

RESOLUTION NO. R-19-2013

RESOLUTION TO REDUCE SCHEDULED COST OF LIVING
ADJUSTMENT("COLA") FOR CLASSIFIED EMPLOYEES IN THE
BARGAINING UNIT REPRESENTED BY THE LAS VEGAS CITY
EMPLOYEES ASSOCIATION, INC.

WHEREAS, the City of Las Vegas ("CITY") and the Las Vegas Employees Association, Inc. ("CEA") are parties to a Collective Bargaining Agreement ("CBA") that establishes wages for certain classified City employees; and

WHEREAS the parties also entered into a Memorandum of Understanding ("MOU") that amended the CBA (a copy of which is attached hereto); and

WHEREAS, pursuant to the MOU... "each year as a part of the budget approval process, the City Council may approve a resolution declaring that without a reduction in the scheduled raises, that it would not be possible for the CITY to balance the budget with revenues as projected"; and

WHEREAS, pursuant to the MOU... "If such a resolution is approved, then the scheduled raises shall be reduced by up to 1.0%, and shall be effective as of the date in the Agreement"; and

WHEREAS, pursuant to the MOU... "The resolution shall specify the amount of any decrease (up to 1%)"; and

WHEREAS, pursuant to the MOU... "The same resolution shall also limit any increase in average compensation (i.e., COLA, bonuses, and merit) of the executive and appointive employees to no more than that of the average increase compensation of all CLV represented employees"; and

WHEREAS, pursuant to the MOU... "That on or after January 2010, any resolution that affects the Association is conditioned upon the CLV having made reasonable efforts to negotiate or secure similar or more stringent terms with the other employee organizations"; and

WHEREAS, pursuant to the CBA, effective June 23, 2013, eligible CEA employees are scheduled to received a COLA of 3%; and

WHEREAS the City has undertaken efforts to negotiate or secure wage concessions or rollbacks from all employee organizations in 2009 and through 2013; and

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Las Vegas, Nevada, at a special meeting thereof held on the 8th day of April, 2013, that without a reduction in the scheduled raises of CEA employees, it would not be possible for the CITY to balance the budget with revenues as projected; and

BE IT FURTHER RESOLVED that the 3% scheduled raises of CEA employees, which are to be effective June 23, 2013 are decreased by 1%; and

BE IT FURTHER RESOLVED that as a result of the significant ongoing revenue shortfall the CITY previously froze compensation for executive and appointive employees for fiscal year 2010, and based on the continuing revenue shortfall expected in fiscal year 2014, there are no scheduled

