RESOLUTION TO AUTHORIZE A SALARY REDUCTION
FOR MANAGEMENT AND NON-MANAGEMENT EMPLOYEES

WHEREAS, Clark County, Nevada cost cutting measures have resulted in expenses being reduced by $122 million; and,

WHEREAS, Clark County, Nevada infused $73.3 million in one-time capital money into the General Fund to offset the imbalance between revenues and expenditures in the current year’s budget (Fiscal Year 2010-11); and,

WHEREAS, Clark County, Nevada property tax revenues for the Fiscal Year 2011-12 are projected to decline by at least $30 million and this amount will likely increase as a result of the Board of Equalization process; and,

WHEREAS, Clark County, Nevada salaries and wages comprise a large percentage of overall expenditures and reductions to personnel costs will, therefore, be necessary to deal with the structural imbalance between revenues and expenditures; and,

WHEREAS, Clark County, Nevada began negotiating with union groups in March 2010 to modify contract language to reduce salaries and wage; and,

WHEREAS, Clark County, Nevada extends the same salary and benefits to employees not covered by a collective bargaining agreement, and reductions in salaries and wages for employees not covered by a collective bargaining agreement have been postponed in anticipation of receiving concessions from the union groups; and,

WHEREAS, Clark County, Nevada has yet to receive concessions from the bargaining union groups that cover a majority of its employees.

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the Board of County Commissioners of Clark County hereby authorizes a reduction in salary and wages of two percent (2%) across the board for the following categories of employees:

1. Clark County management and non-management employees not covered by other collective bargaining agreements.
2. Clark County Water Reclamation District management and non-management employees not covered by other collective bargaining agreements.
3. University Medical Center (UMC) management and non-management employees not covered by other collective bargaining agreements.

BE IT FURTHER RESOLVED, that the 2% salary reduction shall not apply to management and non-management employees not covered by other collective bargaining agreements who have suffered a loss in pay as a result of involuntary actions such as reduction in force, demotion, or elimination of a classification subsequent to January 1, 2010.
BE IT FURTHER RESOLVED, that the respective management and non-management salary ranges shall be reduced by 2%, effective April 16, 2011.

BE IT FURTHER RESOLVED, that the Board of County Commissioners also ratifies a two percent (2%) salary reduction for management employees covered by a Board approved employment agreement.

BE IT FURTHER RESOLVED, that any provision in Merit Personnel System Personnel Policy VI to the contrary is hereby superseded.

PASSED, ADOPTED AND APPROVED this 15th day of March 2011.

BOARD OF COUNTY COMMISSIONERS
CLARK COUNTY, NEVADA

BY: ________________________________
    SUSAN BRAGER, Chair

CLARK COUNTY WATER RECLAMATION DISTRICT
BOARD OF TRUSTEES
CLARK COUNTY, NEVADA

BY: ________________________________
    LAWRENCE L. BROWN, III, Chairman

UNIVERSITY MEDICAL CENTER OF
SOUTHERN NEVADA BOARD OF HOSPITAL TRUSTEES
CLARK COUNTY, NEVADA

BY: ________________________________
    LAWRENCE WEEKLY, Chairman

ATTEST:

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DIANA ALBA, County Clerk