

**CLARK COUNTY BOARD OF COMMISSIONERS  
AGENDA ITEM**

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**Petitioner:** Kevin Schiller, County Manager

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**Recommendation:**

**Conduct a public hearing pursuant to NRS 288.153; 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, 2023; and extend the wage increase to non-management employees not otherwise covered by a collective bargaining agreement effective July 1, 2023; and increase the salary ranges for all position classifications not covered under a collective bargaining agreement by the same wage increase percentages approved for non-management employees not otherwise covered by a collective bargaining agreement effective July 1, 2023. (Also sitting as the Clark County Water Reclamation District Board of Trustees.) (For possible action) ; 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, 2023; and extend the wage increase to non-management employees not otherwise covered by a collective bargaining agreement effective July 1, 2023; and increase the salary ranges for all position classifications not covered under a collective bargaining agreement by the same wage increase percentages approved for non-management employees not otherwise covered by a collective bargaining agreement effective July 1, 2023. (Also sitting as the Clark County Water Reclamation District Board of Trustees.) (For possible action)**

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**FISCAL IMPACT:**

Fund #:	Various	Fund Name:	Various
Fund Center:	Various	Funded PGM/Grant:	N/A
Amount:	\$16,962,892 (SEIU) for FY 24 - \$3,604,524 (NONU) for FY 24		
Description:	FY 24 Wage and Salary Adjustments		
Additional Comments:	Wage Adjustment - Net of Increase Previously Negotiated		

**BACKGROUND:**

The County and the SEIU agree that current language in Article 15, Compensation, will be replaced to reflect unforeseen economic conditions experienced since the ratification of the collective bargaining agreement in place July 1 2021 through June 30, 2024. The attached Letter of Agreement (LOA) will allow for a total wage increase of 4.5% effective July 1, 2023, and associated salary plan movement which represents an additional 1.5% above the previously negotiated increase of 3.0%.

Additionally, effective July 1, 2023, eligible employees will receive an additional 1.5% wage increase and the

Cleared for Agenda

**07/18/2023**

File ID#

**23-983**

associated salary plan shall be moved accordingly.

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 SEIU Fiscal Impact Summary for 6,039 positions.

Attachment IV is the NON-UNION Fiscal Impact Summary for 1,195 positions.

Due to the scheduling of BCC meetings in July 2023, it is recommended that the effective date of this LOA be July 1, 2023.