

5/6/10

LVCEA/CITY – CONCESSIONS

1. **Wage Concessions – remain flat:**
 - a. **No COLA**
 - b. **No Step Increase**
 - c. **Freeze Longevity**

2. **Alternate Work Schedule – City shall implement an alternate work schedule in the form of one of the following alternatives that best fits the current resources to meet the service demands.**
 - a. **Furlough – the City will select 12 days in the year to close down operations with the with a corresponding reduction in pay. The 12 days without pay will not affect the PERS benefit.**

 - b. **4/9's – the City will reduce the work week to four nine (4/9's) days with the corresponding reduction in pay.**

 - c. **AWS – the program shall be suspended for the duration of the contract. The Department Head reserves the right to continue AWS in those areas they deem necessary.**

3. **PERS Split – Effective June 2010 any increase in the current PERS rate will be shared by the City and the employee, each contributing 50% of the increase.**

4. **Compensation/Classification Study - The City and Union will implement the City's study that was concluded December 2009. The City and Union agreed to:**
 - a. **Implement the plan within a two year period**
 - b. **agree to remove three out-of-state cities from the survey sample**
 - c. **agree to implement seven job classifications and families for FY11**
 - d. **agree to implement seven job classifications and families for FY12**
 - e. **agree on an allocation method for placing the job classifications on a lower pay grade**
 - f. **agree to Y rate those employees affected by the implementation for FY11**
 - g. **agree to an implementation schedule for FY11 and FY12**

5. **Flex Grievances – The City agrees to settle the current grievances in favor of the Union.**

6. **Restorations – The City is unable to guarantee a number of restorations as the economic climate continues to be too unpredictable. The City will guarantee a process for reviewing the financial triggers each quarter that lead to reductions in force and provide advance notice and a benefit package to assist with the separation process, when necessary.**

7. Employee Assistance Program - The City agrees to work with those employee requesting assistance with financial aid relating to mortgage and debt related assistance.

NOTE: The Concessions listed above are a presented as a total package, each item can be discussed separately, however, the package shall remain intact.