

**Memorandum of Understanding
Between
The City of Las Vegas
And**

International Association of Firefighters Local 1285

This Memorandum of Understanding (“MOU”) is entered into on this 3rd day of October, 2007, between the CITY OF LAS VEGAS (hereinafter “CITY”) and the INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL #1285 (hereinafter “UNION”)

WITNESSETH:

Whereas, the City Council approved a Memorandum of Agreement between the Clark County Fire Department and the Las Vegas Fire & Rescue (hereinafter “AGREEMENT”) on May 16, 2007;

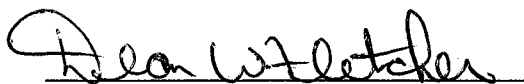
Whereas, the CITY and the UNION would like to clarify pay and benefits for qualified Fire Department employees training or active deployment to participate in Federal Emergency Management Agency Urban Search and Rescue Task Force activities (hereinafter “FEMA USAR”).

NOW, THEREFORE, the parties agree as follows:

1. The CITY and the UNION recognize that fully qualified employees covered by the supervisory and non-supervisory collective bargaining agreement may participate in USAR training or deployment under federal activation, lasting up to two (2) weeks, as members of the Clark County FEMA USAR Team.
2. UNION employees participating as Clark County FEMA USAR Team members whether training or formally deployed under federal activation are entitled to all healthcare benefits provided under the current collective bargaining agreement between the CITY and the UNION.
3. Any UNION employee injured while participating in training or formal deployment as a FEMA USAR member must timely submit all required documentation to process federal and state workers compensation claims. Nonetheless, UNION employees injured while

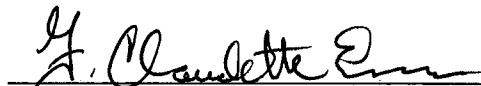
participating in training or a formal federal deployment as a FEMA US&R member shall be entitled to make a claim for all of the state workers compensation benefits they would otherwise be entitled to while performing their job duties as a CITY employee. However, UNION employees are only allowed recovery for a workers compensation claim under either the State of Nevada or the federal workers compensation system.

4. This MOU will expire on June 13, 2009, at 2400 hours or upon ratification of a successor labor agreement between the parties, whichever is later.



Dean Fletcher, President
Fire Local 1285

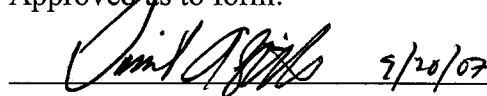
10/11/07
Date



F. Claudette Enus, Director
Department of Human Resources

09-20-07
Date

Approved as to form:

 9/20/07