

**NINE STEP PLANNER
CLARK COUNTY WORK SESSIONS**

This form must be reviewed & approved by the Council before a work session is scheduled.

REQUESTED BY: *Human Resources*

1. **TOPIC:** Proposed 2026 Benefit Package Changes

2. **WORK SESSION**

Names of staff presenting/attending:
Lora Provolt, HR Director

3. **TIME FRAME**

Length of time needed for staff presentation: 15 minutes
Desired date: January 7, 2026
Scheduled date:

4. **TIMING CONSIDERATIONS:** Recommended changes, if approved at a future meeting would be effective January 1, 2026.

5. **DESIRED RESULTS:** Council to support recommended changes and approve via a staff report at a future meeting.

6. **IMPACTS (COMMUNITY/FINANCIAL/STAFF/OTHER):** Employee benefits are a critical component in attracting, retaining and engaging in high-performing workforce. Regularly reviewing and updating these offerings helps ensure the organization remains competitive with market peers and aligned with principles of internal equity.

A recent benefits analysis found that the County's overall benefits package remains highly competitive – comparing favorably to peer employers in both scope and value. While the current offers are strong, a few targeted adjustments are recommended for non-representative employees.

7. **POLICY IMPLICATIONS:** If the recommendations were approved by Council, HR Policy No. 11.0 – Benefits would be updated accordingly.

8. **ISSUES TO BE CONSIDERED:** *None*

9. **RECOMMENDED ACTION:** *Approval of recommended changes via a staff report at a future meeting.*

Signature of requestor:

DATE: _____

APPROVED FOR SCHEDULING: