

## ATTACHMENT II

**LETTER OF AGREEMENT  
BETWEEN  
CLARK COUNTY, NEVADA  
AND  
JUVENILE JUSTICE PROBATION OFFICERS ASSOCIATION**

The parties mutually agree to the following changes to the current collective bargaining agreement effective January 7, 2020 through June 30, 2023.

1. Article 15, paragraph 3, shall be amended to read as follows:

The County will award the previously negotiated July 1, 2020 across the board wage increase of 2.5% which shall be applied **without** retroactivity and effective July 1, 2021. The wage increase shall adjust the salary plan covering scheduled employees in Appendix A.

Article 15, paragraph 4, shall be amended to read as follows:

Upon the date of approval by the Clark County Board of Commissioners (BCC), 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 2020. the adjusted percentage increase in salary schedules shall be a minimum of 2.0% 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>).

**CALCULATED AS FOLLOWS:**

2020 ANNUAL CPI		159.756
LESS 2019 ANNUAL CPI		157.019
ANNUAL INCREASE		2.74
DIVIDED BY 2019 CPI		157.019
ANNUAL PERCENTAGE INCREASE IN CPI		1.7%
<b>SALARY SCHEDULE ADJUSTMENT</b>		<b>2.0%</b>

Effective upon the date of BCC approval, all employees occupying positions in Appendix A shall receive a one-time \$1,500.00 lump sum payment. This lump sum payment shall **not** be added to an employee's base pay.

2. Effective July 1, 2022, 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 2021. The adjusted percentage increase in salary schedules shall be a minimum of 2.0% 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>).
3. The Term of the current collective bargaining agreement for the period of January 7, 2020 – June 30, 2022 will be extended to June 30, 2023.
4. This letter of agreement (LOA) shall expire on June 30, 2023.