

**COLLECTIVE BARGAINING
AGREEMENT**

between

**Las Vegas Metropolitan
Police Department**

&

**LAS VEGAS POLICE PROTECTIVE
ASSOCIATION**

Expires June 30, 2009

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PREAMBLE

WHEREAS, the Department is engaged in furnishing essential public services vital to the health, safety, and welfare of the population of the City of Las Vegas and the County of Clark; and

WHEREAS, both the Department and its employees have a high degree of responsibility to the public in so serving the public without interruption of essential services; and

WHEREAS, both parties recognize this mutual responsibility, they have entered into this Agreement as an instrument and means of maintaining the existing harmonious relationship between the Department and its employees and with the intention and desire to foster and promote the responsibility of a sound, stable, and peaceful labor relations between the Department and its employees; and

WHEREAS, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the Department by the statutes of the State of Nevada; and

WHEREAS, the parties have reached an understanding concerning wages, hours, and conditions of employment and have caused the understanding to be set out in this Memorandum of Agreement.

NOW, THEREFORE, the parties do agree as follows:

ARTICLE 1 - RECOGNITION

Pursuant to the provisions of the Local Government Employee-Management Relations Act, Chapter 288, Nevada Revised Statutes as amended, the Las Vegas Metropolitan Police Department, hereinafter referred to as "Department", recognizes the Las Vegas Police Protective Association, Inc., hereinafter referred to as the "Association", as the exclusive representative of the eligible Department employees as hereinafter defined for the purpose of collective bargaining. The Association makes the Agreement in its capacity as the exclusive bargaining agent for the Department employees in the bargaining unit.

Only members in good standing with the Association are eligible to vote on the contents of this contract drawn as the result of collective bargaining.

The Department and Association agree that members of the Department who have "Peace Officer" status are covered by N.R.S. 289 (Rights of Peace Officers) - Attachment B. Both parties will also comply with future legislative changes to N.R.S. 289. Those changes, if any, will supersede the rights listed in Attachment B.

ARTICLE 2 - SCOPE OF AGREEMENT

2.1 Bargaining Unit. The term “employee” as used in this Agreement applies to those persons having a regular commissioned Civil Service appointment to the work force of the Department, excluding, however, appointive and other administrative employees, supervisory employees, confidential employees, employees in other recognized bargaining units, and temporary employees, except as specified below.

2.2 List of Eligible Classes.

	<u>Salary Range</u>
Police Officer II	21
Corrections Officer II	21
Police Officer I	20
Corrections Officer I	20

ARTICLE 3 - DEFINITIONS

This Agreement is made pursuant to and in conjunction with the Local Government Employee-Management Relations Act of the State of Nevada, and all terms used herein which are terms used in the Local Government Employee-Management Relations Act shall have definitions ascribed to them by said Act.

ARTICLE 4 - ASSOCIATION SECURITY

4.1 Check Off. The Department agrees to deduct from the paycheck of each employee within the bargaining unit who has signed an authorized payroll deduction card such amount as has been designated by the Association as Association dues and is so certified by the Treasurer of the Association. The Association will certify to the Department, in writing, the current rate of membership dues. The Department will be notified of any change in the rate of membership dues 30 days prior to the effective date of such change.

Such funds shall be remitted by the Department to the Treasurer of the Association within one (1) month after such deductions. The employee’s authorization for such deductions is revocable at the will of the employee, as provided by the law, and may be so terminated at any time by the employee giving 30 days written notice to the Department and the Association or upon termination of employment.

The Department will not be required to honor any pay period deduction authorizations that are delivered to the Payroll Section after the beginning of the pay period during which the deductions should start.

4.2 Hold Harmless. The Association agrees to indemnify and hold the Department harmless against any and all claims, suits, orders, or judgements brought or issued against the Department as a result of any action taken or not taken by the Department in conformance with the provisions of this Article.

4.3 Errors. The Association agrees to refund to the Department any monies paid to it in error on account of the payroll deduction provisions herein upon presentation of proper evidence thereof.

4.4 Notice of Investigatory Interviews. Whenever an employee covered by the collective bargaining agreement is a party to an internal investigation as a subject or witness and is so notified as per Department Procedure 5/101.26, such notice shall be faxed to the Association office. Notification to the Association shall be completed at or near the time the employee is notified of the required interview.

ARTICLE 5 - ASSOCIATION BUSINESS

5.1 Leave Hours. The Department agrees to provide 1000 hours each fiscal year, accumulative for the duration of this contract, for the use of PPA members to conduct Association business including day-to-day operations, i.e., conventions, seminars, training, conducting negotiations, and lobbying during the legislative session. Once the maximum yearly hours are exceeded, vacation leave will be used.

5.2 Limits on Use. No more than one individual from a section/unit/squad may use Association leave at any given time. Exceptions may be granted by the Sheriff/designee.

5.3 Association Authorization. The Executive Director, or his designee, will determine the use of Association leave.

5.4 Application for Leave. Members relieved from duty for purposes listed above will submit LVMPD 2 (Application for Leave) through the chain of command to Payroll. The application for leave will indicate the hours absented are for Association business.

5.5 Full-Time Association Positions. The Association will be allowed to maintain one full time employee representative for every 400 employees of the bargaining unit. Effective July 1, 2005, the Association will be allowed to maintain five (5) full-time employee positions. The number of full time positions will be calculated at the start of each fiscal year and is based on the authorized strength that has been budgeted for that year; however, the Association will not request to exceed five (5) employee representatives until July 1, 2007. Such positions will be filled by appointment of the Executive Director and confirmation of the LVPPA Board of Directors. The LVPPA Board of Directors may also elect to reimburse the Department for hours used beyond the hours defined in 5.1 for one additional full-time position.

5.6 Duties of Compensated Representatives. The representatives so elected shall devote the full time provided by the Department to matters of collective bargaining or representation for Las Vegas Metropolitan Police Department's commissioned employees. Any time devoted by the representatives to employees of any other entity must be on other than the hours provided by the Department for this position.

Annotations: In 1997, the article was modified to allow the Association greater flexibility in use of Association leave time without impacting operations. The compensation specified in this article will only be paid to employees of the Department and members of the bargaining unit. For the 1997 interest based negotiations, it was agreed that time for collective bargaining would not be deducted from the leave bank.

5.7 Bulletin Boards. It is the right of the PPA Board of Directors or their designee to use the provided space on the bulletin boards for the posting of notices concerning legitimate Association business. A copy of all material to be posted will be sent to the Sheriff and/or his representative when posted.

It is understood that no material will be posted, distributed, or circulated by any employee while in or on LVMPD property which contains:

- ▶ Untrue personal attacks upon any member or any other employee;
- ▶ Untrue scandalous, scurrilous, or derogatory attacks upon Administration or the LVPPA;
- ▶ Untrue attacks on any other employee association regardless of whether the organization has local membership;
- ▶ Attacks on and/or favorable comments regarding a candidate for any public political office.

Any Association member claiming that this section has been violated is responsible for filing a Brief of Complaint.

5.8 Access to Briefings. The Association is entitled to address members of the bargaining unit at briefing sessions on issues relating to the administration of this collective bargaining agreement. Discussions relating to the Association's recognition as the exclusive bargaining agent are not authorized. Access to briefing sessions will be approved by the Executive Director and the appropriate Division Chief who will mutually agree upon the schedule and amount of time taken by the Association during such briefing sessions.

Annotation: This section was added to clarify when it is appropriate for the Association to attend and make presentations at Department briefing sessions. It was agreed between the parties that such Association business would be limited to contract administration and interpretation, legislative and insurance related issues.

ARTICLE 6 - STRIKES AND LOCKOUTS

6.1 Strike. The Association will not promote, sponsor, or engage in any strike or any slowdown, interruption of work or operation, concentrated stoppage of work, absence from work upon any

pretext or excuse such as illness, which is not founded in fact, against the Department, or any other intentional interruption of the operations of the Department, regardless of the reason or reasons for so doing.

It is also understood that the Association and the Department will adhere to the provisions of N.R.S. 288.240, 288.250, 288.260, and 288.270.

6.2 Lockout. The Department will not lock out any employees covered hereunder as a result of a labor dispute or any other disagreement with the Association.

ARTICLE 7 - MANAGEMENT RIGHTS

The Department and the Association agree that the Management officials of the Department possess the sole right to operate the Department and that all Management rights remain with those officials. These rights include, but are not limited to:

- ▶ Hire, direct, or transfer employees, except when such assignment or transfer is done as a part of disciplinary purposes.
- ▶ Reduce in force or lay off any employee because of lack of work or lack of money. Layoffs shall be conducted in accordance with the requirements of Article 17 - Reduction in Force.
- ▶ Determine appropriate staffing levels and work performance standards, except for employee safety considerations.
- ▶ Determine work schedules, tours of duty, and daily assignments.
- ▶ Determine quality and quantity of services to be offered to the public and the means and methods of offering those services.
- ▶ Determine the content of the work day, including, without limitation, workload factors, except for employee safety considerations.
- ▶ Take whatever action may be necessary to carry on its responsibilities in situations of emergency such as a riot, military action, natural disaster, or civil disorder. Such actions may include the suspension of this collective bargaining agreement for the duration of the emergency. Any action taken by the Department under the provisions of this subsection shall not be construed as a failure to negotiate or keep the intended good faith.
- ▶ Manage its operation in the most efficient manner consistent with the best interests of all its citizens, taxpayers, and employees.
- ▶ Promote employees and determine promotional procedures, as provided in N.R.S. 280.310.

- ▶ Educate and train employees and determine corresponding criteria and procedures.
- ▶ The Department shall have such other exclusive rights as may be determined by N.R.S. 288.150.

ARTICLE 8 - HOLIDAYS

8.1 Recognized Days. The Department and the Association agree that the legal holidays shall be:

New Year's Day	Nevada Day
Martin Luther King Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Friday after Thanksgiving Day
Independence Day	Christmas Day
Labor Day	Day before Christmas

Any legal holiday specifically appointed for local government employees by the President of the United States, except for any Presidential appointment of the fourth Monday in October as Veterans' Day.

8.2 Weekend Holidays. If any of the above holidays fall on Sunday, the following Monday shall be considered as the legal holiday. If any of the above holidays fall on Saturday, the preceding Friday shall be considered as the legal holiday.

8.3 Eligibility. All full-time employees, who are employed 80 hours per pay period, shall be entitled to time off for such legal holidays. If an employee is off-duty on a scheduled work day, which is also a holiday, he/she will be considered off in lieu of the holiday. If an employee is on duty on a scheduled work day, which is a holiday, they will be eligible to receive the holiday benefit as described in section 8.4 Holiday Work. All full-time employees, in order to be entitled to a legal holiday as provided, shall be on paid status on their scheduled work day immediately preceding and immediately following such holiday.

8.4 Holiday Work. Employees who work on a legal holiday as part of their regular work schedule shall receive their normal salary for the holiday(s) on a straight time basis for the hours worked. Also, employees shall receive an additional eight (8), nine (9), ten (10), or 12 hours of vacation leave, or straight time pay, depending upon their regular schedule.

Employees who are on relief of duty due to an officer involved shooting, shall receive the holiday benefit as though he/she was working his/her regular work schedule. Employees who are off-duty on workers' compensation shall be considered off in lieu of the holiday.

During the 2001 negotiations, it was agreed the receipt of vacation leave or straight time pay would be based upon the employee's regular schedule, not the light day, i.e., the 8 hour day in a regular 9 hour schedule or 12 hour schedule.

8.5 Day Off. Employees whose regularly scheduled day off falls on a legal holiday shall receive eight (8), nine (9), ten (10), or 12 hours of vacation leave or straight time pay depending upon their regular work schedule.

During the 2001 negotiations, it was agreed the receipt of vacation leave or straight time pay would be based upon the employee's regular schedule, not the light day, i.e., the 8 hour day in a regular 9 hour schedule or 12 hour schedule.

8.6 Day Off Work An employee required to work on a legal holiday which falls on his/her scheduled day off shall be paid overtime (time and one half) for hours actually worked. Additionally, the employee will receive eight (8), nine (9), ten (10), or 12 hours of vacation leave or straight time pay depending upon their regular work schedule.

Annotation: During 1997 negotiations, an issue regarding scheduling work on a holiday arose. The parties agreed scheduling was to be maintained as a management right, but issues of equitable scheduling and flexibility could be raised with the chain of command and be discussed or resolved in a labor/management committee. As a result of this discussion, no changes were made in the contract regarding this issue.

During the 2001 negotiations it was agreed the receipt of vacation leave or straight time pay would be based upon the employee's regular schedule, not the light day, i.e., the 8 hour day in a regular 9 hour schedule or 12 hour schedule.

8.7 Compensation Options. Pursuant to the provisions above, employees covered by this Agreement may twice a year select the option of pay or vacation leave for holidays. The employee's selection will remain in effect until a change is made. Any changes made are due in Payroll by June 5th to be effective on the July 4 holiday and due in Payroll by December 5th to be effective for the December 24 holiday. If selection is not made at time of employment, vacation leave will be given.

Annotation: The change in 8.7 Compensation Options was made to give the employee more flexibility to select the type of compensation they want to receive. (1997)

ARTICLE 9 - VACATION LEAVE

9.1 Purpose. The Department and the Association agree that vacation leave is provided to employees for the purpose of rest and relaxation from their duties and for attending to personal business.

9.2 Accrual. Employees shall be eligible to take vacation leave after completion of six (6) months of continuous full-time service. Vacation leave shall accrue at the rate of 4.62 hours per pay period during which an employee is in a paid status, excluding overtime. Vacation leave does not accrue during periods of leave without pay or for employees who have exceeded 800 hours of workers' compensation. After 15 years of continuous service, vacation leave shall accrue at the rate of 6.15 hours per pay period during which an employee is in a paid status, excluding overtime. After 20 years of continuous service, vacation leave shall accrue at a rate of 7.68 hours per pay period during which an employee is in a paid status, excluding overtime.

9.3 Accumulation. Vacation leave may be accumulated up to a maximum of 240 hours during the first ten (10) years of service, 280 hours for ten (10) to 15 years of service and 320 hours thereafter. Any vacation leave which exceeds the allowed maximum shall be forfeited on December 31st of each calendar year.

Employees with more than six (6) months service who leave the service of the Department are entitled to payment for unused vacation leave which has not been forfeited in accordance with 9.3 and computed on the employee's rate.

9.4 Approval. Application for vacation leave must be approved in advance of taking leave. An employee on authorized vacation leave may be granted an extension thereof upon his/her request.

Upon approval by the Department Head, an employee may be advanced vacation leave.

An employee who has taken advance vacation leave beyond that accrued at the time of separation shall make restitution for such leave, either by deduction from any amount owed him/her by the Department or by cash refund.

9.5 Payout. Upon the death of an employee, the Department will make a lump sum payment of accrued vacation leave and other compensation due to the employee's most recently designated beneficiary on file or, if no designated beneficiary, to the employee's estate.

Employees on the Department's payroll as of June 30, 1982, who have had a break in service, shall have their vacation leave accrued as if their combined years of service were continuous and without break. For persons hired or rehired on July 1, 1982, or thereafter, any break in service shall not be bridged for the purpose of accruing vacation leave.

9.6 Sellback. Any employee who has completed his/her initial probation without a break in service in a Department position by the due dates listed below may elect to exchange up to 40 hours of vacation leave for up to 40 hours of gross salary, excluding overtime. The rate of pay will be the same as what is received if the employee were to work his/her regular shift.

Sellback of vacation leave shall only be done the first payday of each December. Employees shall submit their request for sellback by the following dates: November 4, 2005; November 3, 2006; November 2, 2007; and October 31, 2008.

Annotation: This section was changed to eliminate the control that was mandated by the previous language regarding taking vacation in the calendar year and having mandated time on the books. This was agreed to with the understanding employees would be responsible for managing their time, and they will not be eligible for leave advances if they deplete their vacation leave bank.

Additionally, the term "non-probationary" is not intended to apply to promotional situations.

9.7 Professional Leave Days. Employees are authorized two (2) professional leave days annually. These days must be used by June 30th of each fiscal year. Employees shall be eligible to use these leave days after completion of six (6) months of continuous full-time service. If the employee requests a professional leave day, the supervisor may not deny the request without approval of the Bureau Commander on a case-by-case basis.

The professional leave day is to be taken as a full day according to the employee's regular work schedule, eight (8), nine (9), ten (10), or 12 hours.

Annotation: This was modified in 2005 to incorporate the floating holiday into this section. The parties agreed the "unusual or dire circumstances" language previously set out in this section was too subjective and caused unnecessary disputes. It was agreed that these days are to have priority for employees and that any denial of a request for this leave would have to come from the Bureau Commander level. Additionally, the Department agreed to work with the Association on scheduling matters tied to these leave days at CCDC. In the event the parties cannot come to terms on scheduling parameters for professional leave days at CCDC, the parties will come together and run the issues through the interest based bargaining process.

ARTICLE 10 - SICK LEAVE

10.1 Accrual. The Department and the Association agree that all full-time employees shall accrue four (4) hours of sick leave per pay period, or .05 hours for each hour of actual paid service in that pay period, excluding overtime.

10.2 Pay. Employees shall be paid their current rate of pay for each hour of sick leave used. The rate of pay will be the same as what is received if the employee were to work his/her regular shift.

Annotation: This section was changed in 2001 to clarify that rate of pay is inclusive of all regular compensation the employee receives, exclusive of overtime.

10.3 Utilization. Upon approval of the Department, sick leave may be used by employees who have:

- ▶ Illness or Injury. Incapacitated from the performance of their duties by illness or injury, or
- ▶ Public Health Requirements. Whose attendance is prevented by public health requirements, or
- ▶ Doctor Appointment. Required to absent themselves from work for the purpose of keeping an appointment with the doctor (up to a maximum of four (4) hours for any one appointment), or
- ▶ Bereavement. Required to absent themselves from work for bereavement subsequent to the death of a member of their immediate family (up to a maximum of 48 hours per occurrence). The Sheriff/designee may grant more than 48 hours, not to exceed 240 hours, upon request of the employee, or;
- ▶ Medical Emergency. Required to absent themselves from work to personally care for a member of their immediate family in those medical emergencies which require the employee's prompt attention. Emergency leave shall be taken as sick leave, except for a one-time provision of 48 hours of vacation leave that may be used per fiscal year.

Annotation: In 1997, the parties modified 10.3 Utilization to allow flexibility for employees to use sick leave for a significant other who they consider a mate. It was agreed this flexibility was not to be extended anywhere else in the contract. This section also allows for an extension of time by the Sheriff/designee in an extraordinary loss.

10.4 Approval/Notice. All sick leave shall be approved by the designated Department representatives. Employees who do not become ill on the job shall call in as required by Department policy before the beginning of their shift when using sick leave.

10.5 Immediate Family. Immediate family shall be defined as the husband, wife, parent, brother, sister, child, grandchild, grandparent, mother/father-in-law, sister/brother-in-law, son/daughter-in-law, or significant other. For the purpose of section 10.3 Utilization only, "significant other" shall be interpreted to apply when it involves a person the employee lives with who they consider a mate.

Annotation: This provision was deleted in 1997, because it was ineffective and didn't serve the purpose of preventing people from using all their sick leave.

10.6 Family and Medical Leave. Determination as to the eligibility of Family and Medical Leave must be made prior to, if foreseeable, or during the use of sick leave and the employee must be

advised before returning to work of the status of that leave. Employees with questions about FMLA should consult with the Health and Safety Manager or his/her designee and/or the Association for clarification.

10.7 Reporting Requirements. Employees covered by this Agreement shall be subject to the following reporting requirements for payment of sick leave:

- ▶ Sick Leave Request: Employees are required to file and sign a sick leave request as evidence the reason for the employee's absence was a legitimate use of sick leave as outlined above, within 24 hours of returning to work.
- ▶ Certificate of Recovery and Fitness: A Certificate of Recovery and Fitness shall be submitted by an employee when requested to do so by the Sheriff or his designee. Such certificate shall be signed by a physician and shall state that the employee is capable of returning to work.

10.8 Residence Requirement. Employees shall be at their place of residence, a medical facility, or their doctor's office, or shall notify their supervisor of their whereabouts when using sick leave. Any gainful employment, pursuit of personal business, recreation, travel for recreation, or non-sick leave purpose, or other such activity when an employee is on sick leave is considered evidence of abuse of sick leave unless approved in advance in writing by the Sheriff or designee.

10.9 Abuse or Excessive Use. Utilization of sick leave for purposes other than those defined in this Contract shall be considered evidence of abuse. Supervisors may discipline employees when evidence of abuse exists and for excessive use of sick leave. Discipline will not be applied for extended illnesses or injuries. When a supervisor has concerns about an employee's use of sick leave, he/she shall consult with Labor Relations to ensure consistent application of this section.

Annotation: This section was changed in 1997 to allow the parties the flexibility to apply progressive discipline to employees who are using sick leave in a manner that has a negative impact on other employees and operations. The parties agreed that, as a general rule, any person who uses eight (8) or more sick leave days per year is excessive. It was understood that eight (8) days is not a specific standard, but merely a guideline for supervisors when assessing circumstances surrounding the absences of employees (e.g., supervisors will look at historical attendance, patterns of use, etc.). For the purpose of an extended illness or injury, the FMLA standard will apply.

Contact with Labor Relations was made mandatory in 2005.

10.10 Bonus Time. Employees who have taken no more than three (3) days sick leave for purposes other than bereavement during his/her employment year shall receive three (3) shifts of bonus time hours based on the employee's regular work schedule (eight (8), nine (9), ten (10) or 12 hours) at the time of accrual (employee's hire date), which shall be credited to the employee's bonus leave account the following pay period. An employee hired after January 1, 1982, may only accumulate 144 hours of bonus time.

Whenever an employee exceeds two incidents of 48 hours of bereavement leave in their employment year, bonus time will not be granted. The Sheriff/designee may grant approval of bonus time under special circumstances if an employee exceeds the limits specified in this paragraph.

Annotation: With regard to "Bonus Time," the change was made in 1997 to limit use of bereavement leave so as to not allow bonus time to accrue when there is excessive use of the bereavement leave provision and create an environment for abuse. The parties understood there may be extreme situations where there would be extraordinary use and the Sheriff/designee may still grant the bonus time benefit. This section was modified in 2001 to reflect the accrual of bonus time based on the employee's regular work schedule. For example, an employee working a 10-hour work schedule will receive 30 hours of bonus time (3 shifts) if he/she takes fewer than four (4) days of sick leave during the year.

10.11 Sick Buy Back. Employees hired or rehired between July 1, 1988, and July 1, 1994, are eligible for sick buy back. On the first payday of December of each year, the Department shall buy back up to 50% of all sick leave hours accrued above the 1,000 hour maximum payoff limit, subject to provisions of the paragraph below. The sick leave accrual not bought back by the Department shall become a sick leave “bank” which can be used by the employee only after regular sick leave hours are exhausted. Banked sick leave shall not be eligible for payoff at any time, including at separation.

To be eligible for sick leave buy back, an employee must have used 80 hours or less of sick leave in the twelve-month period immediately preceding the buy back. If the employee used between 41 and 80 hours of sick leave in the twelve-month period immediately preceding the buy back, the Department will buy 25% of the accumulated leave above the 1,000 hour cap. If the employee used 40 or fewer hours of sick leave in the twelve-month period immediately preceding the buy back, the Department will buy 50% of the accumulated leave above the 1,000 hour cap.

For the purpose of determining the sick leave usage threshold in sections 10.10 Bonus Time and 10.11 Sick Buy Back, bereavement leave will be excluded.

10.12 Cash Out. If a permanent employee leaves the Department after ten (10) years of continuous service, the employee shall receive payment for 50 percent of the employee’s allowable sick leave accumulation computed at the base salary rate plus longevity. After 15 years of continuous service the employee shall receive payment for 62.5 percent and after 20 years of continuous service payment for 75 percent of the employee’s sick leave accumulation. An employee hired or rehired after July 1, 1988, may utilize the benefit of this provision one (1) time only. Employees hired or rehired after July 1, 1988, may not receive payment for more than 1,000 hours of accumulated sick leave at time of termination, retirement, or resignation. Any hours exceeding the 1,000 hour limitation will be forfeited.

10.13 Death. In the event of the death of an employee, the employee’s beneficiary shall receive payment for sick leave accrued at the time of the employee’s demise at the rate of 50% for zero to ten years; 75% for 11 to 20 years; and 100% for over 20 years of employment with this Department.

10.14 Bridged Time. Employees on the Department payroll as of June 30, 1982, who have had a break in service, shall have their sick leave payoff computed as if their combined years of service were continuous and without break. For persons hired or rehired on July 1, 1982, or thereafter, the provisions of 10.11 Sick Buy Back shall be applied and any break in service shall not be bridged for the purpose of determining total years of service.

ARTICLE 11 - SPECIAL LEAVES

11.1 Military Leave. An employee having a reserve status in any of the regular branches of the Armed Forces of the United States or the Nevada National Guard, upon request to serve on active duty or inactive duty for training as outlined in the provisions of N.R.S., shall be granted a maximum of 30 shifts of leave and pay.

Any employee who is called to active duty by the President of the United States to serve in a national or international deployment of the United States Armed Forces shall be granted leave and pay as prescribed by Federal law.

At the beginning of each calendar year or after a change in status or assignment, the employee will provide their immediate supervisor with documentation establishing reserve status and unit assignment. Such documentation shall include the name and phone number of the reservist's commanding officer or designee as a contact point. The employee will provide an annual training schedule, or orders in case of active duty, by the first scheduled work day after such documentation becomes available to the employee. These documents are to be maintained in the employee's bureau file.

The employee will provide an LVMPD 2, Application for Leave form, to his/her immediate supervisor two weeks prior to his/her scheduled military leave, when possible. The approved leave slip will serve as full documentation for Payroll purposes.

If an employee has an approved scheduled vacation leave, that leave will not be canceled because another employee has been granted military leave.

For the purpose of this section, an "approved scheduled vacation" means any vacation request submitted to the immediate supervisor 2 weeks or more in advance and is approved.

Employees may utilize vacation, bonus, or professional leave in lieu of leave without pay for military leave. Use of these leaves for this purpose shall not be controlled by other policies, procedures, or rules that affect these leaves.

Annotation: This provision was changed to clarify that most military leaves are not under specific written orders. Additionally, these changes will not impact the current practice allowing the flexible use of the 15 days prescribed by NRS in effect in 1997. This section was changed in 2001 to increase the number of shifts an employee could use for military leave. It is intended this time is inclusive of the number of days provided by the NRS.

11.2 Leave Without Pay. Leave without pay may be granted an employee for purposes normally covered by sick, vacation, bonus, or professional leave when all paid leave balances have been exhausted or for other justifiable reasons. At the option of the employee, he/she may be able to maintain a maximum of 40 hours of sick leave when granted leave without pay.

Except as provided in Civil Service Rules, periods of leave without pay in excess of 160 work hours shall not be credited for purposes of completion of probation, salary increases, or time in grade for promotion. The employee's hire, longevity, seniority, and merit dates shall be adjusted accordingly and the employee shall receive credit for all time for which the employee was actively working for the Department.

Continuous leave without pay for periods in excess of 160 work hours must be approved as designated by the Department. Continuous leave without pay in excess of ninety (90) calendar days must be approved by the Civil Service Board as well.

Periods of leave without pay in excess of 160 work hours resulting from a job connected illness or injury shall be credited for purposes of seniority or computing longevity pay, and may be credited for purposes of completion of probation and/or salary increases on the recommendation of the Division Head and approval of the Executive Director of Personnel and the Department Head.

11.3 Maternity/Paternity Leave. Employees shall be entitled to leave for maternity/paternity purposes commencing as determined below and extending up to six (6) months following the birth/adoption of the child.

An employee, upon becoming aware of her pregnancy, shall obtain a statement from her physician stating that the physician has reviewed the job specifications of the employee and that it will not be injurious to her health or the health of the expected child for her to continue working. After the initial statement has been presented to the employee's supervisor* and forwarded to Health and Safety, a similar statement shall be presented monthly, commencing with the sixth month of pregnancy. Employees complying with these provisions shall be entitled to work as long as they continue to present such monthly statements or until the date specified by their physician as the date beyond which they should not be permitted to work. If the employee fails to present any required monthly statement within five days of the date due, she may be placed on maternity leave after three (3) calendar days notice by the Department.

*Acting Supervisor or next level in chain of command if the employee's supervisor is unavailable.

Employees may use none, any, or all of their sick leave, vacation leave, bonus leave, professional leave, or leave without pay for maternity/paternity leave purposes. All leaves should be taken as one continuous leave period (unless special circumstances clearly show a legitimate need for broken periods of leave) with the leave without pay being the last to be designated. By the sixth month of pregnancy, employees should make an appointment with the Health and Safety Section, Personnel Bureau, to develop a tentative plan for leave usage.

Annotation: This section was modified to eliminate reference to the Family Medical Leave Act. The parties agreed the provisions of this contract provide employees with time off beyond that provided by the Family Medical Leave Act. For example, a husband and wife who both work for the Department, and each wishes to take leave for the birth of a child, or adoption or placement of a child in foster care, each are entitled to six months leave. The Family Medical Leave Act would restrict time off to 12 weeks to be shared by the husband and wife.

11.4 Application and Examination Leave. An employee shall be permitted reasonable time off with pay during the employee's shift to make application and/or take an examination for Departmental promotional or transfer opportunity. In no case shall an employee become eligible for overtime as a result of competing for a promotional or transfer opportunity.

11.5 Catastrophic Leave. When an eligible employee suffers a catastrophic illness or injury, and the eligible employee has exhausted all accrued leaves as a result of the illness/injury, then the eligible employee may file a request for donations of leave with the Association.

The request must be accompanied by:

- ▶ A medical statement from the attending physician explaining the nature of the illness/injury and an estimated amount of time the employee will be unable to work.
- ▶ Evidence of the Bureau Commander's approval of leave of absence.

A committee appointed by the Association and the Department will review the request to verify the employee's eligibility to receive leave donations.

The Association will conduct the solicitation of donations and will be limited to an information-only solicitation, with no personal lobbying by employees. Solicitations will be conducted for 30 calendar days and all donations will be submitted to the Association on the provided form.

Donations can be made from the donor's bonus hours, vacation leave, and/or professional leave. Sick leave cannot be donated. The minimum donation is four (4) hours. Employees must have a vacation leave balance of at least 40 hours after the donation.

The Association will forward donations to the Department Payroll Section, where the donated time will be converted to dollars at the hourly rate of the donor. The dollars will then be converted to sick leave at the hourly rate of the recipient. If any donated sick leave hours remain at the end of the catastrophic leave, they will be transferred to the Catastrophic General Fund Account (bank).

Bank hours, if any, may be approved by the committee on a matching basis, if needed (e.g., a solicitation for an approved employee nets 100 hours - after the 100 hours are used, the committee may approve up to another 100 hours from the bank, if hours are available). However, employees will be eligible to utilize up to 160 hours of bank time prior to applying the matching standards set out herein.

Eligible employees:

- ▶ The Catastrophic Leave Program is available to all collective bargaining unit employees who require a minimum of 80 hours leave.
- ▶ Employees must be off probation and/or at least be employed by the Department for six (6) months prior to becoming eligible for the Catastrophic Leave Program.
- ▶ Employees must meet the following definition of catastrophic illness/injury:

“Catastrophic Illness/injury is an illness or injury that keeps an employee from performing the duties of their job (i.e., the employee is hospitalized, homebound, or is the primary care giver to a member of their immediate family). The illness or injury cannot be a result of an illegal act, nor can it be intentionally self-inflicted.”
- ▶ Employees with work-related Worker's Compensation claims are not eligible for the Catastrophic Leave Program.

When an employee utilizes this benefit, the employee will be required to reimburse the above described bank with accrued vacation at a rate of 1.5 hours per pay period. This reimbursement will be required for any hours utilized (donated or banked) up to a maximum of 160 hours per incident.

The parties agree that should any problem or abusive practice arise, the parties will meet to make reasonable adjustments to facilitate the administration of the program or to eliminate these abusive practices.

Annotation: This section was modified in 2001 to allow 30 calendar days to solicit donations of leave time.

Annotation: Family Medical Leave provisions were removed from this article in 2001 because Department Procedure 5/101.17 covers how the Department applies the Act.

Annotation: Language was added in 2005 to increase self-policing provisions in the benefit and to limit abuses.

ARTICLE 12 - GRIEVANCE PROCEDURE

12.1 GRIEVANCE PROCEDURE

(A) Purpose. The purpose of the following provision is to set forth, simply and clearly, the methods and procedures to address the various types of disputes that may arise between the parties hereto.

(B) Definition. A grievance shall be defined as:

1. A dispute regarding the application or interpretation of any and all provisions of the Collective Bargaining Agreement between the Department and the PPA.
2. A dispute regarding the application or interpretation of any Department rule, regulation, policy, or procedure that governs the Department.
3. A dispute regarding the application of a disciplinary action of any suspension through and including 80 hours, including a disciplinary transfer.
4. A dispute regarding the application of a disciplinary action of greater than 80-hour suspension.
5. A dispute regarding the application of a written reprimand.
6. Note: The enforcement and establishment of Civil Service Rules promulgated by the Civil Service Board are expressly excluded from consideration as a grievance. Where Civil Service Rules are contrary to the terms of this Agreement, they shall have no force or effect on the employees covered by this Agreement. Civil Service Rules will apply in circumstances where the contract is silent. An alleged violation of a Civil Service Rule not covered by the terms of this Agreement may only be appealable through Civil Service Rules.

(C) Representation. A grievant may have representation of his/her choice at any or all steps.

(D) Process. Employees shall have the right to appeal all grievances defined above pursuant to the within process. If a dispute cannot be resolved informally, the employee shall file the grievance in writing within 15 calendar days from the employee's knowledge of the occurrence giving rise to the dispute. With regard to disciplinary appeals, this shall be the date the employee signed his or her Adjudication of Complaint and received a copy of the Adjudication. The grievance shall specify the information relevant to the employee's reason for appealing and the relief requested.

In the event the Association does not sanction a grievance to proceed to a Labor Management Board or arbitration, the employee shall have the right to request a hearing, but the employee will be responsible for expenses as set out in Step 2 of this procedure.

Step 1 - Grievances shall be filed with the Bureau Commander, Deputy Chief, Assistant Sheriff, or Undersheriff (or their designees) depending on the employee's rank and/or chain of command. If the matter giving rise to the grievance occurred at the Bureau Commander level, the appeal will be filed at the next level of supervision above the Bureau Commander. The reviewer shall initiate an investigation of the appeal. Within 15 calendar days of the

filing of the grievance, the reviewer will hold a meeting with the grievant and his/her representative in an effort to explain the results of the investigation. The reviewer shall submit to the grievant and his/her representative a written response to the grievance, including a summary statement of the findings of the investigation, within 22 calendar days of the filing of the grievance.

Step 2. For disputes defined in 12.1(B)(1),(2) and (3). If the grievant and /or Association is not satisfied with the response provided in Step 1, the Association may request, within 30 calendar days of receipt of the Step 1 response, that the matter be resolved by a Labor/Management Board selected by the Department and Association. The decision of this Board shall be final and binding on the parties, but in no event shall the Board have any authority to exceed or alter any provisions of this contract. Expenses associated with the involvement of an arbitrator shall be equally shared by the parties.

Labor/Management Board. The Labor/Management Board will be comprised of a five (5) member panel. The Board shall consist of two (2) Department employees from the rank of Lieutenant, Captain, or Deputy Chief and two (2) Department employees from the bargaining unit, all four (4) of whom shall be randomly selected by a mutually agreed upon method. The random selection shall occur as follows: One department member will be selected from the rank of Lieutenant (excluding Internal Affairs and Personnel) and the other Department member will come from Captain and Deputy Chief combined (excluding Internal Affairs, Personnel, and the Human Resources Deputy Chief); One bargaining unit member will be selected from the Association Board of Directors (excluding full-time representatives) and the other bargaining unit member will come from a designated pool to be determined by the Association. Each side will have an equal pool to draw from, which shall be reviewed and updated annually in March. If an employee is randomly selected to serve on his/her RDO or vacation, that employee may decline such service. If an employee serves when not on his/her regular tour of duty, that employee will be paid overtime or compensatory time for service or will have his/her shift adjusted. Employees selected for service during normal duty hours will be released without loss of pay. If an employee cannot be released because of operational considerations, another random selection will occur.

The fifth (5th) member shall be an arbitrator from the parties arbitration panel, who shall serve as chairperson of the hearing. The arbitrators will serve on a rotational basis. This rotation will be separate and apart from the rotation in disputes greater than an 80 hour suspension. Arbitrators will be assigned based upon their availability. The first Arbitrator on the list will be notified of his appointment. If the selected Arbitrator cannot serve on the date selected by the parties, the next Arbitrator will be scheduled. This will occur until a date can be agreed upon. Whoever the Arbitrator is who is selected, the next hearing date will first be offered to the next Arbitrator on the list and the same procedure will be undertaken as described herein.

No member of the Board can be a party to the dispute, have participated in the dispute in any way whatsoever, be part of the grievant's squad or chain-of-command, or have any relationship with the grievant that would create an inherent conflict. The Board will have the authority to rule on procedural matters raised at the hearing with the basic understanding that the proceeding is intended to be informal and speedy, and that the procedural guidelines provided below shall be followed.

Procedural Guidelines for Hearing:

1. The parties may designate who will represent them at the hearing. Each representative may have one other person present to provide administrative and/or consultation support. Other persons may be present at the hearing upon mutual agreement of the representatives.
2. One hearing will be conducted on a specified day each month, as needed; the day shall be agreed upon by the parties to this collective bargaining agreement. All pending requests for a hearing that have been filed more than 30 days prior to the designated hearing date shall be heard. In the event all pending matters cannot be heard in one day, the parties will work with the arbitrator to schedule an additional hearing date.
3. The parties will exchange exhibits at least 14 days prior to the hearing and witness lists and issue statements at least seven (7) days prior to the hearing. In the event these exchanges are not completed in a timely fashion and there is no agreement by the parties to accept the late submission, the Board will accept the exhibits, witnesses and issues, make a determination whether any prejudice might arise as a result of the late submission and, based upon that determination, may reset the hearing.
4. Each party will have 90 minutes within which to present its case. This limitation shall include argument, presentation of witnesses, and cross-examination of witnesses. Extensions of these time frames must be mutually agreed to by the parties prior to the hearing date. Any such agreement shall specify the time period extension. If no agreement can be reached, the arbitrator may be petitioned for an appropriate extension which may include a separate hearing date if necessary.
5. Meetings and hearings will be closed and there will be no taping or minutes taken. The individual representatives and support personnel may take individual notes for their own purposes.
6. The Department has the burden of proof and will present its case first in disciplinary matters.
7. The grievant has the burden of proof and will present his/her case first in contractual and policy matters.
8. The Board may deny the appeal or grant the appeal. If the appeal is granted, the Board will determine the appropriate remedy. If the appeal is denied, the Board may increase the discipline imposed by a maximum of an additional one half (½) of the original discipline, if it deems appropriate, due to the factual circumstances resulting in the discipline. (Note: In the event the level of suspension is not commensurate with the employee's shift, the additional time will be considered "with option".)
9. Once the case is submitted to the Board, the Board shall deliberate and decide the appeal. The arbitrator shall oversee deliberations to ensure that all Board members are heard. Additionally, the arbitrator shall participate in the deliberations and shall participate in the vote regarding the outcome of the appeal. The Board's decision

need only be by a simple majority. The actual vote shall not be shared with the grievant. The Board will render a bench decision the same day of the hearing. The decision will be verbal, but will be placed in writing by the Department representative within ten (10) calendar days of the hearing. The written decision will require approval from the Association representative. If no agreement is reached on the decision, the arbitrator will prepare the written decision.

10. The decision of the Board shall be final and binding on the parties and shall be submitted to the parties as set out above. In no event shall the Board have any authority to exceed or alter any provisions of this contract or any rules, regulations, policy or procedure that govern the Department. Expenses of the arbitrator shall be shared equally by the parties. However, in the event an employee pursues a grievance without the sanction of the Association, he/she shall be responsible for the costs associated with that grievance which includes all the arbitrator's fees and expenses. In this case, the employee will be required to submit an advanced payment to the arbitrator prior to the arbitration being scheduled. This payment shall be dictated by the arbitrator based on his/her assessment of the time that will be involved in the case. Any overpayment shall be refunded to the employee. All other expenses incurred by either party in the preparation of its case are to be borne solely by the party incurring such expense.

Step 2. For disputes defined in 12.1(B)(4). If the grievant is not satisfied with the response provided in Step 1, the Association may request, within 30 calendar days of receipt of the Step 1 response, that the matter be resolved by an Arbitrator. A list of eligible Arbitrators will be utilized by the parties on a rotational basis, based upon their availability within 90 days of the date of selection. The first Arbitrator on the list will be notified of his appointment and the hearing will be scheduled within 90 days of the notice to the Arbitrator. If the selected Arbitrator cannot serve within 90 days, the next Arbitrator will be scheduled under the same conditions. This will occur until a date can be agreed upon. Whoever the Arbitrator is who is selected, the next case will first be offered to the next Arbitrator on the list and the same procedure will be undertaken as described herein.

A list of Arbitrators will be maintained by the Association and the Labor Relations Section. There shall be five (5) Arbitrators on that list at all times; two (2) selected by the Association, two (2) selected by the Department, and a fifth (5th) Arbitrator who shall be approved by both the Association and the Department. If mutual agreement cannot be reached on the fifth (5th) Arbitrator, the list will remain at four (4) until the parties reach agreement on a fifth (5th) arbitrator. The Association and the Department may meet to review and update the above list as deemed necessary.

The decision of the Arbitrator shall be final and binding on the parties and shall be submitted to the parties within 30 calendar days of the close of this hearing. In no event shall the Arbitrator have any authority to exceed or alter any provisions of this contract or any rules, regulations, policy, or procedure that govern the Department. Expenses of the arbitrator shall be shared equally by the parties. However, in the event an employee pursues a grievance without the sanction of the Association, he/she shall be responsible for the costs associated with that grievance, which includes all the arbitrator's fees and expenses. In this case, the employee will be required to submit an advanced payment to the arbitrator prior to the arbitration being scheduled. This payment shall be dictated by the arbitrator based on his/her

assessment of the time that will be involved in the case. Any overpayment shall be refunded to the employee at the same time the arbitrator presents an award. All other expenses incurred by either party in the preparation of its case are to be borne solely by the party incurring such expense.

Step 2. For disputes defined in 12.1(B)(5). If the grievant is not satisfied with the response in Step 1, the Association may request, within 30 calendar days of the Step 1 response, that the matter be resolved by a Deputy Chief in the grievant's chain-of-command. An alternate Deputy Chief will hear the grievance in the event the grievant's Deputy Chief is not available. The reviewer shall initiate an investigation of the appeal. Within 15 calendar days of the filing of the appeal, the reviewer will hold a meeting with the grievant and his/her representative in an effort to explain the results of the investigation. The reviewer shall submit to the grievant and his/her representative a written response to the appeal, including a summary statement of the findings of the investigation, within 22 calendar days of the filing of the appeal. This response shall be the final decision on the matter.

(E) Resolution. Reduction in Discipline - At any level of review, if the decision is to reduce the level of discipline and/or remove all of the discipline and the grievant agrees, the reviewer that reduced the discipline will have the Adjudication of Complaint rewritten. The new Adjudication of Complaint will show the new level of discipline in the appropriate place on the form. All original dates will be utilized on the written adjudication. If the grievant does not accept the reduction or removal, the matter can proceed to the next step of the procedure based on the original discipline.

Exoneration of Discipline - Anyone with authority to review discipline pursuant to the process set forth in 12.1(D) above may also exonerate the discipline and the sustained complaint for findings and discipline of 80 hours or less. For all disciplinary actions above 80 hours, exoneration of discipline and/or the sustained complaint can only be authorized by the Deputy Chief or arbitrator if the grievance has been appealed to that level. If the discipline and sustained complaint are reversed in favor of the employee, the Personnel Bureau file and the employee's bureau file will be purged of all references to the investigation. Additionally, the Internal Affairs file will be supplemented to show the new findings.

(F) Time Limits. In computing any period of time described or allowed in this procedure, the day of the act, event, or default from which the designated period of time begins to run shall not be included. The last day of the period so computed shall be included, unless it is a Saturday, Sunday, or a holiday, in which event the period runs until the end of the next day which is not a Saturday, Sunday, or holiday.

In the event that the employee and/or Association fails to appeal a discipline or answer given to the next step of the grievance procedure within the time allowed, or in the event that the Department fails to answer a grievance within the time required at any step of the grievance procedure, then the grievance will be considered settled against the side which has defaulted for failing to act in a timely fashion. Specifically, if an appeal is not filed or processed within the time limits set forth above, it will be deemed withdrawn with prejudice; if a grievance meeting is not held or an answer to a grievance or appeal is not filed or processed within the time limits set forth above, the appeal and requested relief will be deemed granted in its entirety, so long as such remedy is within the confines of the dispute. However, any of the time limits in a grievance procedure may be extended by mutual agreement of the parties, in writing. Grievances settled by default cannot be the basis of establishing precedent for the settlement of any other grievances.

(G) Documentation. A copy of all appeals shall be forwarded to the Association and the Labor Relations Section immediately upon filing with the Department.

ARTICLE 13 - COMPENSATION

13.1 Salaries. The Department and the Association agree that the salaries paid the employees in the various classifications will be the salaries assigned to the salary ranges for each classification shown in the attached documents labeled Salary Schedules, which are attached hereto and incorporated thereby. Furthermore, it is agreed that the employees shall receive a net 3.5% salary increase that shall be paid by increasing each salary range and step by the percentages necessary so that after any required retirement deductions (per N.R.S. 286) the employee receives a net 3.5% increase effective June 18, 2005. This is reflected in Attachment A.

Effective June 18, 2005, the employees shall received a net 3.5 % salary increase.

Effective July 1, 2006, the employees shall receive a net 3.5 % salary increase.

Effective June 30, 2007, the employees shall receive a net 3.75 % salary increase.

Effective June 28, 2008, the employees shall receive a net 3.75 % salary increase.

Funding. In the event the percent increase in the consolidated taxes received by either the City of Las Vegas or Clark County from one fiscal year to the next is less than the increase in the consumer price index for the same period, this section will automatically reopen. The annual CPI change to be used is the U.S. City average, All Urban Consumers, for July each year. Consolidated taxes are those revenues distributed by formula to the City and County. These include sales, motor vehicle, cigarette, liquor, and property transfer taxes. Both CPI and actual tax revenue information will be available for comparison by October following the close of each fiscal year. Negotiations regarding this section will affect the fiscal year that begins the following July.

13.2 Assignment Differential Pay. Assignment Differential Pay is temporary monetary compensation paid to commissioned personnel who are working in the assignment categories listed below.

Members transferring for the first time to the Traffic Section or any investigative unit will receive four percent (4%) increase in pay for the first year and another four percent (4%) increase in pay thereafter while so assigned. Members who are transferring from one investigative unit to another investigative unit, regardless of bureau, will maintain their eight percent (8%) increase.

	First time assigned	After one year
Police Officer II (A-2)	4%	8%
Corrections II (A-2) *	4%	8%
Motorcycle Officer	4%	8%
Helicopter Pilot	8%	n/a

Resident CO/PO Officer - CO pay effective July 1, 2006	20%	n/a
Police Field Training Officer (FTO)	8%	n/a
Corrections Field Training Officer (CFTO)	8%	n/a

*Corrections Officer IIs assigned where they work side-by-side and perform the same tasks as a Police Officer II who are receiving assignment differential pay will also receive assignment differential pay under the terms set out in this section. Eligibility under this paragraph is based on an assignment greater than 30 calendar days.

Police Field Training Officers' assignments will be for a continuous six-month cycle. At the conclusion of any given cycle, the Department, at its discretion, can decrease or increase the number of FTOs as required. Any FTOs assigned at any point during an existing cycle will receive ADP for the remainder of that cycle. Selection and assignment to the FTO positions will be based upon established Departmental procedures.

Corrections Field Training Officers' assignments will be for a continuous eight-week cycle. At the conclusion of any given cycle, the Department, at its discretion, can decrease or increase the number of CFTOs as required. Any CFTOs assigned at any point during an existing cycle will receive ADP for the remainder of that cycle. Selection and assignment to the CFTO positions will be based upon established Departmental procedures.

Note: Training officer assignments will be discontinued if the employee leaves the assignment and is no longer available to act in that capacity.

Annotation: The compensation in this section was changed in 2001 to provide for a one year training period when first moved to an investigative assignment or a traffic assignment. The parties agreed employees new to these areas should not receive the full assignment differential pay while training and learning the position during the first year of assignment.

ADP assignments are not promotional and, therefore, no property right exists. Additionally, employees shall only be paid ADP for the duration of their ADP assignment.

13.3 Longevity.

The longevity pay for employees shall be paid on the following basis: Upon completion of five (5) consecutive years of employment, covered employees shall be paid the equivalent of an additional two and one half percent (2.5%) of their pay period base salary.

For each continuing year of consecutive service thereafter, each employee shall receive an additional one-half of one percent (0.5%) increase of the base salary until a maximum of 15% has been reached.

Longevity pay shall become effective in the pay period in which the employee's date of hire falls.

Employees hired after July 1, 2001, will not be eligible for longevity payments under this section until they reach their ten (10) year anniversary date. Employees hired after July 1, 2001, will then be compensated five percent (5%) of their pay period base salary on their ten (10) year anniversary and will continue to receive longevity increases as specified in second paragraph above.

13.4 Jury/Court Pay.

Jury - Eligible members called to serve on jury duty on a normally scheduled shift shall receive their regular pay as well as all jury pay. Those persons called but not selected to serve on the jury shall report back to work when excused.

On-Duty Court - Eligible members subpoenaed to appear on duty as a witness in a criminal proceeding connected with official duties, and who are not a party in such criminal proceeding, shall receive their regular pay providing that all witness fees or pay are returned to the Department. Employees shall report to work when excused.

Off-Duty Court - Eligible members required to appear off-duty in court as a witness for the prosecution or defense, connected with official duties, shall be paid overtime with a minimum of two (2) hours. In any event, the employee shall not be paid twice for the same hours. All witness fees shall be returned to the Department. This minimum overtime benefit will be effective July 1, 2006. Prior benefit under this section shall remain in effect until July 1, 2006.

13.5 Retirement. The Department and the Association agree that all employees shall participate in the Public Employees Retirement System of the State of Nevada in accordance with the rules of that system. The Department shall comply with all the provisions of N.R.S. 286.421 for the purpose of paying the employees' retirement contribution, but will not pay for the purchase of eligible prior service.

For the duration of this contract, any future increase beyond July 1, 2005, to the PERS contribution will be equally shared by the Department and the employee in accordance with NRS 286.421. During the term of this agreement if there is an increase in the rate of the retirement contribution the Department shall fund the employee's portion of the retirement contribution under the employer pay contribution plan in the manner provided for in NRS 286.421. This increase, if any, is in lieu of an additional salary increase.

For the duration of this contract, any decrease in the percentage rate of the retirement contribution will result in a corresponding increase to each member's base pay equal to one-half (½) of the decrease. Any such increase in pay will be effective from the date the decrease in the percentage rate of the retirement contribution becomes effective.

13.6 Shift Differential.

Shift differential is defined as the amount of compensation authorized to be paid to an employee in addition to his/her regular straight time hourly rate for working a regularly scheduled shift other than day shift. Any regularly scheduled shift that begins or ends outside the 5:00 a.m. or 8:00 p.m. time period shall be eligible for shift differential pay computed at four percent (4%) of base pay. Eligibility for shift differential pay will be determined on a shift by shift basis.

Effective July 1, 2005, non-probationary employees that work a shift where their hours of work fully encompass the hours of midnight to 5:00 a.m. will receive an additional 2% differential.

13.7 Bilingual Pay. Employees who are eligible for bilingual pay are required to be on a list maintained in Communications or Detention Services Administration to provide translation services. Such employees must pass a department approved proficiency examination on conversational

Spanish to receive an annual payment of \$750. The payment will be received in the employee's paycheck for the first pay-period in February of each year. The proficiency examination will be offered each Fall. The employee is only required to pass the examination once to be eligible for payment unless the employee is removed or removes him/herself from the list. Once removed from the list the employee is required to re-take the proficiency examination to receive payment. Employees who leave Department service or are removed from the list during the year will be required to reimburse the Department a prorated amount for the remainder of the year.

Annotation: This article was added during 2001 to provide officers who speak Spanish proficiently with an annual payment. Employees may be removed from the list for being non-responsive or if it has been determined they are no longer proficient in speaking Spanish.

13.8 K-9 Pay. K-9 handlers will receive ten (10) hours of paid overtime per pay period for the at-home care, grooming, transportation, and feeding of the dog. The handler will receive an additional five (5) hours of overtime per pay period if assigned a second dog, effective July 1, 2006.

13.9 Education Incentive. Effective July 1, 2006, employees who hold the following degrees on July 1st of each fiscal year shall receive one of the following lump sum payments on the first payday in August:

- ◆ Any employee in the Unit who has received an Associates Degree from an accredited college or university shall receive a sum of \$375.00 per year in addition to his/her annual salary.
- ◆ Any employee in the Unit possessing a Bachelor's Degree from an accredited college or university shall receive a sum of \$750.00 per year in addition to his/her annual salary.
- ◆ Any employee in the Unit possessing a Master's Degree or higher from an accredited college or university shall receive a sum of \$900 per year in addition to his/her annual salary.

Annotation: The term "accredited" shall mean any accrediting entity recognized by the Department of Education or the Council for Higher Education Accreditation.

ARTICLE 14 - CLOTHING/EQUIPMENT ALLOWANCE

14.1 Classifications. The Department and the Association agree that employees shall be paid a yearly clothing/equipment allowance, as shown in the following chart.

06/07	07/08	08/09
\$1,575	\$1,625	\$1,675

Motor officers and Mounted Patrol Unit officers will receive an additional \$100 per year for the purchase of specialty boots.

14.2 Entitlement. Officers are entitled to a prorated clothing allowance upon completion of the police or corrections academy and promotion to Police or Corrections Officer. Allowances will be prorated in accordance with adopted policy. Officers who are rehired under Civil Service Rule 350.5 are also entitled to a prorated clothing allowance.

ARTICLE 15 - HEALTH & WELFARE BENEFITS

15.1 Insurance Trust. The PPA will participate in the Las Vegas Metropolitan Police Department Employee's Health and Welfare Trust.

15.2 Contributions. The Department and the Association agree that the Department will pay the employees' hospitalization and health insurance plan premium as determined by the Trust and as specified below:

Effective July 1, 2005, the Department will contribute the following amounts toward health and welfare benefits:

July 1, 2005	July 1, 2006	July 1, 2007	July 1, 2008
Annual	Annual	Annual	Annual
\$5,549.47	\$6,381.66	\$7,338.91	\$8,439.75

15.3 Deductions. The Department and the Association agree the Trust is authorized and responsible to determine contribution amounts for employee dependents. Once the dependent contribution amounts are established, whether retroactive or prospective, the Department is hereby authorized to automatically deduct from the paycheck of each employee in the bargaining unit the dependent contribution amount specified by the Trust. Prior to such deductions being made, employees will be given 30 days notice of dependent contribution changes to allow for optional withdrawal of coverage for dependent(s).

15.4 Flexible Spending Account. The Association recognizes the Department's sole right to establish and administer a "Flexible Spending Account" as authorized under Section 125 of the Internal Revenue Service Code. Until such time as the Department implements a "Flexible Spending Account" Department wide, the Association has permission from the Department to establish and administer a "Flexible Spending Account" Plan.

The Department accepts no financial or other responsibility for the Association Plan. The Department agrees to notify the Association at least 90 days prior to a Department plan going into effect. The Association agrees to transfer or dissolve its plan no later than 30 days from the date the Department's plan becomes effective or in accordance with the requirements of the Association plan document and the Internal Revenue Service Code for such plans.

15.5 Retirement Medical Trust Fund. Effective July 1, 2002, the Association did join a trust fund for the purpose of funding health insurance coverage for retirees.

The above-referenced Retirement Trust is established for the purpose of subsidizing the retiree's cost of health insurance coverage for those who retire after July 1, 2001. The Retirement Trust has been established in accordance with federal and State laws applicable to employee benefit trust funds (26 USC 501(c)(9)). The monies contributed to the Retirement Trust shall be used only for retiree health insurance premiums or health service expenses. The employee's contribution shall be made by automatically deducting the specified amount from the paycheck of eligible employees prior to any taxes being withheld. The amount of the payroll deduction shall be determined by the Trust.

To be vested in the Retirement Trust, an employee must meet the minimum contribution requirement established by the Trust. Upon retirement of an employee who has not met the minimum

contribution requirement, the Department may, with the employee's consent, deduct from the employee's sick leave cash out and contribute to the Retirement trust the amount necessary (as determined according to the rules of the Retirement Trust) to meet the minimum contribution requirement of the Retirement Trust.

Annotation: All issues regarding the operation of the Trust are exclusive of this collective bargaining agreement. Final decisions on contributions, benefits, and Trust operations are the sole responsibility of the trustees of the Retirement Medical Trust Fund.

ARTICLE 16 - DISABILITY

16.1 Service Connected. In the event an employee is absent due to a service-connected injury or illness, the benefits afforded this employee will be as follows:

If the benefits paid to such employee under the provision of SIIS or other Department Workers compensation Program does not equal the employee's gross salary, the Department should pay to the employee an amount equal to the difference between the compensation received under Workers Compensation and the employee's then present gross salary, excluding overtime. This compensation will continue for a period of 800 hours from the first day of absence.

Employees who have ten (10) to 15 years of continuous full-time employment on the date of injury will have their salary compensated for an additional 200 working hours. Employees who have in excess of 15 years of continuous full-time employment will have their salary compensated for an additional 120 hours plus the above 200 hours, totaling 320 hours.

After the initial 800 hour period, sick, vacation, and bonus leave will not accrue.

16.2 Compensation Integration. It is the intent of the Department to pay the on-the-job injured employee (as outlined in this Article) the difference between full base salary and that provided by the Workers Compensation as salary continuance. Therefore, compensation integration shall continue as set out by the Department's workers compensation administrator, Health and Safety, statute, or SIIS (for past claims).

16.3 Sick Leave Utilization. Upon the expiration of the covered salary protection period, if the employee is still unable to work, the employee may elect to utilize accrued sick leave.

When accrued sick leave has been exhausted, if the employee is still, because of disability, unable to work, the employee will be permitted to use all accrued vacation, bonus, and professional leave as sick leave. Subsequent to exhausting these leaves, the employee shall receive no additional compensation from the Department; however, exceptions to this rule may be allowed by the Sheriff.

16.4 Compliance With Administrative Procedures. Before the Department grants these benefits, the employee shall comply with reasonable administrative procedures established by the Department. The Department may also request, at its option and expense, the employee be examined by a physician appointed by the Department. The examining physician shall provide to the Department and the employee a copy of his medical findings and his opinion as to whether or not the employee is able to perform his/her normal work duties and/or whatever, if any, work duties the employee is able to perform or unable to perform. The Department may further require such injured employee make him/herself available for light duty work as soon as possible after release by a qualified physician which may be either Department or employee appointed.

16.5 Hours Computation. Compensable hours are for each injury or illness and hours necessary for subsequent medical attention because of the same injury will be accumulative.

ARTICLE 17 - REDUCTION IN FORCE

17.1 Notice to Association. Whenever it is determined that a layoff of employees may occur because of lack of work or funds, the Department shall give written notice of the layoff, including the reason(s) such action is necessary and the estimated length of the layoff period, to the Association President at least seven (7) calendar days prior to the date of notification to employees.

17.2 Provisions. The Department and the Association agree that reduction in personnel as it pertains to employees covered under the provisions of this contract shall be as hereinafter prescribed. When Department funded positions of indefinite durations, and which are presently filled, are abolished, reductions shall be accomplished in accordance with the following provisions:

- A. **Seniority.** Employees will be laid off based upon the employee's date of classification as a Police Officer or Corrections Officer as set out in Article 19 - Seniority.
- B. **Probationary Positions.** Initial employment probationary positions within the bargaining unit shall first be eliminated.
- C. **Notice of Layoff.** All non-probationary employees to be laid off shall be given written notice of such layoff at least 14 calendar days prior to the effective date.
- D. **Re-employment.** All non-probationary employees that are laid off as described herein will retain re-employment rights for three (3) years. Employees will be recalled for re-employment in the inverse order of their layoff so long as they are fit to return to full-duty.

Employees in a layoff status are required to keep the Department updated with respect to their mailing address so they can be properly notified of any re-employment opportunities. The Department will provide notice of re-employment to the employee via certified U.S. Mail. The employee will have ten (10) business days from the date of the certified letter to respond regarding acceptance of re-employment. Any failure on the part of the laid off employee to respond to this notice in a timely manner will void all re-employment rights and he/she will be removed from the list.

- E. **Bumping.** Any permanent employee who is to be laid off may elect to replace an employee in a lower level of the same or previously held classification series provided:
 - 1. The bumping employee has more Department seniority than the employee being bumped; and
 - 2. Meets the minimum occupational qualifications; and
 - 3. Has previously held the position.

An employee electing to exercise bumping rights shall assume the grade of the employee being bumped but at the step closest to his/her own existing salary at the time of the layoff.

Any employee who is bumped shall have the right to exercise bumping rights in accordance with the provisions of this paragraph. The decision to bump must be submitted in writing within seven (7) calendar days of notification of layoff.

17.3 Seniority Lists. Whenever it is determined that a layoff of employees shall occur, the Department agrees to supply current time in classification seniority lists to the Association for the jobs being affected.

ARTICLE 18 - HOURS

18.1 Work Week. The Department and the Association agree that the normal paid weekly working hours shall be 40. However, if mutually agreed, an alternate work schedule of 80 hours bi-weekly may be utilized. The Department has adopted the FLSA 7(k) exemption for law enforcement officers. Under this exemption, officers working in the resident program have a 28 day work period.

Annotation: The FLSA 7 (k) exemption has been Department policy since the Fair Labor Standards Act has applied to local government.

18.2 Tour of Duty. A tour of duty or shift shall be defined as the span of hours during which an individual, or unit, is assigned to work. (Moved to new section 18.3 Tour of Duty Change)

18.3 Tour of Duty Change. Under normal conditions, employees will be notified of a tour of duty change at least 12 hours in advance of that change. Permanent or semi-permanent transfers and overtime shall be excluded.

18.4 Overtime. Overtime pay is defined as additional compensation earned by an employee who is held over on his regularly scheduled tour of duty, or is requested to return to duty at a time that is more than 12 hours after notice is given. The employee will be compensated at time and one-half (1 ½) for their hourly rate of pay, including longevity and assignment differential pay, for those hours worked. The Department has adopted the FLSA 7 (k) exemption for law enforcement officers. Under this exemption, officers working in the resident program will receive overtime for any hours over 171 hours in a 28 day work period. This exemption for resident officers does not apply to reimbursable overtime assignments.

Annotation: The FLSA 7 (k) exemption has been Department policy since the Fair Labor Standards Act has applied to local government.

18.5 Callback. When required, the Department Head or his designated representative may call back one or more members of the Department. For purposes of this paragraph, callback is defined as compensation earned for returning to duty after an employee has completed his/her regular tour of duty, is off duty for any period of time, and is requested to return to duty with less than 12 hours notice. When an employee is called back to work, the employee shall be paid overtime on a time and one-half (1½) rated basis. The employee will be paid for a minimum of four (4) hours regardless of having worked less than four (4) hours or the employee will be paid for the amount of time actually worked over the four (4) hours; however, in the event the period of call back runs into an employee's normal tour of duty, such employee shall be paid time and one-half (1½) for only those hours worked outside of his/her normal tour of duty.

An employee who works less than four (4) hours on the initial call-out and is then called out a second time during the initial two-hour period shall not be entitled to any additional overtime pay unless the aggregate time worked for both occurrences shall exceed four (4) hours, in which case he/she shall be paid for the aggregate time so worked. In the event an employee is called out for a

second time after the expiration of four (4) hours from the first call-out, he/she shall be paid for a minimum of four (4) hours for each call-out except as provided in the previous paragraph.

ARTICLE 19 - SENIORITY

19.1 Definition. Seniority shall be determined based upon the employee's date of classification as a Police Officer or Corrections Officer. In the event of any sort of reduction-in-grade, this determination will include any time the employee accrued in the class series as a Sergeant, Lieutenant, or Captain, so long as there has not been a break in service.

Where employees are hired on the same date, seniority will be determined by their placement on the Civil Service eligibility list. Placement on the eligibility list is determined by overall score in the entry examination process. In the event of ties, the date and time of the employee's application for employment with respect to the eligibility list in question will be the determining factor.

Corrections Officers who reduce in grade to Police Recruit will be placed at the top of the seniority list for their academy. If there is more than one corrections officer that completes the academy, seniority will be determined on the overall academy score. In the event of a tie, the employee's seniority as a Corrections Officer will be the determining factor.

19.2 Bridging Time. Employees on the Department's payroll as of June 30, 1982, who have had a break in service, shall have seniority determined as if their combined years of service were continuous and without break. For persons hired or rehired on July 1, 1982, or thereafter, any break in service shall not be bridged for the purpose of determining seniority. Except as provided in this section, seniority shall be calculated based upon the employee's last date of hire. Ties regarding seniority ranking are resolved as provided in the Civil Service Rules.

19.3 Application. In the selection of days off, in lieu of holiday, and vacation leave preference, first choice shall be given those employees holding the greatest amount of seniority as determined in 19.1 Definition and 19.2 Bridging Time.

Annotation: In 2005, the parties added the ability to use seniority for the selection of in lieu of holidays; however, once the holidays are scheduled no bumping can occur.

A. Vacation

Vacation bidding in CCDC will occur by seniority as specified below:

During the annual vacation bid, employees will be allowed to bid up to a combined total of 160 hours for up to four (4) separate blocks of time. The second time through on the bid process the employee can bid up to a combined total of 120 hours for up to three (3) separate blocks of time. A "block" can be a single shift.

B. Patrol Division Shift

Use of seniority will be allowed for Police Officer IIs assigned to Patrol Division to select shifts and days off within their Area Command, once annually. The parameters for bidding for available shifts and days off will include the following:

- ▶ Bidding will be allowed exclusive of certain assignments (e.g., FTO, bike, utility, etc.)
- ▶ As a rule, no bumping will be allowed during the bid year, but accommodations can be made where applicable. Employees will be allowed to move during the bid year based upon their seniority and openings within the area command.
- ▶ At anytime between bids, the Department retains the right to change an officer's shift and/or days off based on a documented special or operational need.
- ▶ In the event an officer transfers from a special assignment to Patrol, the officer would move to an open position in Patrol. The Patrol Deputy Chief will designate which positions are open and available. Under this circumstance, the employee will be allowed to bid during the next regularly scheduled cycle. When transferring to Patrol from a specialized assignment, an officer will have a choice of area command if a position is available. Seniority shall also apply when exercising such choice.
- ▶ Patrol will maintain an on-going registration for area command to area command transfers, with special emphasis on opportunities for accommodating requests at or near the time of the FTEP graduations. If, at any time during the year, there are available positions as determined by the Deputy Chief of Patrol, transfers will be accommodated and an officer can utilize seniority to affect such transfers. Additionally, patrol will continue the practice of allowing officers to make a one-to-one swap in area commands as governed by the Deputy Chief of Patrol.

C. Corrections - Available Positions

Use of seniority will be allowed for Corrections Officers coming out of special assignments to bid for available positions. The Deputy Chief of Corrections will designate which positions are open and available.

D. Disputes

Any disputes that may arise regarding the application of seniority may only be processed as a grievance to the appropriate Deputy Chief.

Annotation: This section was modified in 2001 to clarify established practice regarding movement from a special assignment to patrol and to augment transfers between area commands. Clarification was also added in 2001 allowing the use of seniority for Corrections Officers coming out of specialized assignments. The bidding practice in Corrections will remain intact for the term of the contract.

ARTICLE 20 - ACCIDENT PREVENTION BANK

20.1 Accident Prevention Bank. Employees will be rewarded for non-negligent and/or an accident-free department driving record. The reward will be the ability to accrue hours that will be banked for use in the event they receive a disciplinary suspension for a traffic accident.

20.2 Accrual and Use of Hours. Hours will only be accrued on a non-negligent and/or an accident-free basis and will be credited at the end of a two (2) year eligibility period. This eligibility period is established based on an employee's graduation date from the academy. All hours will be recalculated based on this formula.

Based on the above parameters, employees will accrue 20 hours of bank time per two (2) year period. The maximum accrual will be capped at 40 hours.

These hours may be used at the employee's option for disciplinary suspensions applied for traffic accidents and will not be used for any other purpose (i.e., the hours will not be compensated under any circumstance). This benefit will have no effect on decisions made by the Accident Review Board; however, the Accident Review Board will be responsible for determining the amount of hours an employee has in his/her bank based on the formula set out above and the accident records maintained by the Board.

In addition to the above provisions, employees will receive a certificate every five (5) years of non-negligent and/or accident-free driving. The certificate will be issued by the Sheriff with a copy being placed in the employee's personnel file. This certificate program will begin July 1, 2005.

Annotation: This section was developed in 1997 to provide a reward and diminish the financial impact a suspension would have on employees that maintain an accident-free driving record. Revisions to this article occurred in 2001 and 2005.

ARTICLE 21 - LABOR/MANAGEMENT COMMITTEE

21.1 Meetings. A standing Labor/Management Committee made up of representatives of the Department and the Association shall meet at a mutually agreed upon time and place, but not less than quarterly. The meetings will be set by the Executive Director of the Association or his/her designee and the Director of Labor Relations. The Labor/Management Committee will be comprised of the Executive Director of the Association/designee, the Director of Labor Relations, and any division commander that would be involved in the subject matter to be discussed. In addition to what is set out above, others may be asked or required to attend and participate in these meetings. It shall be the responsibility of the respective parties to notify the constituents they believe are needed to attend such meetings.

21.2 Purpose. The purposes of such meetings may be to:

- ▶ Discuss the administration of the Agreement;
- ▶ Notify the Association of changes made or contemplated by the Department which may affect the working conditions of employees represented by the Association;
- ▶ Disseminate general information of interest to the parties; and
- ▶ Give the Association representatives the opportunity to share the views of their members and/or make suggestions on subjects of interest to their members.

21.3 Agenda. The agenda will be prepared by the Association Executive Director and the Director of Labor Relations. It will be distributed at least five working days prior to the meeting and will include the names of those expected to be at the meeting.

21.4 Notice to Supervisors. To facilitate the adjustment of work schedules, the Association's representatives will notify their immediate supervisors of the dates and times of such meetings immediately upon receipt of the agenda.

21.5 Compensation. Association committee members shall not lose pay nor be entitled to overtime for the time spent in any meetings authorized by the provisions of this Article.

21.6 Minutes. Minutes of the Labor/Management Committee meetings shall be prepared by the Department and shall be reviewed and approved by both parties.

21.7 Resolutions. All items resolved by the parties at the meetings will be distributed to the Association and Department members as appropriate.

Annotation: This Article was added in 2001 to formalize a quarterly Labor/Management Meeting to discuss issues of interest between the parties and to finalize issues relating to a wellness program, Accident Prevention Bank, duty weapon, random drug testing, and other related issues.

ARTICLE 22 - DUTY WEAPON

22.1 Maintenance. Aside from general upkeep and cleaning, the Department will be responsible for maintenance of weapons. Any mechanical problems with weapons shall be referred to the Department armorer.

22.2 Replacement. Any weapon that is damaged or destroyed as a result of a duty related incident, will be replaced by the Department.

22.3 Stock. The Department will stock a sufficient number of replacement weapons for temporary use when weapons become unserviceable.

Annotation: The voucher program that was part of this Article was deleted in 2005 as the annual clothing/equipment allowance was enhanced to provide sufficient monies for purchase, maintenance and replacement of personal weapons.

ARTICLE 23 - TRANSFERS

23.1 Transfers. The Association and the Department agree there are three types of transfer - voluntary, administrative, and disciplinary.

Administrative transfers occur as a result of an action to enhance operations, further the Department's mission, or improve efficiency and effectiveness. These transfers will also occur where an act compromises the integrity of the individual or unit and/or the conduct of the employee creates an environment where the employee loses effectiveness in the unit. The parties agree these types of transfers from specialized units will be evaluated for necessity.

Generally, administrative transfers do not occur as a result of single events or incidents, except where it is determined the transfer is necessary to further the Department's mission.

Disciplinary transfer is an option which may occur where it is determined that an employee's conduct or performance warrants that level of discipline. It is understood that a transfer may occur in conjunction with some other form of discipline so long as it is differentiated as administrative or disciplinary.

Annotation: This section was added in 1997 to clarify how transfers will occur. The parties intended that supervisors not transfer employees unless retention of the employee negatively impacts the unit. The Association also expressed an interest in administrative transfers being approved at the Bureau Commander level and the ability to review that decision with the Deputy Chief. The Association understands that assignments are not a property right whether or not an assignment differential is applied. Despite this, the Department will work to avoid transfers that cause a loss of pay if another form of discipline can be applied to correct the problem or there is other justification for a transfer. Further clarification was added

in 2001 negotiations to better define circumstances where an administrative transfer would occur that is performance or conduct related and the department chooses to not make the transfer a disciplinary action. The parties agreed in the 2001 negotiations to monitor these transfers and discuss issues regarding them in the quarterly Labor/Management Meetings.

ARTICLE 24 - RANDOM DRUG TESTING

24.1 Parameters. Department Procedure 5/110.26 specifies the procedures for random drug testing. In addition to this procedure, the following parameters will apply under this contract:

The random drug testing program shall only apply to illicit drugs as set out in Procedure 5/110.26.

- Covered employees will be randomly selected based on assignment/unit and required to provide a sample. Refusal to test or substantial evidence indicating alteration or adulteration of the sample will be cause for termination. Substantial evidence of alteration or adulteration at the collection site and laboratory means evidence which would support a reasonable conclusion that adulterants or foreign substances were added to the urine, that the urine was diluted, or that the specimen was substituted. If there is articulable reasonable evidence at the collection site and/or laboratory that there has been an alteration or adulteration of a sample, the sample alleged to have been altered or adulterated will be secured and processed under the same standards and process as if the sample was a proper urine sample; however, the Chain of Custody and Control Form used in submitting the specimen for testing will be labeled **SUSPECTED ALTERED/ADULTERATED SAMPLE**. The collector will write the reasons describing what factors led the collector to suspect alteration or adulteration on the form. The employee will be required to submit another sample if alteration or adulteration is suspected at the collection site.

Any alteration or adulteration allegation will be cause for an internal investigation to determine whether there is substantial evidence to demonstrate whether the employee altered or adulterated his/her sample. In any event, the employee retains all rights provided them by his/her collective bargaining agreement and the Department manual.

An employee will not be ordered or required to disclose protected health information and maintains his/her rights to privacy under the Health Insurance Portability and Accountability Act of 1996 (HIPAA), federal law, or Nevada state law.

- The employee who tests positive will be subject to termination.
- As a result of a verified positive test, the employee will have the option of resigning his/her employment.

24.2 Voluntary Identification. An employee may voluntarily identify himself/herself as an abuser of prescription drugs prior to being identified through other means. Such self-identification may occur through any person in the employee's chain-of-command or an Association representative. Under these circumstances the employee will participate in a mandatory rehabilitation program paid for by the employee and/or the appropriate health insurance carrier. The employee will also be subject to the conditions of a last-chance agreement which will include unannounced testing for a two (2) year period. Because a last-chance agreement is provided in lieu of a termination, no other discipline will be applied in conjunction with the last-chance agreement. A last-chance agreement, as provided herein, will remain in an employee's personnel file for the duration of his/her employment or re-employment.

Voluntary identification of the use of illicit drugs will subject the employee to termination. The parties agree to a one-time 90-day window for voluntary identification. In the event an employee voluntarily comes forward within the first 90 days after the effective date of this contract, the employee will participate in a mandatory rehabilitation program, the cost of which will be borne by the employee and/or health insurance as appropriate, and will be subject to unscheduled testing for the life of his/her career with the LVMPD as provided in a last-chance agreement. Because the last-chance agreement is provided in lieu of a termination, no other discipline will be applied in conjunction with the agreement.

Failure to meet the provisions of a last-chance agreement will be cause for termination.

Annotation: This article was added in 2001 to expand the Department's existing random drug testing program. This article was revised in 2005 negotiations to create consistent application of the random drug testing program with the PMSA bargaining unit.

ARTICLE 25 - GENERAL PROVISIONS

25.1 Savings Clause. The Department and the Association do agree that if any provision of the Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of the Agreement. Should such a declaration occur, the parties agree to negotiate a successor for the clause in question. This Agreement shall become effective only when signed by the designated representatives of the Department and the Association.

25.2 Contract/Civil Service Rule Duplication. The Department and Association agree that matters subject to bargaining under N.R.S. 288.150 which are in this contract will supersede any corresponding Civil Service Rule of the Department for all Department employees represented by the Association.

25.3 Personnel Files

Employee Access. Each employee shall, during normal business hours of the Labor Relations Section, have a right to access his or her own personnel file by appointment.

Employee Copies. The contents of personnel records shall be made available to the employee for inspection and review at the time of his/her appointment. At an employee's request, he or she shall be provided one (1) copy of any or all documents posted in the employee's file.

Rebuttal Statement. Before an adverse comment or document can be put into an employee's personnel file, the employee must be made aware of the comment or document by having read the comment or document and initialed or signed the same. An employee has the right to refuse to sign the comment or document after reading it, and the fact that the employee refused to sign the comment or document shall be noted on the face of the document itself. The employee may file a written response that is specific to the adverse comment or document entered into his/her personnel file within 30 days after he or she is asked to initial or sign the comment or document. If a written response is prepared by the employee, the Department must attach the employee's written response to the adverse comment or document. All formal disciplinary actions shall be recorded in the employee's personnel file and shall constitute the official record to be utilized in disciplinary proceedings.

Access by Others. The only other persons permitted to have access to the contents of an employee's personnel file, excluding background investigations and references from previous employers, are a designated representative of the employee having the employee's signed authorization and the Department's authorized staff, which may include outside legal counsel.

An employee's physical file shall not be made available to any persons or organizations other than the Department and the employee without the employee's expressed authorization, unless pursuant to a court order or other statutory requirements.

Purging. All disciplinary matters will be removed from the personnel file at the following times and under the following conditions. A subsequent corrective action is defined as disciplinary action in the same general area of discipline, such as performance, attendance, or rule violations.

Written Reprimand - 18 months after the date the employee signs or is given the opportunity to sign the adjudication. Any subsequent corrective action of a similar nature shall extend the purging of the original discipline by another 12 months or the purge length of the latest disciplinary action, whichever is shortest.

Minor Suspension - three (3) years after the date the employee signs or is given the opportunity to sign the adjudication. Any subsequent corrective action of a similar nature shall extend the purging of the original discipline by another 24 months or the purge length of the latest disciplinary action, whichever is shortest.

Major Suspension - five (5) years after the date the employee signs or is given the opportunity to sign the adjudication. Any subsequent corrective action of a similar nature shall extend the purging of the original discipline by another 24 months or the purge length of the latest disciplinary action, whichever is shortest.

Disciplinary Transfer - two (2) years after the date the employee signs or is given the opportunity to sign the adjudication. Any subsequent corrective action of a similar nature shall extend the purging of the original discipline by another 24 months or the purge length of the latest disciplinary action, whichever is shortest.

A contact report will not be maintained in the personnel file. Contact reports in a supervisory file may be utilized to show that discipline was warranted.

Purged documents may be retained by the Department pursuant to any applicable statutory document retention schedules; however, such documents may not be used by the Department for disciplinary purposes in the future. Evidence of purged discipline can only be raised for rebuttal purposes in an administrative hearing if the employee claims he/she has no disciplinary history.

Annotation: It was understood by the parties that purging of Internal Affairs files directly associated with the disciplinary actions mentioned above will be purged in like fashion.

Notice of Placement of Item in File. No unfavorable comment or document will be placed in the file unless:

- a) The officer has read and initialed the comment or document; or
- b) If the officer refuses to initial the comment or document, a notation to that effect is noted on or attached to the comment or document.

An employee must be given a copy of any adverse comment or document that is placed in his/her personnel file.

No citizen complaint shall be placed in an employee's personnel file.

Official File. Only one official personnel file shall be maintained on a bargaining unit member.

Information Contained in File. Personnel investigations that result in "exonerated", "unfounded", or "not sustained" dispositions shall not be made a part of the employee's personnel file or supervisor's file. Additionally, "exonerated", "unfounded", or "not sustained" complaints shall not be used as a basis for a subsequent discipline nor shall they be used as evidence in a subsequent investigation on a different matter.

ARTICLE 26 - TERM OF AGREEMENT

This Agreement shall become effective as of July 1, 2005, unless otherwise specified herein, and shall be effective through June 30, 2009. This agreement shall remain in full force and effect during negotiations for a successor agreement with the exception of any compensation other than regular step increases. Retroactivity provided herein shall only apply to employees of the Department as of the date of the signing of this agreement. Individuals that retired as employees of the Department at any time after June 18, 2005, until the signing of this agreement, will be paid retroactively for the wage increase provided herein.

This agreement may be reopened by either party for the specific purpose of discussing the Citizens Review Board in the event issues arise that are determined to be mandatory subjects of bargaining as provided by NRS 288.

For the Department

For the Association

Bill Young
Sheriff

David Kallas
Executive Director

For the Fiscal Affairs Committee

Peter Thomas
Chairman

Attachment A

Salary Schedule

EFFECTIVE 06/18/05 THROUGH 6/30/06 (3.5%)

Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
20	22.240	23.130	24.055	25.017	26.018	27.059	28.141	29.267	30.438	31.656
21	24.512	25.492	26.512	27.572	28.675	29.822	31.015	32.256	33.546	34.888

EFFECTIVE 07/01/06 THROUGH 06/29/07 (3.5%)

Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
20	23.018	23.939	24.897	25.893	26.929	28.006	29.126	30.291	31.503	32.763
21	25.370	26.385	27.440	28.538	29.680	30.867	32.102	33.386	34.721	36.110

EFFECTIVE 06/30/07 THROUGH 06/27/08 (3.75%)

Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
20	23.881	24.836	25.829	26.862	27.936	29.053	30.215	31.424	32.681	33.988
21	26.321	27.374	28.469	29.608	30.792	32.024	33.305	34.637	36.022	37.463

EFFECTIVE 06/28/08 THROUGH 06/26/09 (3.75%)

Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
20	24.777	25.768	26.799	27.871	28.986	30.145	31.351	32.605	33.909	35.265
21	27.308	28.400	29.536	30.717	31.946	33.224	34.553	35.935	37.372	38.867

Attachment B

RIGHTS OF PEACE OFFICERS

Section 1. Chapter 289 of NRS is hereby amended by adding thereto the provisions set forth as sections 2, 3 and 4 of this act.

Section 2. 1. An investigation of a peace officer may be conducted in response to a complaint or allegation that the peace officer has engaged in activities which could result in punitive action.

2. After the conclusion of the investigation:

- (A) If the investigation causes a law enforcement agency to impose punitive action against the peace officer who was the subject of an investigation and the peace officer has received notice of the imposition of the punitive action, the peace officer or a representative authorized by the peace officer may, except as otherwise prohibited by federal or state law, review any administrative or investigative file maintained by the law enforcement agency relating to the investigation, including any recordings, notes, transcriptions of interviews and documents.
- (B) If, pursuant to a policy of a law enforcement agency or a labor agreement, the record of the investigation or of the imposition of punitive action is subject to being removed from any administrative file relating to the peace officer maintained by the law enforcement agency, the law enforcement agency shall not, except as otherwise required by federal or state law, keep or make a record of the investigation or the imposition of punitive action after the record is required to be removed from the administrative file.

Section 3. If an arbitrator or court determines that evidence was obtained during an investigation of a peace officer concerning conduct that could result in punitive action in a manner which violates any provision of this section, NRS 289.010 to 289.120, inclusive, and section 2 of this act, and that such evidence may be prejudicial to the peace officer, such evidence is inadmissible and the arbitrator or court shall exclude such evidence during any administrative proceeding commenced or civil action filed against the peace officer.

Section 4. 1. Except as otherwise provided in subsection 2, the home address and any photograph of a peace officer in the possession of a law enforcement agency are not public information and are confidential.

2. The home address and photograph of a peace officer may be released;

- (a) If the peace officer authorizes the release; or
- (b) If the peace officer has been arrested.

NRS 289.010 Definitions. As used in this chapter, unless the context otherwise requires:

1. "Administrative file" means any file of a peace officer containing information, comments, or documents about the peace officer. The term does not include any file relating to an investigation conducted pursuant to section 2 of this act or a criminal investigation of a peace officer.
2. "Choke hold" means the holding of a person's neck in a manner specifically intended to restrict the flow of oxygen or blood to the person's lungs or brain. The term includes the arm-bar restraint, carotid restraint and lateral vascular neck restraint.
3. "Peace officer" means any person upon whom some or all of the powers of a peace officer are conferred pursuant to NRS 289.150 to 289.360, inclusive.
4. "Punitive action" means any action which may lead to dismissal, demotion, suspension, reduction in salary, written reprimand or transfer of a peace officer for purposes of punishment.

(Added to NRS by 1983, 2096; A 1989, 1582, 1993, 2525; 1999, 182, 2424)

NRS 289.020 Punitive action: Prohibited for exercise of rights under internal procedure; opportunity for hearing; refusal to cooperate in criminal investigation punishable as insubordination.

1. A law enforcement agency shall not use punitive action against a peace officer if he chooses to exercise his rights under any internal administrative grievance procedure.
2. If a peace officer is denied a promotion on grounds other than merit or other punitive action is used against him, a law enforcement agency shall provide the officer with an opportunity for a hearing.
3. If a peace officer refuses to comply with a request by a superior officer to cooperate with his own or any other law enforcement agency in a criminal investigation, the agency may charge the officer with insubordination. (Added to NRS by 1983, 2098)

NRS 289.030 Limitation on requiring disclosure of financial information. A law enforcement agency shall not require any peace officer to disclose his assets, debts, sources of income or other financial information or make such a disclosure a condition precedent to a promotion, job assignment or other personnel action unless that information is necessary to:

1. Determine his credentials for transfer to a specialized unit;
2. Prevent any conflict of interest which may result in any new assignment; or
3. Determine whether he is engaged in unlawful activity. (Added to NRS by 1983, 2096)

NRS 289.040 Limitation on placing unfavorable comment or document in officer's file; right to respond; provision of copy of comment or document.

1. Except as otherwise provided in subsection 3, a law enforcement agency shall not place any unfavorable comment or document in any administrative file of a peace officer maintained by the law enforcement agency unless:
 - (a) The peace officer has read and initialed the comment or document; or
 - (b) If the peace officer refuses to initial the comment or document, a notation to that effect is noted on or attached to the comment or document.
2. If the peace officer submits to the law enforcement agency a written response within 30 days after he is asked to initial the comment or document, his response must be attached to and accompany the comment or document.
3. If a peace officer is the subject of an investigation of a complaint or allegation conducted pursuant to section 2 of this act, the law enforcement agency may place into any administrative file relating to the peace officer only:
 - (a) A copy of the disposition of the allegation of misconduct if the allegation is sustained; and
 - (b) A copy of the notice of or statement of adjudication of any punitive or remedial action taken against the peace officer.
4. A peace officer must be given a copy of any comment or document that is placed in an administrative file of the peace officer maintained by the law enforcement agency.

5. Upon request, a peace officer may review any administrative file of that peace officer maintained by the law enforcement agency that does not relate to a current investigation.

(Added to NRS by 1983, 2097; A 1991, 2213)

NRS 289.050 Consequences of refusal to submit to polygraphic examination.

1. If a peace officer refuses to submit to a polygraphic examination:
 - (a) No law enforcement agency may take any disciplinary or retaliatory action against the officer; and
 - (b) No investigator may make a notation of such a refusal in his report or in any other manner maintain evidence of such a refusal.
2. Evidence of any refusal by a peace officer to submit to a polygraphic examination is not admissible at any subsequent hearing, trial or other judicial or administrative proceeding. (Added to NRS by 1983, 2097; A 2001, 1663)

NRS 289.055 Establishment and availability of written procedures for investigating complaints and allegations of misconduct. Each agency in this state that employs peace officers shall:

1. Establish written procedures for investigating any complaint or allegation of misconduct made or filed against a peace officer employed by the agency; and
2. Make copies of the written procedures established pursuant to subsection 1 available to the public. (Added to NRS by 1999, 948)

NRS 289.060 Notification and interrogation of officer if investigation could lead to punitive action.

1. Except as otherwise provided in this subsection, a law enforcement agency shall, not later than 48 hours before any interrogation or hearing is held relating to an investigation conducted pursuant to section 2 of this act, provide written notice to the peace officer. A peace officer may waive the notice required pursuant to this section.
 2. The notice must include:
 - (a) A description of the nature of the investigation;
 - (b) A summary of alleged misconduct of the peace officer;
 - (c) The date, time and place of the interrogation or hearing;
 - (d) The name and rank of the officer in charge of the investigation and the officers who will conduct any interrogation;
 - (e) The name of any other person who will be present at any interrogation or hearing; and
 - (f) A statement setting forth the provisions of subsection 1 of NRS 289.080.
 3. The law enforcement agency shall:
 - (a) Interrogate the peace officer during his regular working hours, if reasonably practicable, or compensate him for that time based on his regular wages if no charges arise from the interrogation.
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(b) Immediately before the interrogation or hearing begins, inform the officer orally on the record that:

(1) He is required to provide a statement and answer questions related to his alleged misconduct; and

(2) If he fails to provide such a statement or to answer any such questions, the agency may charge him with insubordination.

(c) Limit the scope of the questions during the interrogation or hearing to the alleged misconduct of the peace officer.

(d) Allow the peace officer to explain an answer or refute a negative implication which results from questioning during an interrogation or hearing. (Added to NRS by 1983, 2097; A 1993, 2379)

NRS 289.070 Investigation of allegation of misconduct; use of polygraphic examination in investigation.

1. During an investigation conducted pursuant to section 2 of this act, the peace officer against whom the allegation is made may, but is not required to, submit to a polygraphic examination concerning such activities.
2. A person who makes an allegation against a peace officer pursuant to section 2 of this act, may not be required to submit to a polygraphic examination as a condition to the investigation of his allegation, but may request or agree to be given a polygraphic examination. If such a person requests or agrees to be given a polygraphic examination, such an examination must be given.
3. If a polygraphic examination is given to a peace officer pursuant to this section, a sound or video recording must be made of the polygraphic examination, the preliminary interview and the post-examination interview. Before the opinion of the polygraphic examiner regarding the peace officer's veracity may be considered in a disciplinary action, all records, documents and recordings resulting from the polygraphic examination must be made available for review by one or more polygraphic examiners licensed or qualified to be licensed in this state who are acceptable to the law enforcement agency and to the officer. If the opinion of a reviewing polygraphic examiner does not agree with the initial polygraphic examiner's opinion, the peace officer must be allowed to be re-examined by a polygraphic examiner of his choice who is licensed or qualified to be licensed in this state.
4. The opinion of a polygraphic examiner regarding the peace officer's veracity may not be considered in a disciplinary action unless the polygraphic examination was conducted in a manner which complies with the provisions of chapter 648 of NRS. In any event, the law enforcement agency shall not use a polygraphic examiner's opinion regarding the veracity of the peace officer as the sole basis for disciplinary action against the peace officer.

(Added to NRS by 1983, 2097; A 1989, 1582; 2001, 1663)

NRS 289.080 Right to presence of attorney or other representative; confidential information; disclosure; punitive action by law enforcement agency prohibited; record of interrogation or hearing.

1. Except as otherwise provided in subsection 3, a peace officer may upon request have two representatives of his choosing present with the peace officer during any phase of an interrogation or hearing relating to an investigation conducted pursuant to section 2 of this act, including, without limitation, a lawyer, a representative of a labor union or another peace officer.
2. A representative of a peace officer must assist the peace officer during the interrogation or hearing. The law enforcement agency conducting the interrogation or hearing shall allow a representative of the peace

officer to explain an answer provided by the peace officer or refute a negative implication which results from questioning a peace officer but may require such explanation to be provided after the agency has concluded its initial questioning of the peace officer.

3. A representative must not otherwise be connected to, or the subject of, the same investigation.
4. Any information that a representative obtains from the peace officer concerning the investigation is confidential and must not be disclosed except upon the:
 - (a) Request of the peace officer; or
 - (b) Lawful order of a court of competent jurisdiction.

A law enforcement agency shall not take punitive action against a representative for his failure or refusal to disclose such information.

5. The peace officer, any representative of a peace officer or the law enforcement agency may make a stenographic, digital or magnetic record of the interrogation or hearing. If the agency records the proceedings, the agency shall at the officer's request and expense provide a copy of the:
 - (a) Stenographic transcript of the proceedings; or
 - (b) Recording on the digital or magnetic tape.
6. After the conclusion of the investigation, the peace officer who was the subject of the investigation or any representative of the peace officer may, if the peace officer appeals a recommendation to impose punitive action, review and copy the entire file concerning the internal investigation, including, without limitation, any recordings, notes, transcripts of interviews and documents contained in the file.

(Added to NRS by 1983, 2098; A 1991, 647; 1993, 2380)

NRS 289.090 Investigation concerning alleged criminal activities. The provisions of NRS 289.060, 289.070 and 289.080 and section 2 of this act do not apply to any investigation which concerns alleged criminal activities.

(Added to NRS by 1983, 2098)

NRS 289.100 Limitations on application of chapter.

1. This chapter does not prohibit any agreements for cooperation between the law enforcement agency and agencies in other jurisdictions.
2. This chapter does not affect any procedures which have been adopted by the law enforcement agency if those procedures provide the same or greater rights than provided for in this chapter.

(Added to NRS by 1983, 2098)

NRS 289.110 Report concerning improper governmental action; investigation of report; reprisal by employer prohibited.

1. A peace officer may disclose information regarding improper governmental action by filing a report with:
 - (a) The district attorney of the county in which the improper governmental action occurred; or

(b) The attorney general if the district attorney referred to in paragraph (a) is involved in the improper governmental action.

2. Upon the filing of a report pursuant to subsection 1, the district attorney or attorney general may investigate the report and determine whether improper governmental action did occur. Upon the completion of the investigation the district attorney or attorney general:
 - (a) If he determines that improper governmental action did occur, may prosecute the violation. The attorney general may prosecute such a violation if the district attorney fails or refuses so to act.
 - (b) Shall notify the peace officer who filed the report of the results of the investigation.
3. The employer of a peace officer shall not take any reprisal or retaliatory action against a peace officer who in good faith files a report pursuant to subsection 1.
4. Nothing in this section authorizes a person to disclose information if disclosure is otherwise prohibited by law.
5. This section does not apply to a peace officer who is employed by the state.
6. As used in this section, "improper governmental action" means any actions taken by an officer or employee of a law enforcement agency, while in the performance of his official duties which is in violation of any state law or regulation.

(Added to NRS by 1991, 2212)

NRS 289.120 Judicial relief available for aggrieved peace officer. Any peace officer aggrieved by an action of his employer in violation of this chapter may, after exhausting any applicable internal grievance procedures, grievance procedures negotiated pursuant to chapter 288 of NRS and other administrative remedies, apply to the district court for judicial relief. If the court determines that the employer has violated a provision of this chapter, the court shall order appropriate injunctive or other extraordinary relief to prevent the further occurrence of the violation and the taking of any reprisal or retaliatory action by the employer against the peace officer.

(Added to NRS by 1991, 2213)