



## CITY OF LAS VEGAS, NEVADA

### *LVCEA Compensation and Benefits - 2024*

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#### **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

#### **BENEFITS**

##### **Uniform Allowance**

- Available for some classifications.

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

- Available for some classifications.

##### **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 2.25 percent (current percentage for employees hired 7/1/15 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.

##### **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 and AD&D Insurance**

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

##### **Disability Insurance**

- 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.

##### **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)

- **Years 1-2:** 80 hours
- **Years 3-7:** 120 hours
- **Years 8-10:** 128 hours
- **Years 11-15:** 180 hours
- **Year 16 and over:** 200 hours
- **Maximum accrual:** 250 hours, if hired after 12/03/2014
- **Sell-back:** Up to 60 hours each year; must have a balance of 40 hours in leave bank.

### **HOLIDAYS**

- City provides 12 paid holidays plus a birthday holiday.

### **SICK LEAVE**

- **Sick Leave:** 104 hours per year
- **Maximum Accrual:** 420 hours, if hired after 12/03/2014
- **Sick Leave Bonus:** Negotiated sick leave bonus
- **Payout at Separation:** see contract

### **RETIREE HEALTH AND LIFE INSURANCE**

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