



**TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH      DATE: June 24, 2021**



**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 #44-21**

**That the Southern Nevada District Board of Health approve and authorize the District Health Officer to sign General and Supervisory Collective Bargaining Agreements (CBAs) both to be effective as of July 1, 2021 as follows: 2.5% Cost of Living (COLA) in FY22, and at least two percent, not to exceed three percent in FY23 and FY24, based on the percentage change in the CPI-U; For all full time non-probationary employees below Step 14 as of June 30, 2021, a bonus in the amount of \$1000 and for those at Step 14 to receive a bonus in the amount of \$1500; 2-step increase in FY22 and 1-step increase in FY23 and FY24; Tuition Reimbursement benefits increased from \$3000 and \$1500, respectively, to \$4500 and \$2250, respectively; and to extend the same changes in non-union employees not covered by the SEIU General or Supervisor Collective Bargaining Agreements.**

**PETITIONERS:**

**Scott Carls, Senior Human Resources Analyst**   
**Fermin Leguen, MD, MPH, District Health Officer** 

**DISCUSSION:**

On Friday, June 4, 2021, the District's Management team and SEIU Local 1107 representatives successfully reached a final tentative agreement on the Collective Bargaining Agreements for the General and Supervisory units. On Tuesday, June 15, 2021, these units ratified the contracts for three years, through FY24. The summary of the financial impact is as follows:

1. The District and the Union agree to maintain a fourteen (14 step salary plan which reflects a general increase of two and one-half percent (2.5%) effective July 1, 2021 or the date this Agreement is ratified by the Board of Health, whichever is later. Effective July 1, 2022, a general increase based on the percentage change in the CPI-U All Items in West-Size Class B/C, all Urban Consumers, not seasonally adjusted for the calendar year ending December 2021. Provided that the general increase shall be at least two percent (2.0%) and shall not exceed three percent (3.0%). Effective July 1, 2023, a general increase based on the percentage change in the CPI-U All Items in West-Size Class B/C, all Urban Consumers, not seasonally adjusted for the calendar year ending December 2022. Provided that the general increase shall be at least two percent (2.0%) and shall not exceed three percent (3.0%).
2. Full time non-probationary employees employed as of the date this Agreement is ratified by the Board of Health shall receive the following ratification bonuses, less all normal payroll withholdings payable on the first pay period following ratification.

Employees who are below Step 14 as of June 30, 2021:	\$1,000.00
Employees who are at Step 14 as of June 30, 2021:	\$1,500.00

3. Unless already at Step 14, every employee who has at least one year of service as of June 30, 2021, shall receive a one-step increase upon completion of an additional twelve months of service as follows:

<u>Period</u>	<u>Effective Date of Step Increases.</u>
7/1/21 through 6/30/22	Anniversary Date or the date this Agreement is ratified by the Board of Health, whichever is later. Provided that for the 21-22 year only, employees shall move two steps instead of one
7/1/22 through 6/30/23	Anniversary Date
7/1/23 through 6/30/24	Anniversary Date

4. Increase in college tuition reimbursement from \$3000 to \$4500, increase in GED preparation reimbursement from \$1500 to \$2250.

### **FUNDING:**

Current funding provided in FY22 budget and it is believed that FY23 and FY24 objectives are sustainable. The proposed agreements have been attached for review and reference.