

CURRENT OFFERS / PROPOSALS

LVPPA: Concession Offer

- Waive the FY11 COLA of 3.75%
- Waive Step (merit) Increases
- Waive remaining \$712.50 payment due 6/27/10 of Uniform Allowance
- Base pay reduction of 4%
- Annual Merit pay awards equal 4%
- Six (6) months advance notice for any future layoffs with the last three (3) months paid as severance
- Warrants served out of Detention & Enforcement with a change in Deputy City Marshals job descriptions
- Municipal Court Marshals job duties to remain the same
- Duration of concession for one (1) year
- Freeze Longevity Pay

NOTE: No concession offers have been rejected by the City.

SUMMARY OF UNION CONCESSIONS 2010

LVPPA:	<u>FY11 REDUCTION TARGETS</u>		<u>OFFER</u>	<u>DIFFERENCE</u>
	a. Flat =	472,339	472,339	0
	b. 8% =	<u>627,661</u>	<u>436,217</u>	<u>191,444</u>
	Total	1,100,000	908,556	191,444

**NOTE: 8% wage rollback saving calculations include PERS.
Current offer equals approximately 82% of goal, or flat plus
6%.**

SUMMARY

GROUP	FY11-GOAL	OFFER	DIFFERENCE
LVCEA	16.7M	0	16.7M
IAFF	8.8M	4.7M	4.1M
LVPOA	3.1M	0	3.1M
LVPPA	1.1M	.9M	.2M
	<u>\$29.7M</u>	<u>\$5.6M</u>	<u>\$24.1M</u>

**Note: IAFF contract at
impasse, headed to
arbitration.**

July 2010 – After 4% Reduction

<u>Grade</u>	<u>Job Title</u>	BIWEEKLY		ANNUAL		
		<u>Min</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
PM.6	Deputy City Marshal	1,905.24	2,924.03	49,536.36	62,780.52	76,024.67
	Municipal Court Marshal					
PM.15	Deputy City Marshal Sergeant	2,379.45	3,651.73	61,865.61	78,405.35	94,945.09
	Municipal Court Marshal Sergeant					