

M I N U T E S

Las Vegas, Nevada  
November 26, 1975

A- Recessed Regular Meeting of the Board of City Commissioners of the City of Las Vegas, Nevada, held this 26th day of November, 1975, was called to order by His Honor, Mayor William H. Briare, at the hour of 11:00 a.m. with the following members present:

	Mayor	William H. Briare
	Commissioner	Paul J. Christensen
	Commissioner	Myron E. Leavitt
	Commissioner	Roy A. Woofter
	Commissioner	Ron Lurie
STAFF PRESENT	A. R. Trelease	City Manager
	City Attorney	Carl E. Lovell, Jr.
	Dep. Director, Finance Department	David Parks
	Director of Manpower	Al Lipitt
	Director of Personnel	J. Robt. McPherson
	City Clerk	Edwina M. Cole
OTHERS	Pres., L.V. Employees Association	Don Brown
	PRESS	
	TV	

C E T A

Mayor Briare: Commissioner Woofter will be here momentarily. I called his office and he is on his way. I'd like to get this meeting started though because I think we've all got other things we'd like to get done this morning.

This is the continuation of the City Commission Recessed Meeting of Monday to determine the disposition of the Employees who are involved in the cut of Federal funds in the CETA Program.

At our last meeting we discussed several different Plans and the Director of Personnel has analyzed these Plans. Each of you has the analysis of these Plans before you.

Mr. McPherson, would you proceed now? You might briefly touch on Plan "A" and Plan "B", but spend a little more time on Plan "C".

PLAN "A"

Mr. McPherson: Mayor, based on the firm dollars we have at hand and the three alternatives you asked us to look at, Plan "A" would basically keep all 64 of the City Employees concerned on the payroll until the funds ran out on February 20th. The cost to the City under that proposal, would be approximately \$24,000.00.

PLAN "B"

Plan "B", as you recall, was to keep the high priority Employees in terms of the functions they are performing. That Plan would allow us to keep approximately 27 of the 64 until June 26th of 1976, with a cost to the City of approximately \$40,000.00.

C E T A  
(continued)

PLAN "C"

Plan "C" would enable us to keep all 64 Employees through the Holidays to the first pay period of January 10th. We would then be able to maintain 18 of the essential positions until June 30th. The cost of that Plan would be \$38,600.00.

Plan "C", of course, has certain merits in it in that everybody would have a full additional month to find employment and everybody is kept through the Holidays. It does have a disadvantage in that we do not have as many of the essential positions with us after the first of the year -

Mayor Briare: One of the important things before us - and I will direct this to our City Manager, is that the services that are performed by these Employees under any one of these Plans are vital services to the community, as they are on-going and will continue to be no matter what Plan is used, until such time as the Employee - he or she - has to be terminated. These services will continue up to that point -

Mr. Trelease: That's correct -

Mayor Briare: Do any of the Commissioner have any questions?

Commissioner Christensen: Yes, I have a couple: Bob, this Plan "B" - I notice there are no dates on here. Are the dates on Plan "B" the same as on Plan "C"?

Mr. McPherson: Yes -

Commissioner Christensen: Plan "B" would maintain these people until June of 1976?

Mr. McPherson: Right -

Commissioner Christensen: Alright. The other question I have is - you've got a City cost here of \$38,634.00 on Plan "C". At the last meeting we determined that there is with all of these Employees, a City cost because the Federal Government funds only up to a certain level -

Mr. McPherson: \$9,400.00 - right -

Commissioner Christensen: OK, how much does this increase the \$38,634.00 of the City's cost? How much increase is that over what the City's cost would be necessarily? Do I make myself clear?

Mr. McPherson: Are you saying the services . . .

Commissioner Christensen: No, I'm saying - like on Plan "A" the City's cost is \$24,714.00. Now that's a hard cost we're stuck with, regardless. That's our cost until the time the Federal money runs out - right?

Mr. McPherson: That would <sup>be</sup> our cost for using Title II money. If we don't use any Title II money, there's no cost -

Commissioner Christensen: Yes - but Title II money - that's our cost that we're locked into -

Mr. McPherson: If we use that money - right -

Commissioner Christensen: So what we're saying is that the \$38,000.00 - we're increasing the cost by the difference between \$24,600.00 and \$38,600.00, which is \$6,000.00, isn't it?

Mr. McPherson: Approximately \$14,000.00 - if we keep those additional Employees on -

Commissioner Christensen: So we're going to impact the City Budget by \$14,000.00, by using Plan "C" over just cutting

it off when it ends.

Mr. McPherson: Right -

Commissioner Christensen: Alright - that's the information I wanted.

Commissioner Lurie: I have a comment to make - that I think it's kind of unfair in some of the discussions we've been having that the City - we are actually being forced to take money out of our General Fund in order to keep Employees on a Government Program - that was supposed to have been subsidized by the Federal Government, and now we're being forced to take money out of our General Fund or we're liable to end up losing other Federal money that is available for us in the City. Is that not correct?

Mr. McPherson: That's correct -

Commissioner Lurie: I think it is not fair for us to be put in that position. Based on the City entering into this agreement in good faith to hire on these people - to give them employment - give them a chance to learn a profession - go out and find a job - and now we're being forced to absorb those people into the system - otherwise we're going to lose other Federal Grants. I don't think that's fair, especially when we're in the process now of trying to Consolidate City Government with County Government and there has to be, somewhere along the line, a reduction in force so we may consolidate more efficiently, and now we're forced to increase the number of people we have on the payroll.

Mayor Briare: Any other comments?

Commissioner Leavitt: I am just curious about the \$14,000.00 Budget impact - I assume you're not going to have any problem finding that?

Marvin Leavitt: It's a minimal amount - there's no problem.

Commissioner Leavitt: No problem at all?

Marvin Leavitt: No - not the \$14,000.00.

Mayor Briare: I would like everyone to know relative not only to this \$14,000.00, but anything else that might occur between now and the date - depending on which Plan the Commission should adopt, that we will continue to make every effort possible to acquire Federal funds to improve the situation as we find it this morning. But there comes a time in every problem like this when we must make a decision. That time is now, so I would ask - what is the pleasure of the Board relative to these Plans?

Commissioner Leavitt: Mayor, before we vote, I would ask for a clarification on what's going to happen in June - on Title VI?

Mr. McPherson: We have approximately 69 Employees on that and the funding on those people is supposed to run out in June. There is some indication that Congress will re-fund that, but certainly no firm word.

Commissioner Lipitt: Maybe Al can give us some information on that -

Al Lipitt: We mentioned at the last meeting that the 69 people currently with the City and approximately 700 throughout the entire County, are funded through June. However, the Fiscal Year ends in June, so everybody is funded through June.

Currently there are two Bills to extend the Title VI Program before Congress and I can't predict whether or not they will act on these before the Christmas recess, or whether it will be in the next Congressional year.

C E T A  
(continued)

Commissioner Christensen: There are only two sure things,  
Myron - Death and Taxes -

Commissioner Leavitt: Am I to understand then that in the  
event Congress does not extend Title VI money by June 30th,  
that we can look forward to possibly laying off another 69  
Employees in June?

Mr. Lipitt: That is correct. However, there is one difference  
between the Title VI Program and the Program you are currently  
discussing, and that is that every employee, upon hire, signed  
an acknowledgment that this Program was to last until February  
9th, and that their employment would be terminated at that time  
and through Congressional intervention, it was extended until  
June - so they actually have five months of extra work from  
which they originally signed in for.

Commissioner Leavitt: Yes, but that doesn't help us any,  
because we're using them in City services now, and we're going  
to lose them if Congress does not extend the Title VI monies.  
69 presently employed City Employees will have to be terminated  
in June - in addition to what we are talking about here - is  
that correct?

Mr. Lipitt: That is correct.

Mayor Briare: Commissioners, we have before us three possible  
recommendations from the City Manager's office. What is your  
pleasure?

Commissioner Woofter: Mr. Mayor, was there any in-put given  
by the Employees involved as to their desires in this regard?

Mayor Briare: Don, would you like to make a comment on this?

Don Brown, Pres., L.V. Employees Assn.: We really have no  
comment on this, Mayor. The Employees were not told if they,  
themselves, had a priority listing as to who shall and who  
shall not be retained in staffing but, beyond that, we have  
nothing to say.

Commissioner Lurie: Do any of these Employees belong to the  
Employees Association?

Don Brown, Yes, Sir, they do -

Commissioner Lurie: They are allowed to become members,  
based on part-time employment - or temporary employment?

Don Brown: That's correct - we offer our Membership to them.

Commissioner Lurie: And how many of these 69 belong to the  
Association?

Don Brown: A small percentage - of the total 144 CETA people  
as of the last Staffing Report, only 14 did belong.

Mayor Briare: Mr. Trelease, what is your recommendation of  
these three?

Mr. Trlease: Staff would recommend, and I would concur,  
Plan "C".

Mayor Briare: Does the Board have any further comments?

(No response)

C E T A  
(continued)  
M o t i o n

Commissioner Woofter: I would make such a motion.

Mayor Briare: That we follow the recommendation of the City Manager for Plan "C"?

Commissioner Woofter: That is correct

Motion carried by the following vote: Commissioners Christensen, Leavitt, Woofter, Lurie and Mayor Briare voting aye; noes, none

Commissioner Leavitt: I would request, Mayor that the City Manager notify all those Employees that they will be terminated as of January 10th -

Ma yor Briare: Right - this will be one of the duties of the City Manager -

Commissioner Christensen: This gives them an extra month to seek other employment, where before they had a week.

Commissioner Lurie: It also gives us some bargaining power not to lose other Federal monies.

Mayor Briare: As I have indicated, we are going to continue every effort - through Mr. Lipitt's office - the City Manager's office - and everywhere else - to try to find funds that can possibly be available to the City of Las Vegas to reduce the impact of what has taken place this morning.

Unidentified Speaker in audience: I was wondering - these people that will be terminated - I was wondering if they would be given a priority listing on future job openings -

Mr. McPherson: We can make every effort to work toward that objective and, perhaps, introduce an amendment to the Ordinance.

Mayor Briare: Perhaps we can each speak, personally, if that's necessary. I, personally, would certainly encourage something like that, through Mr. Lipitt's office and through City Hall, by all means.

Mr. Trelease: It would be to our advantage to get them back if we could because of the training they've received.

Commissioner Leavitt: I think as a practical matter, however, none of them will be rehired, if you're going to have to lay off more in June. How are you going to be rehiring if the Title VI money runs out?

Mayor Briare: You never know. One thing we are sure of is that we can't predict what Congress is going to do, but if Congress were to extend the funding, it would seem the same criteria that would be used for retaining certain employees because of the training they've had, could also go into effect for employees who are perhaps laid off over a short period of time.

Commissioner Christensen: The employee might not be available for re-hire, too -

Mayor Briare: In order to answer your question real bluntly,

C E T A  
(continued)

for right now is - that we have expressed a number of times, leading up to this morning, that we don't want to hold out any false hopes and any further discussion along this line might have a tendency to hold out false hopes and I don't think the conservative Board we have wants to do that.

Commissioner Christensen: To offer no false hope, but to do the best we can.

Mayor Briare: And that is what we will do - do the best we can. Is there anything else to be brought before the Board at this time?

(No response)

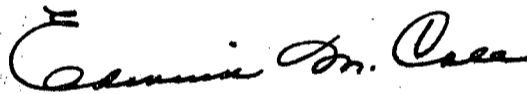
There being no further business to come before the Board, at the hour of 11:25 A.M., Mayor Briare declared this Recessed Regular Meeting A D J O U R N E D.

APPROVED



WILLIAM H. BRIARE, MAYOR

ATTEST:



EDWINA M. COLE, CMC  
CITY CLERK

APPROVED BY REFERENCE at a Regular Meeting of the Board of City Commissioners held on the 21st day of January, 1976.