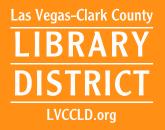
Voluntary Employee Separation Program (VESP) & Voluntary Furloughs

Presented by:

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Cost Reduction Measures

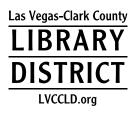
Due to an expected decline in revenues and challenging economic conditions, Financial Services is proposing options to reduce costs while maintaining essential services.

- Voluntary Employee Separation Program (VESP)
- Voluntary Furloughs



Voluntary Employee Separation Program (VESP)





Voluntary Employee Separation Program (VESP)

- VESP will offer employees payment to voluntarily separate based on years of service
- Allows employees to voluntarily leave employment by resignation or retirement
 - Employees have the right to participate or not
 - District will not anticipate any given employee's participation
- Available to all eligible employees
- Eligible District employees:
 - Must be currently employed for a minimum of five years with the District and vested in PERS
 - Must be serving in a permanent position
 - Current part-time employees, who are vested in PERS, are eligible

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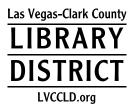
VESP (Cont.)

- VESP Payment
 - Lump Sum Payment: Las Vegas=Clark County
 - One full week of compensation based on full-time equivalent status for each year of service
 - Employee can elect to have the District purchase:
 - PERS service credit on their behalf, up to the lump sum payment or less, per PERS policy
 - Up to 18 months of COBRA health insurance with Teamsters 14
- Employees are not eligible for rehire for 36 months from data of separation

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VESP (Cont.)

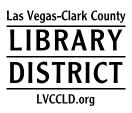
- Application Process
 - Accepted from June 5, 2020 to July 15, 2020
 - Must submit application to the HR Department and provide a copy to their respective department head
 - If accepted, must separate by September 4, 2020
 - This date can be extended for applicant of critical positions at the discretion of the Executive Director
- Position must be vacant until the cost of the position is recovered
 - Position can be filled by employees from other lower level vacant positions at a future date
- Reduction in staffing levels and higher salaries results in permanent savings







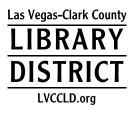
- The Executive Director may allow unpaid voluntary furlough leave in 30 day increments, which may be extended depending on operational needs
 - The employee will be notified at least one week in advance whether to return to work or that their furlough has been extended
- Employees are not required to take voluntary furlough hours
- Voluntary furlough hours are not PERS-compensable. Employees will not receive PERS service credit during the period of voluntary furlough
- Voluntary furlough requests must be approved by the employee's department head
- Employees will not receive salaried, hourly compensations, or special pays during periods of voluntary furloughs



- A voluntary furlough shall have no effect on the following:
 - Performance evaluations, merit increases, or annual pay increases
 - Longevity, anniversary, or seniority dates
 - Vacation and sick leave accruals during the voluntary furlough period
 - Holiday eligibility
- A voluntary furlough will not constitute a break in service
- At the expiration of the voluntary furlough, the employee will return to the position held prior to the voluntary furlough
- The District will pay the employer portion of all insurance contributions during the voluntary furlough period



- Employees may request the use of voluntary furlough in conjunction with the Family Medical Leave Act
- The District will continue paying the following benefits:
 - Medical, vision, dental insurance
 - Long-term care
 - Voluntary employee life insurance
 - Voluntary Spouse life insurance
 - Voluntary dependent life insurance
 - District life insurance
 - District dependent life insurance
 - District employee accidental death & dismemberment insurance
 - AFLAC insurance products
 - Bonus hours (paid on the furlough effective date)



- The District will not pay the below listed employee benefits (where applicable):
 - Contributions to PERS and its affect on years of service
 - Flexible spending account
 - Accrual of vacation, sick, and longevity
 - Seniority accrual

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Questions?