City of Las Vegas

Agenda Item No.: **61.**

AGENDA SUMMARY PAGE
CITY COUNCIL MEETING OF: MAY 5, 2010

DEPARTMENT: HUMAN RESOURCES
DIRECTOR: F. CLAUDETTE ENUS ☐Consent ☒ Discussion

SUBJECT:
RESOLUTIONS:

R-30-2010 - Approval of a Resolution to Reduce Scheduled Cost of Living Adjustment ("COLA") for Classified Employees in the Bargaining Unit Represented by the Las Vegas City Employees Association, Inc.

Fiscal Impact
☐ **No Impact** ☐ **Augmentation Required**
☐ **Budget Funds Available**
Amount:
Funding Source:
Dept./Division:

PURPOSE/BACKGROUND:
A resolution to reduce the Cost Of Living Adjustment by 1% pursuant to a Memorandum of Understanding between the City of Las Vegas and the LVCEA executed on December 17, 2008, with an estimated savings of $1.12 million.

RECOMMENDATION:
Approval

BACKUP DOCUMENTATION:
1. Resolution No. R-30-2010
2. Memorandum of Understanding

Motion made by GARY REESE to Approve

Passed For: 6; Against: 0; Abstain: 0; Did Not Vote: 1; Excused: 0
RICKI Y. BARLOW, LOIS TARKANIAN, STEVE WOLFSON, OSCAR B. GOODMAN, GARY REESE, STAVROS S. ANTHONY; (Against-None); (Abstain-None); (Did Not Vote-STEVEN D. ROSS); (Excused-None)

Minutes:
MARK VINCENT, Chief Financial Officer, indicated that as part of the negotiated Memorandum of Understanding (MOU) with the Classified Employees Association (CEA), three conditions had to be achieved: 1) a reduction in the COLA (Cost of Living Adjustment); 2) an extension of the contract for an additional four years; 3) an additional one percent reduction (from 3 to 2 percent) in COLA if certain conditions were met as part of the four-year extension of the contract.

He outlined the conditions that were required to be met, to demonstrate that the annual increase in Appointive/Executive compensation did not exceed that of the Classified Employees, that a reduction in revenues was necessary in order to balance the budget and make a good faith effort to achieve the same or similar concessions from the other bargaining units. MR. VINCENT indicated that staff made reasonable efforts to achieve the aforementioned requirements, and therefore, the resolution was brought forward for approval.

COUNCILMAN WOLFSON asked if the components of this resolution are subject to any other possible bargaining with the units, to which MR. VINCENT replied that the CEA contract is not currently under negotiations, but discussions are being held regarding concessions that could possibly have an impact.

BRUCE SNYDER, Counsel for the Las Vegas CEA, indicated that the CEA Board approved a letter on 5/4/2010 that was disseminated to the Councilmembers and Administrative staff with the opinion that the last condition originally agreed to has not been met. Therefore, the CEA objects to this resolution.

COUNCILWOMAN TARKANIAN asked MR. VINCENT to repeat why he felt the conditions had been met, to which CITY MANAGER ELIZABETH FRETWELL responded that the first year included an automatic reduction. During Fiscal Year 2011, met the criteria by reducing the COLA by one percent for the Police Officer Association (POA) agreement, without any action by the Council. Moreover, the firefighters did not receive a COLA during the second year. Although negotiations are ongoing with the firefighters, there is no COLA budgeted or anticipated for the unit. Administrative staff is also actively negotiating with the Police Protective Association (PPA) to entirely eliminate its COLA of 3.75 percent.