



TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH

DATE: June 25, 2026

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



PETITION #36-26

That the Southern Nevada District Board of Health approve the District Health Officer to sign General and Supervisory Units Collective Bargaining Agreements (CBAs) both to be effective upon Board approval, as follows:

- 5.0% Cost of Living Adjustment (COLA) in FY27; 1-Step increase in FY27 for those who have not reached the Final 14th Step of the Salary Schedule;
- 3.5% Cost of Living Adjustment (COLA) in FY28; 1-Step increase in FY28 for those who have not reached the Final 14th Step of the Salary Schedule;
- Article 20 will be opened for FY29.

And to extend the same financial changes to non-union employees not covered by the SEIU General or Supervisory Units Collective Bargaining Agreements.

PETITIONERS:

Cassius Lockett, PhD, *District Health Officer* 
Renee Trujillo, *Chief Human Resources Officer* 

DISCUSSION:

On June 17, 2026, the District's Leadership Bargaining team and SEIU Local 1107's Bargaining teams successfully reached a final tentative agreement on the Collective Bargaining Agreements for the General and Supervisory Units. These units are to ratify the agreements prior to the Board meeting. The proposed agreement has been attached for review and reference.

FUNDING:

Current funding provided for FY27 budget, and it is believed that prospective funding for FY28 budget are sustainable.