

LVCEA Concession Proposal

Dated May 12, 2010

The proposal is for FY2011 only.

- 1) Wage Concessions:
 - a) The LVCEA will agree to no cost-of-living increase.
 - b) Any step increases to be awarded will be 2.5% with the remaining 2.5% deferred and added at the end of the salary step advancement.
 - c) The LVCEA will agree to no sick leave bonuses.
- 2) The City shall implement one of the following two options:
 - a) Furlough Program – the City shall select 12 days in the fiscal year to close down operations with a corresponding reduction in pay. The 12 days (96-hour reduction) without pay will not adversely affect PERS benefits.
 - b) Change to a 38-hour work week by having employees work four consecutive 9 ½ hour days. 96 of the 104 hours in reduced work per year will be treated as a furlough and thus not adversely affect PERS benefits. Under this option any AWS schedules shall be suspended for the duration of this shortened work week and shall be reinstated upon expiration of the shortened work week.
- 3) Effective June 2010 any increase in the current PERS rate will be shared by the City and the employee, each contributing 50% of any increase.
- 4) Classification and Compensation Study – The City shall not implement this or any other such study during the contract term.
- 5) Flex Grievances - The City shall settle any grievances or parts of grievances pertaining to flexing in favor of the LVCEA.
- 6) Restorations – The City will cost out the savings from the concessions from items 1 through 3 above and transmit the results and supporting data to the LVCEA. The City shall use 75% of the savings from the concessions to restore employees laid off or to be laid off from any Tier 2 and Tier 3 layoffs.
- 7) Employee Assistance Program – The City shall work with those employees requesting assistance with financial aid relating to mortgage and debt related assistance.

The offer is only open through the close of business on the next date that the City Council meets, which is Wednesday, May 19, 2010. If no response is given, the LVCEA shall consider the non-response as a rejection of the offer. The LVCEA hopes the City gives this counter offer serious consideration as it will save the City at least \$11 million. If the City rejects the offer we would welcome a counter offer on or before the above date.