CITY/FIRE NEGOTIATIONS UPDATE & OTHER BARGAINING UNITS
Concessions Summary
July 2011

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2010 – Where we have been w/IAFF

IAFF WAGE & BENEFIT CONCESSIONS

JUNE 29, 2010

Supervisory / Non-Sup	Article 17 - Wages	Description	Savings
Both	a. COLA	FY11 = 0	2,000,000
		FY12 – Re-opener (COLA, salary schedules)	
Both	b. STEPS	FY11 - 50% reduction (current employees)	450,000
		FY12 - 50% reduction (current employees)	450,000
		FY11 – reduce Step #1 by 5% (New Employee)	
Both	c. PERS	FY11 – future PERS above 37% subject to contribution split for Supervisory, already in Non-Supervisory Unit	

2010 – Where we have been w/IAFF

IAFF WAGE & BENEFIT CONCESSIONS

JUNE 29, 2010

Supervisory / Non-Sup	Article	Description	Savings
Both	23 - UNIFORMS	FY11 – waive all payments	900,000
		FY12 – Re-opener	
Both	22 - MEDICAL	FY11 - $360 per pay period/eliminate 2 pay periods	1,800,000
		FY12 – Re-opener	
Non-Sup	28 - EMS COMP	FY11 – reduce by 50% – document pay	450,000
		FY12 – reduce by 100% (450,000 to elimination)	450,000
Non-Sup	32 - STAFFING	(Rovers) – Increase to 8%	
Both	38 - DURATION	Two year agreement with re-openers	

2010 – Where we have been w/IAFF

IAFF WAGE & BENEFIT CONCESSIONS

JUNE 29, 2010

Supervisory / Non-Sup	Article	Description
Both	SOP	Battalion Chiefs(BCs) Staffing
		SOP change to agree that for any of the suppression BC's who are going to be on leave for longer than three shifts that the Fire Chief will use a 40 hour BC to fill in for them.
Both	EMS STUDY	City will not solicit or otherwise seek a request for proposal studying the privatization of Emergency Medical Services through and including June 27, 2012.
Both	ADMINISTRATIVE	The "brownout" schedule would be retracted, however, the Chief would be able to initiate a brown out when administratively necessary due to overtime issues and understaffing.
		The City Manager would restore portions of the Fire budget using the concessions gained in the new agreement sufficient to avoiding scheduled brownout for 1 year.

2010 – Where we have been w/IAFF

SUMMARY
June 2010

GROUP	FY11-GOAL	OFFER	DIFFERENCE
LVCEA (2 year deal)	16.5M	11.0M	5.5M
IAFF	8.8M	5.6M	3.2M
LVPOA (2 year deal)	3.1M	1.8M	1.3M
LVPPA	1.1M	.9M	.2M
	$29.5M	$19.3M	$10.2M

*Concession offers do not include all New Employee Future Benefit savings

2011 – Where we are at today w/IAFF

May 2011
IAFF/City Labor Negotiations

CITY - Considerations:	Values
• COLA	0
• 3% roll back (includes PERS)	$2,135,000
• Offered SOP changes in lieu of 3% roll-back	
• Uniform Allowance flat - 0%	900,000
• Medical – Same as previous year contributions	1,400,000
• Step Reduction – 50% decrease between steps	450,000
• Documentation Pay Elimination – 2nd year reduction	450,000
• Duration – 1 year contract	
• PERS 50/50 split increase = 2.75%	
• Total Value =	$5,335,000
• Reduction Goal =	$6,000.000

- PERS – 7/1/11 increase (employee pays 1.375%/City pays 1.375%)
- Education incentives sunset ($200,000)
- Lateral Academy – hire 18 qualified candidates from other agencies

2011 - Where we are at today w/IAFF

IAFF/City Labor Negotiations

IAFF - Considerations:	Values
• COLA	0
• *Medical - $360 per pay	$1,400,000
• Step Reduction – 50%	450,000
• Documentation Pay – 2nd year	450,000
• Total Value =	$2,300,000
• Reduction Goal =	$6,000,000

- Duration – 1 year agreement

*If Medical resets July 2011, this value will be zero (0) and the total value is reduced to $900,000.

May 2011 PPA – Concessions Summary

Annual Goal= $1.1M			
CONCESSION	FY11	FY12	
1. COLA remains flat - 0% (3.75% historically)		0.00	
2. Step (Merit) Increases Waived - 0%		71,840.00	
3. Longevity Flat - Freeze in place		27,000.00	
4. Continue 4% base pay roll-back (PERS included)		350,000.00	
5. PERS 50/50 split new contributions increased 2.75%			
(employee portion 1.375%; employee portion= 1.375%			
6. Duration - 2 year agreement			
TOTAL		448,840.00	
CONCESSION			
7. *NEW EMPLOYEE: Salary scales reduced by 18%			
8. **Uniform allowance: $1,375 annually			

May 2011 – POA Concessions Summary

REDUCTION GOAL= $3.1 M		
	FY12	**FY13**
1. Flat (No COLA, longevity, steps) =	1,144,000.00	1,144,000.00
2. Reduce Uniforms to 0 =	335,000.00	335,000.00
3. 1 1/2% Roll-back in wage =	350,000.00	350,000.00
Total	1,829,000.00	1,829,000.00

New Employee Considerations	
4. 10% reduction in step #1 pay schedules (New Hire) =	Future long term benefit
5. Reduce wage scale to 7 steps (New Hire)=	Future long term benefit
6. Reduce steps to 3.5% (New Hire) =	Future long term benefit
7. PERS 50/50 plan split(New Hires) =	Job Classes Reduced by 18%
8. Longevity – eliminate (New Hires) =	Future long term benefit
9. Sick Leave payout at 25% (New Hire)=	Future long term benefit
10. Sergeants steps reduced to 4% (Newly promoted)=	Future long term benefit

Revenue Potential/Cost Reductions	
11. Over time Savings =	change in staffing formula reduces overtime
12. Warrant Program =	credits
13. House Arrest Program =	potential $2,000.000
14. Metered Parking at Stewart Ave -	for visitors to the Jail
15. Union Hours –	1800 hours per FY as defined by the President of LVPOA

May 2011 CEA – Concessions Summary

Annual Goal= $16.5M

CONCESSION	FY11	FY12	FY13
1. COLA		3,000,000.00	3,000,000.00
2. Longevity		166,000.00	166,000.00
3. Steps		780,000.00	780,000.00
4. PERS		840,000.00	840,000.00
TOTAL		4,786,000.00	4,786,000.00

CONCESSION	FY11	FY12	FY13
5. *1 Week Closure - Christmas	2,000,000.00		
6. *4/9.5 hour work week (5%)		5,300,000.00	5,300,000.00
7. **Elimate Sick Bonus		150,000.00	150,000.00
8. **Elimate Longevity - New Employee			
9. **Class/Comp - Job Classes reduced by 12.5%			
New Employee - Y Rate Current		500,000.00	500,000.00
TOTAL	2,000,000.00	10,736,000.00	10,736,000.00

*City Manager has flexibility to select the week(s) for closure and the flexibility to return to traditional 40 hour work week when economically feasible.

**New Employee benefit should receive additonal credit as it reduces costs over future years with long term impact.

***Implement Class/Comp and Y rate current employees that are topped out.

Summary of Unions

SUMMARY
May 2011

GROUP	Annual Goals	FY 12	DIFFERENCE
LVCEA	16.5M	11.0M	5.5M
*IAFF	6.0M	2.0M	4.0M
LVPOA	3.1M	1.8M	1.3M
LVPPA	1.1M	.450	.650
	$26.7M	$15.250M	$11.450M

*Current IAFF Offer
**Concessions do not include all Employee Future Benefit Savings

Fact Finding – Arbitration Process

OUTLINE OF RESOLUTION PROCESSES UNDER NRS CHAPTER 288 WHEN COLLECTIVE BARGAINING DID NOT RESOLVE THE ISSUES

NRS Chapter 288 is known as the "Local Government Employee-Management Relations Act." ("LCMRA")

The LCMRA requires "Collective Bargaining" of certain basic terms and conditions of employment. ("Mandatory Subjects") It also reserves without negotiation a handful of management rights.

"Collective Bargaining" means the local government employer and employee organizations, have a mutual obligation to meet at reasonable times and bargain in good faith to resolve issues. This obligation does not compel either party to agree to a proposal or require the making of a concession. **CITY AND IAFF negotiated to impasse.**

In general there are three separate statutory processes for resolving disputes when negotiations do not resolve the matter. Each of the processes can differ depending on the nature of the employee group involved. (i.e. rank and file or public safety)

MEDIATION means assistance by an impartial third party to reconcile differences between employer and bargaining unit through interpretation, suggestion and advice. The mediator can compel the parties to attend but has no power to compel the parties to agree. In general mediation is required for non-public safety units. **CITY AND IAFF voluntarily participated in mediation, but did not resolve the issues.**

FACT-FINDING means the formal procedure by which an investigation of a labor dispute is conducted. Evidence is presented and a written report is issued within 30 days of hearing by the fact finder describing the issues involved and setting forth recommendations for settlement. **CITY AND IAFF have agreed to a Fact-finder, but did not schedule a hearing pending efforts to resolve the matter through voluntary mediation. CITY has requested IAFF agree to make this binding. To date IAFF has not agreed to do so.**

ARBITRATION within 10 days after the fact finder's report is submitted, the parties should submit the issues remaining in dispute to an arbitrator. At the recommendation of the arbitrator, the parties may, before the submission of a final offer, enter into negotiations. If the negotiations are begun, the arbitrator may adjourn the hearings for a period of 3 weeks. If the parties do not enter into negotiations or do not agree within 30 days, each of the parties shall submit a ***SINGLE WRITTEN STATEMENT*** containing its final offer for each of the unresolved issues. This is what is referred to as FINAL OFFER ARBITRATION. Here the Arbitrator must select one of the offers and cannot craft a compromise in between. The decision of the arbitrator is final and binding on the parties. Any award of the arbitrator is retroactive to the expiration date of the last contract.

CLV Fire – Metro Comparison

Metro PPA FY 2010	City of Las Vegas Fire FY 2010
• 0% COLA • 4% Step increase • 15% Max annual longevity at 30 YOS • $1675 Annual uniform allowance • $9072 Annual insurance employer contribution	• 0% COLA (1.75% PERS) • 5.7% Average step increase • 10% Max annual longevity at 20 YOS; hired 7/1/80 to 12/31/02 • 10% Max annual longevity at 24 YOS; hired after 1/1/03 • $1500 Annual uniform allowance • $11,700 Annual insurance employer contribution
Metro PPA FY 2011	**City of Las Vegas Fire FY 2011**
• 0% COLA • 4% Step Increase • 15% Max annual longevity at 30 YOS •$925 Annual uniform allowance •$8572 Annual insurance employer contribution	• 0% COLA • 2.85% Average step increase • 10% Max annual longevity at 20 YOS; hired 7/1/80 to 12/31/02 • 10% Max annual longevity at 24 YOS; hired after 1/1/03 • New employee first step reduced 5% • $0 Annual uniform allowance • $8,640 Annual insurance employer contribution • $450,000 Doc pay decrease (additional $450,000 in FY '12)