

## AMENDMENT TO SETTLEMENT AGREEMENT

THIS AGREEMENT is made and entered into this 4<sup>TH</sup> day of ~~March~~<sup>April</sup>, 2007, by and through the Las Vegas City Employees Association ("LVCEA") and the City of Las Vegas ("CITY"). For good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto agree as follows:

1. The parties previously entered into a Settlement Agreement, a copy of which is attached hereto as **Exhibit A**. This Amendment is intended to alter/amend/supplement that agreement as set forth herein.
2. In part, the attached agreement reflected the CITY's intent to open the Centennial Hills recreation facility, with certain operations being performed pursuant to an operating agreement. Additionally, the CITY intended to recommend creation and funding of seven new LVCEA bargaining unit positions in concert with the opening and operation of that facility, contingent upon/subject to City Council funding or augmentation. Four of those anticipated positions were to provide and support Senior Citizen Programming at the Centennial Hills Facility, and three positions were to provide maintenance upkeep and repair at the facility.
3. It remains the intent of the CITY to recommend the creation and funding of the seven positions set forth in the Agreement, but not at or near the opening of the Centennial Hills recreation facility. At this time, staffs view of the current financial/economic climate prevents staff from recommending the funding of any new positions for the foreseeable future. In lieu of that fact, the parties have agreed that staff will recommend the creation and funding of those positions in a manner, and in stages as set forth herein.
4. Staff will first recommend that the City Council create, but not fund, three new

maintenance positions. Staff will further recommend that the City Council fund these three newly created positions at a later date, but as the first three non-public safety positions to be funded during the current financial/economic climate. At such time those three maintenance positions are funded, they will be filled and assigned duties and responsibilities based on current management practice.

5. The CITY also agrees to provide reasonable information concerning the inclusion of the performance of maintenance services by a contractor into the operating agreement of Centennial Hills. The LVCEA will have the right to review and comment on any such provisions prior to any anticipated completion or approval of the operating agreement by the City Council.

6. The parties wish to accommodate the CITY's desire to perform Senior Citizen Programming at the Centennial Hills recreation facility during the instant financial/economic climate, but prior to the City Council's creation and funding of the four anticipated positions supporting this function. As a result, it is recognized, agreed and understood that the CITY may open the Senior Center at Centennial Hills, utilizing existing City staff, on a limited basis, not to exceed 20 operating hours a week.

7. It is expressly agreed and understood that at all times the City Council maintains full discretion in authorizing and prioritizing the funding of new positions. As indicated in Paragraph 3 above, Staff will recommend the three maintenance positions be the first non-public safety positions to be funded. Staff will also recommend that at some time thereafter, when the financial/economic climate permit, the City Council create and fund the additional four positions to support Senior Citizen programming at Centennial Hills. It will be recommended that these four positions be included as part of any next group of new positions, having high priority after

improvement of or recovery from the current financial/economic climate.

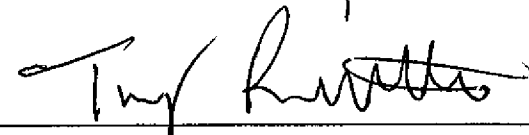
8. Pursuant to the attached Agreement the parties engaged in good faith discussions in an attempt to resolve ongoing difficulties with the existence, application, interpretation and operation of Article 33 of the Collective Bargaining Agreement. The parties also agreed not to file or process any grievances for a period of six months while said discussions were undertaken. The parties have been engaged in those conversations, and agree to continue them in good faith, and recognize the possibility those discussions will continue past the six month period. As a result, the parties hereby agree that no grievances will be filed or processed as long as the parties continue to engage in such discussions. It is expressly agreed that any time lines for filing grievances concerning Article 33 will be tolled during this six month period.

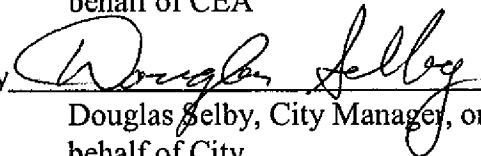
9. Pursuant to the attached Agreement, in the event the parties reached mutual agreement on existence, application, interpretation and operation of Article 33, the City would grant the LVCEA an additional 80 bi-weekly hours of paid administrative leave, as a test program. This test program began January 1, 2007, and will end at the expiration of the current contract, and would terminate if either party declared the equivalent of impasse. It is hereby agreed that this test program will continue for the length of the current CBA, even if the parties

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declare impasse. Any continuation thereafter would need to be subject to negotiation, but without arguments of binding past practice.

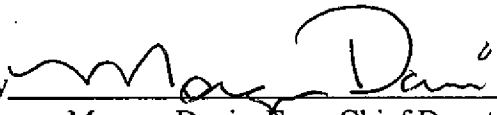
  
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OSCAR B. GOODMAN, Mayor

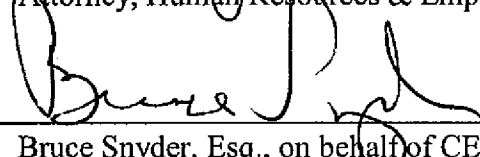
By   
\_\_\_\_\_  
Tommy Ricketts, CEA President, on behalf of CEA

By   
\_\_\_\_\_  
Douglas Selby, City Manager, on behalf of City

Attest: By   
\_\_\_\_\_  
BEVERLY K. BRIDGES, CMC, City Clerk

APPROVED AS TO FORM AND CONTENT:

By   
\_\_\_\_\_  
Morgan Davis, Esq., Chief Deputy City Attorney, Human Resources & Employment

By   
\_\_\_\_\_  
Bruce Snyder, Esq., on behalf of CEA