

ATTACHMENT III

**LETTER OF AGREEMENT  
BETWEEN THE  
COUNTY OF CLARK  
AND THE  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1908 (IAFF)  
NON-SUPERVISORY BARGAINING UNIT**

1. Appendix B, Salary, Paragraph 5, of the collective bargaining agreement between the County and IAFF, provides, in part:

*Effective July 1, 2026, salary schedules covered in Appendix A shall be increased by the annual percentage increase to CPI-U all items West Size Class B/C, All Urban Consumers, not seasonally adjusted (Series ID CUURN400SA0) for the calendar year ending December 2025. The adjusted percentage increase in salary schedules shall be a minimum of two percent (2%) and a maximum of three percent (3%). In the event the annual percentage increase is equal to or greater than five percent (5%), the adjusted percentage increase in salary schedules shall be four and one-half percent (4.5%). In the event the annual percentage increase is equal to or less than zero percent (0%), the adjusted percentage increase in salary schedules shall be one percent (1%). The adjusted percentage increase is based on the U.S. Bureau of Labor Statistics Data.*

2. The U.S. Bureau of Labor Statistics (BLS) could not collect October 2025 reference period survey data for some surveys due to a lapse in appropriations, resulting in missing data values where data could not be retroactively collected. As a result, the 2025 annual average for Series ID CUURN400SA0 was computed as the average of the eleven (11) index values that were published. The lapse was outside of the parties control.
3. The parties agree with the following methodology to address the impact of the missing October 2025 index:
  - a. Replace the October 2025 index with the average of the September 2025 index and the November 2025 index; and,
  - b. This will result in an adjusted annual CPI of 199.082 that will be used in the calculation as previously negotiated and approved by the Board of County Commissioners; and,
  - c. The adjusted 2025 Annual CPI of 199.082, as calculated in accordance with Section 2(b) above, shall be used in all future calculations where the 2025 Annual CPI is referenced under existing negotiated calculation language.

**CALCULATED AS FOLLOWS:**

2025 ANNUAL CPI (ADJUSTED AS INDICATED IN 2(B) ABOVE)	199.082
LESS 2024 ANNUAL CPI	193.848

ANNUAL INCREASE	5.23
DIVIDED BY 2024 CPI	.027
ANNUAL PERCENTAGE INCREASE IN CPI	2.7%
SALARY SCHEDULE ADJUSTMENT	2.7%

4. The same methodology will be applied on a prospective basis only in instances where CPI-U data is unavailable for a one-month period. Any future missing monthly CPI-U data shall be calculated by averaging the immediately preceding month and the subsequent month. If there is data missing for multiple consecutive months, the parties will reconvene to discuss the methodology to address missing data.
5. Effective July 1, 2026, specifically, the salary schedules for all employees covered in Appendix A will be adjusted by 2.7%.
6. The parties acknowledge and agree that approval by the BCC is required and that this Agreement shall be placed on the BCC Agenda following full execution by both parties and prior to implementation. Absent full execution, the County will be unable to implement the adjustment pursuant to existing negotiated language.

*Christina Ramos*

Christina Ramos  
Clark County  
Chief Spokesperson

*P-Ra*

Patrick Rafter  
IAFF, Local 1908  
President

03-05-2026

Date

03/25/2026

Date