees
 4. Neither of these Departmental Committees, the Department Head, nor the County Manager or designee shall have the authority to:
 - a. Alter the meaning/intent of the Collective Bargaining Agreement or make any decisions binding the parties;
 - b. Bargain for the parties on any issue or formalize policies on matters subject to collective bargaining; or,
 - c. Determine disposition of any grievance(s).
 5. All issues discussed within the purview of these Committees will be limited to departmental matters. The Committees may not address issues beyond the scope of their corresponding department.
 6. The County shall continue to make all reasonable efforts to provide for employee health and safety in accordance with all laws applicable to its operations concerning the safety of employees covered by this Agreement. All such employees shall comply with all safety rules and regulations established by the County.
 7. To facilitate the adjustment of work schedules, the Committees shall notify all members and their immediate supervisors of the dates and times of Committee meetings immediately upon the parties reaching mutual agreement as to the date of any such meeting.
 8. Union Committee members shall not lose pay for the time spent in any meetings authorized by the provisions of this Article. Time spent in any meeting authorized

by the provisions of this Article. Time spent in any meeting authorized by the provisions of this Article shall be counted as time worked for the purpose of computing overtime only if the time spent falls within the employee's regularly scheduled work hours.