



CITY OF LAS VEGAS, NEVADA

LVPPA Compensation and Benefits - 2022

COMPENSATION

Annual Base Pay Increases

- 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:
 - PMA – 9 steps
 - PMB – 13 steps

BENEFITS

Uniform Allowance

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

Tool/Equipment Allowance:

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

Retirement

- 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. The City matches employee contributions up to \$2,000 annually. Five years vesting.

Medical, Dental and Vision Insurance

- Employees are covered the first of the month following date of employment. Five medical plans, two dental and two vision plans are available. City pays 100% of employee premium + 50% of dependent premium.

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

ANNUAL PHYSICAL EXAMS

- Employees covered by a City health plan and their covered spouse and dependents over age 18 are eligible for a comprehensive wellness physical exam annually at no cost to them at WellTrac.

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:** Maximum 250 hours if hired after 06/26/2013
- **Sell-back:** Up to 80 hours each year (years 15 and over up to 100 hours); must have a balance of 40 hours in leave bank.

HOLIDAYS

- City provides 13 paid holidays.

SICK LEAVE

- **Sick Leave:** 104 hours per year
- **Maximum Accrual:** 600 hours if hired after 06/26/2013
- **Sick Leave Bonus:** Negotiated sick leave bonus available
- **Payout at Separation:** see contract

RETIREE HEALTH AND LIFE INSURANCE

- Available for purchase - retiree pays full cost of premiums.