

ATTACHMENT I

**LETTER OF AGREEMENT  
BETWEEN THE  
COUNTY OF CLARK  
AND  
CLARK COUNTY LAW LIBRARY, CLARK COUNTY REGIONAL FLOOD CONTROL  
DISTRICT AND CLARK COUNTY WATER RECLAMATION DISTRICT  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1107  
SUPERVISORY BARGAINING UNIT**

1. Article 15, Compensation, the collective bargaining unit between the County and SEIU, provides, in part:

*Effective July 1, 2023, 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 2.0% 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>).*

2. The parties agree to eliminate the current language effective July 1, 2023 that was ratified by SEIU and approved by the Board of County Commissioners (BCC) on July 6, 2021, and replace the aforementioned language in the current SEIU contract 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

06-12-2023  
Date



Grace Vergara  
SEIU, Local 1107  
Executive Director

6/12/2023  
Date