

ATTACHMENT II

**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
NON-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

Christina Ramos
Clark County
Chief Spokesperson

06-12-2023
Date

Grace Vergara

Grace Vergara
SEIU, Local 1107
Executive Director

6/12/2023
Date