



AGENDA SUMMARY PAGE

CITY COUNCIL MEETING OF: JULY 20, 2011

DEPARTMENT: CITY MANAGER
DIRECTOR: ELIZABETH J. REYNOLDS

☐ Consent ☒ Discussion

SUBJECT:
ADMINISTRATIVE

Report and update regarding the status of negotiations and concessions between the City of Las Vegas and the International Association of Fire Fighters (IAFF Local 1285) and all current labor organizations. All items.

Fiscal Impact

☐

No Impact

☐ Augmentation Required

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Budget Funds Available

Amount:

Funding Source:

Dept./Division:

PURPOSE/BACKGROUND:

At the direction of the Mayor and Council, the City Manager's Office will give a report of ongoing labor discussions and related fiscal issues. The report will provide a thorough review of labor concessions and fire negotiations at the city consistent with the intent of NRS 288.

RECOMMENDATION:

Report only; no action required

BACKUP DOCUMENTATION:

Submitted at Meeting PowerPoint Presentation by Staff

Minutes:

DAN TARWATER, Human Resources Director, reviewed a PowerPoint presentation as submitted for the record. He advised the Council that the IAFF's negotiation considerations do not include uniforms or roll backs, that the new employee step process reduces the starting wage compensation by five percent which follows the employee through the step process, and is in the process of scheduling fact finding and arbitration. NORMAN BRAND, has been named as the arbitrator and MARK RICCIARDI as outside legal counsel, but there is no set timeline on the proceedings.

COUNCILMAN COFFIN inquired about a dollar figure for the entire fire budget in order to give him portionality of the overall impact of negotiations. CANDACE FALDER, Director of Finance and Business Services, stated the budget was approximately \$105,000,000 and the

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Councilman identified the negotiation considerations as being close to five percent of the total budget. The Councilman told MR. TARWATER that he was doing a good job. MR. TARWATER also verified for the Councilman that the presentation budget numbers have been reconciled according to MR FLETCHER's concerns.

As MR. TARWATER continued the presentation, he confirmed that the IAFF was not the only collective bargaining unit willing to significantly reduce new employee pay schedules. COUNCILMAN WOLFSON reminded the audience that these concessions allowed the City to save hundreds of jobs.

COUNCILMAN BARLOW asked about the spaces on slides eight and nine that did not have a dollar amount attached and MR. TARWATER stated that he will try to come up with a model to project future savings. MS. FALDER clarified that the number of assumptions that would have to be made would make these projections unreliable. She suggested to the Council that providing them with the savings to date would provide a more accurate picture.

CITY MANAGER ELIZABETH FRETWELL clarified for the record that both the Warrant Program and jail-related impacts should have been listed as part of the Police Officers Association (POA). She also pointed out that there was a reimbursement of uniforms on the Police Protective Association (PPA) agreement.

MR. TARWATER clarified for COUNCILMAN BOSS that the current IAFF negotiation status has reached an impasse, which is why fact-finding and arbitration is being scheduled. The Councilman thanked all of the employees and union members for their efforts and cooperation with wage and benefits changes. He would like to see IAFF work this out for the City residents as well as their own employees. MAYOR GOODMAN added that it is her hope that there will be a successful renegotiation of last year's agreements and believes that although the City is healthy, it needs one more year to improve its standing.

COUNCILWOMAN TARKANIAN received confirmation from MR. TARWATER that the presentation is electronically available.

In response to COUNCILMAN ANTHONY, MS. FALDER explained that the prior arbitration process involved a two-day off-site meeting of negotiations and compromise before reaching an impasse.