

# CLARK COUNTY BOARD OF COMMISSIONERS AGENDA ITEM

**Petitioner:** Kevin Schiller, County Manager

**Recommendation:**

**Conduct a public hearing; and approve and authorize the Chair to sign the Letter of Agreement (LOA) between Clark County and the Service Employee International Union (SEIU) Local 1107, for both the Supervisory and Non-Supervisory Units, effective July 1, 2026; the LOA between Clark County and the International Association of Fire Fighters (IAFF) effective July 1, 2026; and the LOA between Clark County and the Clark County Law Enforcement Association (CCLEA) effective July 1, 2026; and extend the same salary and benefit changes to non-union employees not otherwise covered by a Collective Bargaining Agreement effective July 1, 2026. (For possible action)**

**FISCAL IMPACT:**

Fund #:	Various	Fund Name:	Various
Fund Center:	Various	Funded PGM/Grant:	N/A
Amount:	\$667,531 (SEIU) \$159,320 (NONU) \$180,533 (IAFF) \$ 3,997 (CCLEA)		
Description:	FY27 Wage and Salary Adjustments		
Additional Comments:	Wage Adjustment - Net of Increase Previously Negotiated		

**BACKGROUND:**

The current compensation language in the SEIU, IAFF, and CCLEA collective bargaining agreements is tied to CPI-U (All Items, West Size Class B/C, All Urban Consumers, not seasonally adjusted; Series ID CUURN400SA0) from the immediately preceding full calendar year. Because the U.S. Bureau of Labor Statistics (BLS) could not collect October 2025 data, the current negotiated salary adjustment totaled 2.6%. The parties agreed to substitute the October 2025 index with the average of the September and November 2025 indices increasing the 2.6% to 2.7%. This methodology will apply prospectively only when CPI-U data is unavailable.

Attachment I is the LOA between the County and SEIU Local 1107 Supervisory Unit.

Attachment II is the LOA between the County and SEIU Local 1107 Non-Supervisory Unit.

Attachment III is the LOA between the County and IAFF Local 1908

Attachment IV is the LOA between the County and CCLEA Nevada Lodge 11.

Attachment V is the Fiscal Impact Summary for SEIU for 6,019 impacted positions; NON-UNION for 1,380 impacted positions, IAFF for 899 impacted positions, and CCLEA for 29 impacted positions.

Cleared for Agenda

**04/21/2026**

File ID#

**26-1484**