



## CITY OF LAS VEGAS, NEVADA

### *LVPOA Compensation and Benefits - 2022*

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#### **COMPENSATION**

- Negotiated as part of the collective bargaining process.
- Step (Merit) Increase – typically awarded on the anniversary date of hire, up to range maximum
- Number of Steps:
  - Corrections Officer – 13 steps
  - Corrections Sergeant – 10 steps

#### **BENEFITS**

##### **Uniform Allowance:**

- The City initially provides employees with uniforms. Thereafter, quarterly uniform maintenance allowance is currently \$425.

##### **Tool/Equipment Allowance**

- City provides required tools, equipment and personal protective equipment.

##### **Retirement (PERS)**

- Benefit eligible employees participate in the Public Employees' Retirement System of Nevada (PERS). PERS, a statewide defined benefit plan, calculates retirement benefits based on 2.5 percent (current percentage for employees hired 1/1/10 and after) for each year of service, applied to the employee's highest consecutive 36-month average salary. PERS also requires that employees share 50 percent of the PERS contribution, which is implemented by reducing the City's salary ranges. The highest consecutive 36-month average salary is increased commensurate with the salary range reductions required by PERS.

##### **Deferred Compensation**

- The city offers a 457(b) Plan which is a government deferred compensation plan similar to a 401(k) plan. It offers both pre-tax and after-tax savings and investment options.

##### **Health Insurance**

- Health insurance is currently provided by the Teamsters Trust Plan. The City makes a monthly contribution per employee. Insurance start dates are determined by the health trust.

##### **Life & AD&D Insurance**

- City provides \$20,000 insurance at no cost.
- Additional voluntary life insurance and AD&D insurance available for purchase.

##### **Long-term Disability**

- City provides a long term disability policy:
  - LTD: Employees who normally work at least 30 hours/week are eligible. Benefits may begin after 90 days of an approved disability leave. Payment is up to 60% of earnings, up to \$11,000/month, and may not be supplemented with sick or vacation.

**Shift Differential**

**Tuition Reimbursement**

**Employee Assistance Program**

**VACATION** (Hours/Year)

- **Year 1:** 80 hours
- **Years 2-10:** 120 hours
- **Years 11-15:** 180 hours
- **Years 16 and over:** 200 hours
- **Maximum accrual:** 250 hours, for new hires after 07/01/2013
- **Sell-back:** Up to 80 hours each year

**HOLIDAYS**

- City provides 13 paid holidays.

**SICK LEAVE**

- **Sick Leave:** 104 hours per year
- **Maximum Accrual:** 600 hours, if hired after 06/26/2011
- **Sick Leave Bonus:** Negotiated sick leave bonus available
- **Payout at Separation:** see contract