

MEMORANDUM OF UNDERSTANDING

The city of Las Vegas ("City") and the Las Vegas Peace Officers' Association ("LVPOA") hereby agree to the following Memorandum of Understanding ("MOU") to the current Collective Bargaining Agreement ("CBA").

Extension of the Collective Bargaining Agreement

The Agreement shall be extended for an additional two years as follows:

Article 31 – Duration

- A. This agreement originally entered into on June 25, 2007 shall remain in full force until June 22, 2013 at 2400 hours. However if the parties hereto do not arrive at a new agreement before June 22 2013, the provisions of this agreement shall remain in effect until the parties execute a new agreement.

Section 1: Wages

Article 9 – Compensation: four new paragraphs are amended to read:

Effective June 26, 2011, eligible employees will receive a COLA of zero percent (0%). Effective June 26, 2011, eligible employees will receive a wage roll back of one and one-half percent (1 ½ %). This will be identified as Attachment E of this Agreement.

Effective June 24, 2012, eligible employees will receive a COLA of zero percent (0%). Effective June 24, 2012, eligible employees will receive a wage roll back of one and one-half percent (1 ½ %). This will be identified as Attachment F of this Agreement.

Section 2: Salary Step Advancements

Notwithstanding any language currently in the CBA, salary steps advancements shall be suspended at the current step effective July 1, 2011 through June 30, 2013.

In addition, all employees hired after the first pay period on or about June 26, 2011 shall receive salary step awards on a step range from Step #1 ending at Step #7.

Section 3: Longevity

Notwithstanding any language currently in Article 9, longevity increases shall be suspended at the current rate during the period on June 26, 2011 through June 22, 2013.

In addition, all employees hired after the June 26, 2011 shall not be eligible for the longevity benefit.

Section 4: Reduction in Pay Schedules

Notwithstanding any language currently in Article 9, Attachment D of the CBA, the range minimums for all POA classifications for employees hired after July 1, 2011, shall be adjusted by a ten percent (10%) reduction below the current step #1.

In addition, the annual salary step advancement shall be three and one-half percent (3 ½%) for all employees hired after June 26, 2011.

Section 5: PERS Split – New Employees

Notwithstanding any other provision of Article 20, all New Employees shall participate in the PERS Employer Paid Plan using a PERS 50/50 plan split. Payment of the employee's portion of the contributions must be counterbalanced by an equivalent reduction in employee's salaries, as provided in NRS 286.421. This reduction equals 18.5%, half the current PERS total Employer Paid contribution percentage of 37%.

The same calculation methodology will apply to all future PERS contributions paid by the City, whereby the total Employer Paid contribution percentage shall be split in half and that percentage shall be used to calculate all steps in pay schedule for all classifications. This plan is effective for all employees hired after June 26, 2011. See Attachment B, New Hire pay schedules.

Section 6: Sick Leave

Notwithstanding any other provision of Article 14, Section 3:

- (A) Maximum hours of 500 hours,
- (B) Maximum hours of 420 hours,
- (C) Maximum hours of 420 hours,
- (D) Maximum hours of 420 hours,

Effective for all employees hired after June 26, 2011.

Section 7: Association Leave Hours

The parties agree to establish a "pilot program" for association leave; Notwithstanding any other provision of Article 8, Section 4, the LVPOA shall be authorized (1,800) hours of administrative leave for the period commencing June 26, 2011 through June 23, 2012, as a pilot program.

This paid administrative leave by the LVPOA may be used by eligible members for official union business as defined by the LVPOA. Any employee approved for the use of administrative leave by the LVPOA must follow all the Standard Operating Procedures and Policies for requesting approval for the leave from duty. Those employees and department supervisors will also be responsible for properly executing all payroll and time and attendance records related to the use of administrative leave.

Whenever department strength permits, LVPOA officials, or their designated representatives, may be granted leave, in excess of 1800 hours, from duty with or without pay for any reasonable and just cause as may be determined and granted by the Detention and Enforcement Chief.

The parties agree to meet regularly to discuss the effectiveness of the program. The "pilot program" can be extended by the mutual agreement of both parties. If either party declines to mutually continue the "pilot program" they will attempt to notify the other party on or about June 1st, 2012. If not mutually extended by both parties, either party reserves the right to request a continuation of the program, and to present this request for continuation for resolution up to and including arbitration as governed by the parties grievance procedure. Should the matter proceed to arbitration evidence of the "pilot program" may be admitted into evidence but neither party can argue an established, vested or binding right or past practice.

Section 8: Clothing and Equipment Allowance

Uniform Allowance will be reduced to zero for FY12 and FY13.

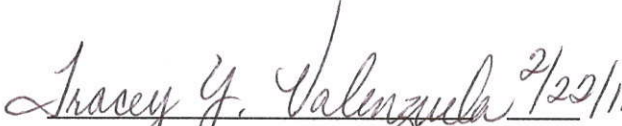
Section 9: Article 16 – medical Benefits and Life Insurance


- (A) Effective July 1, 2011, employees of the collective bargaining unit will be covered by the Teamsters' hospitalization, health, medical, dental and vision benefit plan. The City shall pay the actual premium cost for hospitalization, health, medical, dental and vision coverage for employees and eligible dependents including full maintenance of benefits of cost, up to a maximum contribution per month per employee as follows:

July 1, 2011 through June 30, 2012:	\$ 1080.16
July 1, 2012 through June 30, 2013:	\$ 1080.16

Section 10: Article 21 – Reduction in Force

Employees reduced out of the workforce through "outsourcing" shall receive six (6) months notice and three (3) month's severance pay.


Las Vegas Police Officers Association Date


City of Las Vegas Date

		Hourly	Biweekly	Monthly	Annually
POB 6					
Step	1	\$19.11	\$1,528.86	\$3,312.53	\$39,750.36
POB 15					
Step	1	\$23.87	\$1,909.38	\$4,136.99	\$49,643.88

		Hourly	Biweekly	Monthly	Annually
POB 6					
Step 1	1	\$18.85	\$1,507.83	\$3,266.97	\$39,203.58
POB 15					
Step 1	1	\$23.54	\$1,883.13	\$4,080.12	\$48,961.38