

ATTACHMENT II

COUNTY PROPOSAL: 5/17/21

STRIKETHROUGH = Deleted Language

Bold Underline = New Language

ARTICLE 29 Compensation

- ~~1. Effective July 1, 2017 or upon the date approved by the Clark County Board of Commissioners, whichever is later, all employees listed in Appendix A of this Agreement will receive a salary increase of two percent (2%). Appendix B reflects these changes to the minimum and maximum salary ranges. Any increase or decrease in the PERS contribution shall continue to be shared equally between the County and the employees covered by this Agreement.~~
- ~~2. Effective July 1, 2018 or upon the date approved by the Clark County Board of Commissioners, whichever is later, all employees listed in appendix A of this agreement will receive a salary increase of two percent (2%). Appendix C reflects these changes to the minimum and maximum salary ranges.~~
- ~~3. Effective July 1, 2019 or upon the date approved by the Clark County Board of Commissioners, whichever is later, all employees listed in appendix A of this agreement will receive a salary increase of two and one quarter percent (2.25%). Appendix B3 reflects these changes to the minimum and maximum salary ranges.~~
- ~~4. Prior to the start of the fourth (4th) year of this agreement this article shall be reopened, at the written request of either the Association or the County, to determine if a cost of living adjustment shall take place in the fourth (4th) year of this agreement. Such request shall be provided to the other party no later than February 1, 2020.~~
- 1. 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.

Rewards and Incentives Programs

1. The Clark County District Attorney Investigators Association (CCDAIA) and Clark County agree that employees covered by the CCDAIA Collective Bargaining Agreement shall continue to remain eligible to participate in all rewards and incentives programs approved by the Clark County Board of Commissioners, for full-time non-management employees.
2. The CCDAIA and the County agree that employees covered by the CCDAIA Collective Bargaining Agreement shall continue to remain eligible to participate in all rewards and incentives programs that the Office of the District Attorney establishes for full-time non-management employees in that office.
3. The CCDAIA and the County agree that future rewards and incentives programs approved either by the Clark County Board of Commissioners, or the Office of the District Attorney, that are made available to other full-time non-management employees of the Office of the District Attorney, shall also be made available to the employees covered by the CCDAIA Collective Bargaining Agreement.