

Summary of Clark County Employee Group Wage Movement and Concessions/Reductions FY 2009-FY 2013

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	Concession / Reduction Components										Avg. Wage Movement After Concessions	Avg. Wage Movement With PERS	New Employee Longevity	Pay Range Movement
	Concessions / Reductions (1)	Wage Reduction	Contracted/ Scheduled COLA Reduction	Merit/Step Freeze	Longevity Freeze/Decr	Clothing / Equipment	Insurance Changes	Leave Changes	Overtime	Other				
Units Settled FY 2013														
Deputy Sheriffs' Association	-7.3%	X		X	X	X	X	X		X	17.7%	15.8%	No	2.38%
District Attorneys Investigators' Assc.	-10.1%	X		X	X	X	X			X	15.2%	13.3%	No	3.93%
SEIU / SEIU Supervisory	-10.7%	X	X	X	X		X		X		13.5%	11.7%	Yes	1.95%
Fire	-9.2%	X	X	X	X		X	X	X	X	13.0%	9.5%	No	4.15%
SEIU-UMC	-8.6%	X	X	X					X	X	12.3%	10.5%	Yes	1.95%
Nonunion	-10.7%	X	X	X	X		X			X	12.2%	10.3%	No	1.95%
Park Police	-9.0%	X		X	X	X	X	X	X	X	12.2%	8.7%	No	1.85%
Battalion Chiefs	-9.5%	X	X	X	X		X	X	X	X	10.9%	7.5%	No	4.15%
JJSAM	-6.0%	X	X	X	X			X	X		7.5%	6.0%	No	2.47%
Units Still Bargaining 2013														
JPO	-7.2%	X	X	X	X			X	X		14.6%	11.0%	No	2.47%
Prosecuting Attorneys (2)	-7.7%	X		X	X		X	X		X	12.4%	10.5%	No	2.91%
Non-Bargaining Unit														
Civil Attorneys	-9.3%	X		X	X						8.3%	6.5%	No	-0.28%
Mplan/Public Defender/SPD		X		X	X			X			-0.9%	-2.5%	No	-2.00%
Metro														
Metro PPA					X	X	X			X	17.6%	16.0%	No	5.57%
Metro PMSA					X	X	X			X	12.6%	11.1%	No	5.57%
Metro PPACE			X	X	X		X			X	12.4%	11.1%	No	6.34%
Metro Appointed Commissioned				X	X		X				7.7%	6.2%	No	3.45%
Metro Appointed Civilian				X	X		X				9.1%	7.8%	No	2.69%

NOTE: JPO and JISAM concessions include concessions while part of SEIU bargaining unit.

(1) - Includes all wage and benefit concessions

(2) - Eliminated severance for new employees