



**TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH      DATE: June 27, 2019**

**RE: *Approval of Collective Bargaining Agreement (CBA) between the Southern Nevada Health District and Service Employees International Union (S.E.I.U.), Local 1107 (General and Supervisory Units)***

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**PETITION #16-19**

**That the Southern Nevada District Board of Health approve and authorize the Chief Health Officer to sign General and Supervisory Collective Bargaining Agreements (CBAs) both to be effective as of July 1, 2019 as follows: 2.5% Cost of Living Allowance (COLA) in FY 2020, and 2.25% COLA for FY 2021; 1-step increase in FY 2020 and a 2-step increase for FY 2021 for Health District employees current and active as of July 1, 2019 who have not yet reached the final 14<sup>th</sup> step of the salary schedule; and extend the same COLA and salary changes to non-union employees not covered by the SEIU General or Supervisory Collective Bargaining Agreements.**

**PETITIONERS:**

**Amy Hagan, Director of Human Resources**  
**John Shannon, Director of Administration**  
**Joseph P. Iser, MD, DrPH, MSc, Chief Health Officer**

Handwritten signatures in blue ink, including a large signature that appears to be 'AH' and another signature below it.

**DISCUSSION:**

On Friday, June 14, 2019, the District's Management team and SEIU Local 1107 representatives successfully reached a final tentative agreement on the Collective Bargaining Agreements for the Supervisory Unit. On Monday, June 17, 2019 the General Unit ratified the contract for FY 2020, and FY 2021. The proposed agreement has been attached for review and reference.

**FUNDING:**

Two and one-half percent (2.5%) cost of living increase for FY 2020 with a one-step increase, and a two and one quarter (2.25%) cost of living increase for FY 2021 with a two-step increase for all employees who have not reached the top 14<sup>th</sup> step of the salary schedule they are assigned. Refer to attachment.