



# LVCEA TENTATIVE AGREEMENT

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January 15, 2025

Item #44

Submitted at Meeting  
Date: 1/15/25 Item: 44  
by Staff

# Background

- LVCEA bargaining unit represents approximately 1265 employees
- Negotiations started in January 2024
- Total of 7 meetings through March 2024 (Impasse Declared)
- Mediation in June 2024; Fact-Finding in December 2024
- Tentative Agreement for 2-year contract reached during Fact-Finding
- LVCEA Membership ratified Agreement on December 19, 2024
- Two-year agreement: July 1, 2024 – June 30, 2026

# Changes with Fiscal Impact

- Article 14 Wages
  - Year 1: CPI (2-3%) plus 0.75% = 3.75% COLA
  - Year 2: CPI (2-3%) plus 0.30% = 3.30% COLA

# Fiscal Impact

Estimated Fiscal Impact of 2-Year Agreement

\$14,445,000

# Recognition

The City would like to thank the LVCEA Negotiating Team:

- DeAndre Caruthers
- Stephanie Demoleas
- Niki Gomoluh
- Tammy McCullum
- Mathew Coombs
- William Federson
- Consuelo Fajardo-Mendoza

Questions?