

ATTACHMENT II

COUNTY PROPOSAL: 04/21/2021

(----) = Deleted Language
CAPS = New Language

ARTICLE 14 Compensation

1. ~~Effective upon approval of the Clark County Board of Commissioners there shall be a three quarters of one percent (0.75%) increase to all salary schedules and ranges in Appendix A. Appendix B reflects these changes.~~

2. ~~Effective upon approval of the Clark County Board of Commissioners the salary schedules for all employees in Appendix A will be increased by two and one quarter percent (2.25%) across the board. Appendix B reflects these changes.~~

3. ~~In accordance with NRS Chapter 288, the Association and the County agree that prior to the second (2nd) year of this agreement, this article may be reopened, at the request of either the Association or the County, to determine if a salary increase will be awarded. Such request shall be provided to the other party no later than February 1, 2020.~~

4. ~~In accordance with NRS Chapter 288, the Association and the County agree that prior to the third (3rd) year of this agreement, this article may be reopened, at the request of either the Association or the County, to determine if a salary increase will be awarded. such request shall be provided to the other party no later than February 1, 2021.~~

EFFECTIVE JULY 1, 2021, 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 2019. THE ADJUSTED PERCENTAGE INCREASE IN SALARY SCHEDULES SHALL BE A MINIMUM OF 2% AND A MAXIMUM OF 2.5%. THE ADJUSTED PERCENTAGE INCREASE IS BASED ON U.S. BUREAU OF LABOR STATISTICS DATA (<https://data.bls.gov/timeseries/CUURN400SA0>).

CALCULATED AS FOLLOWS:

2019 ANNUAL CPI	157.019
LESS 2018 ANNUAL CPI	153.130
ANNUAL INCREASE	3.89
DIVIDED BY 2018 CPI	153.130
ANNUAL PERCENTAGE INCREASE IN CPI	2.5%
SALARY SCHEDULE ADJUSTMENT	2.5%

EFFECTIVE JULY 1, 2021, 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 2020. THE ADJUSTED PERCENTAGE INCREASE IN SALARY SCHEDULES SHALL BE A MINIMUM OF 2% AND A MAXIMUM OF 2.5%. 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%
SALARY SCHEDULE ADJUSTMENT	2.0%

EFFECTIVE JULY 1, 2021 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.