



AGENDA SUMMARY PAGE
CITY COUNCIL MEETING OF: MAY 18, 2011

DEPARTMENT: CITY MANAGER
DIRECTOR: ELIZABETH N. FRETWELL

☐ Consent ☒ Discussion

SUBJECT:
ADMINISTRATIVE:

Discussion and possible action to accept a tentative agreement of the Memorandum of Understanding (MOU) made by the Las Vegas Police Protective Association (LVPPA) regarding a new, extended or renewed Collective Bargaining Agreement or similar agreement between the City of Las Vegas as local government employer and the LVPPA as employee organization (\$450,000 continued reduction in General Fund costs)

Fiscal Impact

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No Impact

☐ Augmentation Required

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Budget Funds Available

Amount: \$450,000 Continued Reduction

Funding Source: Detention and Enforcement and Municipal Court

Dept./Division: General Fund

PURPOSE/BACKGROUND:

The LVPPA leadership and City management have come to a tentative agreement of the Memorandum of Understanding. This is a major factor in helping avoid the financial shortfall the City is facing over the next 5 years and helps provide additional job security for many of our employees. Approximately 75% of the City's costs go to wages and benefits, therefore the City Council asked that the LVPPA bargaining unit to work with management. In the spirit of trying to retain services for our citizens and to preserve as many jobs as possible, the leadership of the LVPPA came forward with a proposal and after talks with the City management a tentative agreement of the Memorandum of Understanding offer is being brought forward for Council approval.

RECOMMENDATION:

Approve a tentative agreement of the Memorandum of Understanding and authorization to execute any related documents regarding the offer made by the LVPPA.

BACKUP DOCUMENTATION:

1. Memorandum of Understanding - Tentative Agreement
2. LVPPA Council Presentation May 18, 2011

Motion made by GARY REESE to Approve

Passed For: 7; Against: 0; Abstain: 0; Did Not Vote: 0; Excused: 0

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

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Minutes:

CITY MANAGER ELIZABETH FRETWELL explained that NRS 288.153 requires the City Manager to present the final outcome of the negotiations of the Las Vegas Police Protective Association (LVPPA), which comprises both units of the Marshal's from Municipal Court and Detention and Enforcement. This two-year agreement keeps compensation flat, perpetuates and continues the concession from last year, and keeps PERS split 50-50, as stipulated in State law. It generates a half million dollar savings.

DAN TARWATER, Director of Human Resources, thanked CHRIS COLLINS, President of the LVPPA, JOHN DEAN HARPER, Chief Negotiator for the LVPPA, VINCENT ZAMORA, City of Las Vegas Chief Negotiator and LVPPA board members, who came to the table and offered items that the City needed this year and next year. Through a PowerPoint presentation, MR. TARWATER provided an outline of last year and this year's LVPPA consideration. He believes this agreement will be approved by LVPPA members.

ATTORNEY HARPER stated that to the best of his knowledge, the members were happy and he feels the vote will pass. As a union attorney, it is painful to give up some new employee benefits but believes it is the right thing to do. MAYOR GOODEMAN marked that the Council appreciates the members' dedication to the City and set a excellent example during these challenging times. Everyone must work together during these challenging times in order to assure that services continue to be provided to the constituents. COUNCILWOMAN TARKANIAN expressed the same sentiment and understands how difficult it is for everyone.

COUNCILMAN WOLFSON applauded the employees for their continued, shared sacrifice. He asked if the salary scale reduced by 14 percent for the new employee is consistent with the class and comp study. CITY MANAGER FRETWELL replied that it brings back the PERS contribution to a 50-50 split by lowering that salary. The Councilman remarked that this sets a tone for other employees. ATTORNEY HARPER promised to pass along the Council's sentiments.

COUNCILMAN REESE recalled that during a Citizen Participation item, a Marshal offered to give up \$20,000 a year of his salary to save his job.