

ATTACHMENT I

**LETTER OF AGREEMENT
BETWEEN
CLARK COUNTY, NEVADA
AND
THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (IAFF), LOCAL 1908**

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

Effective July 1, 2023, or upon approval by the Clark County Board of Commissioners whichever is later, 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 seasonally adjusted (Series ID CUURN400SA0) for the calendar year ending December 2022. The adjusted percentage increase in salary schedules shall be a minimum of 2% and a maximum of 3.0%. The adjusted percentage increase is based on U.S. Bureau of Labor Statistics Data (<https://data.bls.gov/timeseries/CUURN400SA0>)."

2. The parties agree to eliminate the current language effective July 1, 2023 that was ratified by IAFF and approved by the Board of County Commissioners on June 15, 2021, and replace the aforementioned language with the following:

EFFECTIVE JULY 1, 2023, OR UPON APPROVAL BY THE CLARK COUNTY BOARD OF COMMISSIONERS, WHICHEVER IS LATER, 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 SEASONALLY ADJUSTED (SERIES ID CUURN400SA0) FOR THE CALENDAR YEAR ENDING DECEMBER 2022. 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](https://data.bls.gov/timeseries/CUURN400SA0)).

CALCULATED AS FOLLOWS:

2022 ANNUAL CPI	181.312
LESS 2021 ANNUAL CPI	167.642
ANNUAL INCREASE	13.67
DIVIDED BY 2021 CPI	.0815
ANNUAL PERCENTAGE INCREASE IN CPI	8.15%
SALARY SCHEDULE ADJUSTMENT	4.50%

3. EFFECTIVE JULY 1, 2023, OR UPON APPROVAL BY THE CLARK COUNTY BOARD OF COMMISSIONERS, WHICHEVER IS LATER, SALARY SCHEDULES FOR ALL EMPLOYEES COVERED IN APPENDIX A WILL BE ADJUSTED BY AN ADDITIONAL 1.5%.
4. The parties agree that it is required for this agreement to be placed on the BCC Agenda for approval once this agreement is fully executed and prior to its implementation. If this agreement is not fully executed by both parties by 5:00 pm on June 30, 2023, the entire agreement will be voided.



Christina Ramos
Clark County
Chief Spokesperson



Patrick Rafter
IAFF, Local 1908
President

06-27-2023

Date

06/27/2023

Date