

# City of Las Vegas Contract Employee Benefits Policy

## Purpose

The purpose of this policy is to outline certain benefits provided to city employees with employment contracts. This policy does not diminish any other benefits or entitlements to which the employee may be entitled by contract, nor does this policy constitute an employment contract or create any contractual rights or entitlements. The benefits outlined below may be changed or discontinued at the City Council's sole discretion.

## Scope

City employees with individual employment contracts that are not negotiated pursuant to a collective bargaining agreement

## Policy

In addition to the salary set forth in any applicable employment contract or job offer letter, city employees with employment contracts may be provided with benefits as outlined below:

- A. Accrual of annual, sick, holiday, birthday, administrative, and any other leave types, as well as other employment and separation benefits at the same rate and subject to the same conditions as other executive category employees in accordance with city policies and procedures and the Benefits Plus plan.
- B. Eligible for annual salary increase or benefit adjustments based on merit at the discretion of the City Council.
- C. Eligible for bonus based on merit at the discretion of the City Council and awarded at a public meeting.
- D. Eligible for severance pay and severance benefits as determined by the City Council and in accordance with law.
- E. Eligible participant in the Public Employees' Retirement System (PERS) of Nevada. The city may contribute toward PERS service credit purchase(s) at the discretion of the City Council.
- F. Eligible participant in the city's 457(b) and 401(a) plans. The city may make additional contribution to the plan(s) up to the annual limit allowed by the Internal Revenue Code, including any catch-up provisions allowed for by Section 457 of the Internal Revenue Code at the discretion of the City Council.
- G. Nothing in this policy is intended to diminish or negate any other benefits to which the contract employee may be entitled as a City of Las Vegas executive employee. Benefit plans may be amended from time to time.
- H. The City Council has previously approved all current employee benefits, including the benefits discussed herein, and through approval of this policy, the City Council reaffirms and ratifies these benefits and approves contract employee's participation in such benefits as described above.