



Agenda Item No.: 7.

SUBJECT:
CITIZENS PARTICIPATION: PUBLIC COMMENT DURING THIS PORTION OF THE AGENDA MUST BE LIMITED TO MATTERS WITHIN THE JURISDICTION OF THE CITY COUNCIL AND REDEVELOPMENT AGENCY. NO SUBJECT MAY BE ACTED UPON BY THE CITY COUNCIL AND REDEVELOPMENT AGENCY UNLESS THAT SUBJECT IS ON THE AGENDA AND IS SCHEDULED FOR ACTION. IF YOU WISH TO BE HEARD, COME TO THE PODIUM AND GIVE YOUR NAME FOR THE RECORD. THE AMOUNT OF DISCUSSION ON ANY SINGLE SUBJECT, AS WELL AS THE AMOUNT OF TIME ANY SINGLE SPEAKER IS ALLOWED, MAY BE LIMITED

BACKUP DOCUMENTATION:

Submitted at Meeting: FY2011 Budget Alternatives Report by Las Vegas City Employees' Association

Minutes:

DEAN FLETCHER, President of Las Vegas Fire Fighters and Captain with Fire and Rescue. He stated that his organization has negotiated in good faith and the privatization of EMS was unknown and will cost the City more and result in the loss of the Class 1 rating. This year's Fire Department budget will be \$6 million under budget and will bring back \$4.5 million in transport that will go into the General Fund. Transport has been increased by 100%. The comment made by the Mayor was a bullying technique.

HOWARD BASCH, resident of Las Vegas since 1965 and employee for over 20 years, referred to the letter from an employee referenced by the Mayor who will have 11 months to obtain full retirement. The City should negotiate with this employee to permit his retirement. The Public Works projects will be delayed by the loss of half a dozen engineering/design staff. Staff works diligently to look after the City's interests. The loss of these employees will be detrimental to these projects, such as the Clear Skies Project. Many projects are long-term and achieve City goals.

ANTHONY HODGES, Las Vegas resident, stated that cutting people make the situation worse and taxes should be raised for the right reason. Everyone also needs to participate in weathering the situation.

CHRIS COLLINS, Executive Director of the Police Protective Association, stated that the comment an offer has not been made is untrue. There is a disagreement on the numbers and whether or not the offer is meaningful. The Council's stance is that all or nothing means there is no room for negotiations. The 8% cut to the employees is disingenuous because it is a freeze plus 8% twice. That type of cut would put many employees in bankruptcy and foreclosure. This was a slap in the face.

CITY COUNCIL MEETING OF: March 10, 2010

TRACEY VALENZUELA, President of the Las Vegas Peace Officers Association, commented that there is not an unwillingness to work with the City. They have bargained in good faith with one year still remaining on the contract. They are still the lowest paid peace officers in the Valley. There have been efforts to reduce overtime which will assist with the shortfall but that has failed to be mentioned today. The impact of working more with less cannot be viewed as not being a sacrifice. There is no anticipation of a 4.5% wage increase. She requested a breakdown of the public safety dollars to see what percentages go to Metro, Fire and Rescue and Detention and Enforcement. She acknowledged the difficulty of the situation.

DON KING, President of the Las Vegas City Employees Association (LVCEA), appeared with CINDY WHITE, Trustee with the LVCEA. MR. KING agreed with the other unions that the Mayor has been a bully. They have bargained in good faith and his organization has already experienced four rounds of cuts. There is a members survey as to the concessions pending. He thanked COUNCILMAN BARLOW for his comments opposing the Mayor. Holding salaries flat means that the cuts are not just 8%. He commended CHRIS KNIGHT for his efforts at Building and Safety. The other organizations and groups have not been cut. Perhaps the executive group should be examined.

BEV PATTON, Executive Director of the Las Vegas County Orchestra at the Reed Whipple Center, thanked the Council for restoring the Reed Whipple Center. CITY MANAGER FRETWELL confirmed that the restoration would be through this fiscal year and there would be a continued evaluation for the next and future fiscal years for possible relocation. There will be a follow up implementation meeting that will include that as well as fundraising issues. MS. PATTON requested that future communication efforts include all layers of participants.

VAL SHARP, City employee and Las Vegas resident expressed his appreciation for the comments regarding the subsidization of the YMCA. Regarding the Warrant Service Program, he indicated that it actually works in Montana. He thanked the other Councilmembers, and indicated that the Mayor is like Las Vegas, bigger than life. For example, Metro might be heavy for the daytime needs, but not for the weekend/nighttime needs. He has been with the City for 15 years, longer than most elected officials. The comment by the Mayor suggesting termination of employees was over the top. Even if it was tried, it is unconstitutional and the employees would sue, win and just cost the City even more money. He pointed out that the cost impact on the newer employees would actually be 16%. He understands, the City Manager's position, but employees cannot afford the cuts. He would be willing to pay the real estate tax MR. VINCENT did not recommend.

COUNCILWOMAN TARKANIAN acknowledged that POA did submit a plan, but that it is the only one received. CITY MANAGER FRETWELL agreed that the PPA did present a formal proposal. The City is in negotiations with IAFF and typically cannot discuss proposals in a public forum. The bargaining unit may discuss it, but the City does not. ASSISTANT CITY ATTORNEY BRYAN SCOTT explained that the IAFF was not part of the backup because there are ongoing negotiations.

CITY COUNCIL MEETING OF: March 10, 2010

COUNCILWOMAN TARKANIAN agreed that the current request is 8% for this year and recognized that there may be another request for the second year with another 8%. CITY MANAGER FRETWELL assured the Council that the situation condition is constantly re-evaluated. The discussion for 2012 is not retracted, but the focus is for FY 2011.

COUNCILWOMAN TARKANIAN confirmed with ASSISTANT CITY ATTORNEY SCOTT that she was able to state that the CEA as the largest group with the most positions to be eliminated, holding everyone to the 8% benefited them the most. She has a close family member working with CEA facing the same situation as everyone else. Her hope is to get through this first year and hope for the next.

COUNCILMAN ROSS asked CITY MANAGER FRETWELL about MR. COLLINS' question what happens if one unit makes concessions and the others do not. CITY MANAGER FRETWELL responded that any proposal would be considered by the Council in closed session and then the contract could come back for formal Council action. However, a bargaining unit making concessions to protect their organization forces decisions on something other than priorities. COUNCILMAN ROSS agreed that it is should a collective effort.

COUNCILMAN WOLFSON stressed that he has been questioning what the majority of employees actually think. Would employees take a cut that would impact their ability to pay their mortgage in order to save someone else's job. MISS FRETWELL responded there is a survey pending that would give the CEA a fair question from the members, and he has received informal input that leaves him uncertain.

