



TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH DATE: September 28, 2023

RE: *Approval of One-time Bonus for all Southern Nevada Health District Employees employed as of September 1, 2023 of 1.875% of their annual income*

PETITION #13-24

That the Southern Nevada District Board of Health approve and authorize the District Health Officer to use current year salary and benefits savings or excess fund balance to present a one-time gift to all Health District employees, employed as of 1 September 2023. The gift will be in the form of a monetary Bonus, in the amount of 1.875% of the employee’s base pay at a total cost of approximately \$1,135,000. plus any related payroll taxes, to be paid on 13 October, 2023.

PETITIONERS:

Fermin Leguen, MD, MPH, District Health Officer *FL*
Kim K Saner Deputy District Health Officer-Administration *KKS*

DISCUSSION:

The Public Employees Retirement System imposed upon the Health District an increase in the amount of 3.75% effective 1 July 2023. The Collective Bargaining Agreement between SEIU and the Southern Nevada Health District, dated 1 July 2021, requires that all PERS increases are divided equally between the Health District and the employees. As a result, employees realized a reduction to their scheduled salary increase by 1.875% effective 18 August 2023. Additionally, an unanticipated and unusually high cost of living increase realized by the entire nation has had a negative financial impact on Health District employees. The Health District wishes to relieve some of the financial burden on employees by providing a one-time gift in the form of a monetary Bonus to offset the 1.875% increase to PERS.

FUNDING:

Upon realizing the potential impact on employees, SNHD leadership placed a temporary hiring pause on non-critical positions, to enable savings realized from intentionally unfilled vacancies. This generated approximately \$134,000.00 over a 3-month period. Non-targeted vacancy savings have also been generated by vacant, new or hard to fill positions. that exceeded the mandatory pause. This amounted to approximately \$490,000.



Additionally, it is anticipated that funding is available and allowed by the authority given in the Nevada Administrative Code (NAC) 354.410 Available resources. (NRS 354.107; 354.594; 354.598005)

1. An unappropriated ending fund balance of any governmental fund, except a fund for capital projects, is not an available resource. Available resources are:
 - (a) An opening balance which is larger than anticipated.

The total cost of approximately \$1,135,000. plus related payroll taxes is anticipated to be available from FY 2024 salary and benefits savings as well as amounts available due to an estimated increase in the opening fund balance for the 2023-2024 fiscal year.