

1 **Union Proposal/Package – NON SUPERVISORY**

2 June 29, 2010

3 **ARTICLE 17 - WAGES**

4 A. The City and the Union agree that the wages paid eligible members
5 shall be as shown in the City of Las Vegas Fire Classified Salary Schedule which is
6 attached hereto and incorporated thereby as Attachment B of this agreement. This
7 reflects a Cost of Living Allowance (COLA) equal to zero percent (0%) effective
8 ~~June 14, 2009~~ June 27, 2010.

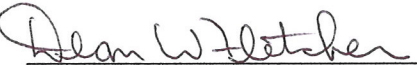
9 Any increase to the Public Employees Retirement System
10 contribution rate above the rate of 32% will be shared by the City and the
11 employee, each paying 50% of the increase. An increase in the contribution rate
12 from 32% to 33.5% occurred in or around July 2007, and was shared by the City
13 and the employee. In consideration for agreement on a zero percent (0%) COLA in
14 2009, the City agrees to permanently suspend this PERS contribution split for the
15 increase scheduled on or about July 11, 2009 from 33.5% to 37%, in lieu of a pay
16 raise. Any future PERS contribution increase above the 37% will be subject to this
17 contribution split.

18 Effective ~~June 27, 2010~~ June 27, 2011, and in accordance with NRS
19 288.180 the City and/or Union may re-open Article 17, paragraph A, with respect to
20 COLA and salary schedule attachment related items only. This does not include
21 reopening the PERS contribution provisions as listed above.

1 B. ***[REMAINDER OF THE ARTICLE REMAINS UNCHANGED]***

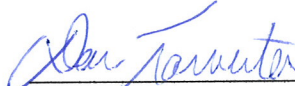
2
3
4
5
6
7
8
9
10
11
12
13 Signed this 29 day of June, 2010, for the:

14 INTERNATIONAL ASSOCIATION OF
15 FIREFIGHTERS, LOCAL 1285

16 

17 Dean Fletcher, President
18 IAFF Local 1285

CITY OF LAS VEGAS



Dan Tarwater
Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package – NON SUPERVISORY**

2 June 29, 2010

3 **ARTICLE 22 – MEDICAL BENEFITS**

4 A. The City and the Union agree that the City will pay part of the cost of the
5 employees' and dependents' hospitalization and health insurance plan as set forth in the
6 LAS VEGAS FIREFIGHTERS HEALTH AND WELFARE TRUST AGREEMENT.

7 The aforementioned cost that the City will pay shall not be in excess of either the actual
8 cost of the Trust's insurance coverage or the amount set forth below, whichever is less per
9 covered employee.

10 Effective June 14, 2009 on a monthly basis, the City will pay per covered
11 employee that is a member of the Trust: Four hundred fifty dollars (\$450.00) per pay
12 period.

13 Effective for the period beginning on June 27, 2010 and ending on June 26,
14 2011 on a monthly basis, The City will pay per covered employee that is a member
15 of the Trust: Three hundred sixty dollars (\$360.00) per pay period.

16 Effective June 26, 2011 on a monthly basis, the amount the City will pay per
17 employee that is a member of the Trust will revert back to Four Hundred fifty
18 dollars (\$450.00) per pay period.

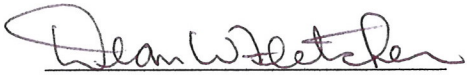
19 The payments due from the City to the LAS VEGAS FIREFIGHTER
20 HEALTH AND WELFARE TRUST on July 30, 2010 and December 31, 2010 will be
21 deferred back to the City.

1 Effective June 19, 2005, The City will contribute on a bi-weekly basis, forty-five
2 dollars (\$45) per employee, per pay period to the Trust for retiree medical benefits.

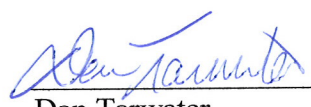
3 Effective ~~June 27, 2010~~ June 26, 2011 and in accordance with the NRS 288.180,
4 the City and/or Union may agree to re-open Article 22 to negotiate the cost the City pays
5 to the Las Vegas Firefighter Health & Welfare Trust.

6
7
8
9
10
11
12
13
14
15
16 Signed this 29 day of June, 2010, for the:

17 INTERNATIONAL ASSOCIATION OF
18 FIREFIGHTERS, LOCAL 1285

19 
20
21 Dean Fletcher, President
22 IAFF Local 1285
23
24

CITY OF LAS VEGAS


Dan Tarwater
Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package – NON SUPERVISORY**

2 June 29, 2010

3 **ARTICLE 23 - UNIFORMS, UNIFORM MAINTENANCE,**
4 **COMBAT AND SAFETY EQUIPMENT, TOOL ALLOWANCE,**
5 **AND THE MAINTENANCE THEREOF**

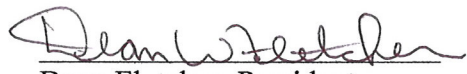
6
7 A. The City and the Union agree that:

8 1. The City shall provide an annual uniform allowance of one
9 thousand ~~four hundred and twenty five dollars (\$1,425)~~ **five hundred (\$1,500)** to
10 all personnel covered by this Agreement, to buy and maintain work and dress
11 uniforms as prescribed by the Fire Chief. Such allowance shall be paid in
12 quarterly increments beginning with the first payday in July 2005 **2010**, by a
13 check separate from the normal payroll check. ~~Effective June 18, 2006, this~~
14 ~~allowance will increase to one thousand four hundred and fifty dollars (\$1,450).~~
15 ~~Effective July 1, 2007, this uniform allowance will increase to one thousand four~~
16 ~~hundred and seventy five dollars (\$1,475). Effective June 29, 2008, this uniform~~
17 ~~allowance will increase to one thousand five hundred dollars (\$1,500).~~ **Effective**
18 **June 27, 2010 uniform allowance will be deferred back to the City for a**
19 **period of one year. Effective June 26, 2011 the annual uniform allowance**
20 **will revert back to one thousand five hundred (\$1,500).** New hires covered by
21 the Agreement shall be paid on a monthly-prorated basis after six (6) months
22 employment minus the cost of the Class B uniforms initially issued.

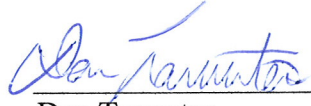
1 2. Effective June 26, 2011, and in accordance with NRS 288.180
2 the City and/or Union may re-open Article 23, paragraph A, section 1.
3

4 [REMAINDER OF THE ARTICLE REMAINS UNCHANGED, Para. 2, then
5 becomes 3, etc.]
6
7
8
9
10
11
12
13
14
15
16

17 Signed this 29 day of June, 2010, for the:

18 INTERNATIONAL ASSOCIATION OF
19 FIREFIGHTERS, LOCAL 1285
20
21 
22 Dean Fletcher, President
23 IAFF Local 1285
24
25

CITY OF LAS VEGAS



Dan Tarwater
Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package – NON SUPERVISORY**

2 June 29, 2010

3 **ARTICLE 28**
4 **EMERGENCY MEDICAL SERVICE COMPENSATION**
5

6 *Paragraph A, and B will remain unchanged.*

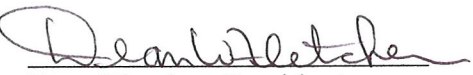
7 C. Quality Assurance. Effective ~~January 2, 2002~~ **June 27, 2010**, upon
8 the completion of properly documented Las Vegas Fire and Rescue (LVFR) billing
9 related medical reports, the paramedic assigned to the LVFR ambulance will receive
10 ~~thirty~~ **fifteen** dollars (~~\$30.00~~) (**\$15.00**) per incident, and the EMT assigned to the LVFR
11 ambulance will receive ~~twenty~~ **ten** dollars (~~\$20.00~~) (**\$10.00**) per incident. Only
12 employees assigned to the LVFR ambulance at the time of the incident will be eligible.
13 Procedures will be specified in M.P. 500.10.

14 **Effective June 27, 2011, Quality Assurance pay will be reduced by the**
15 **remaining 50% and eliminated in its entirety.**

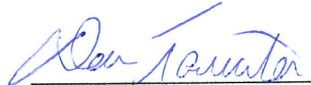
16 *Paragraph D to remain unchanged.*
17

18 Signed this 29 day of June, 2010, for the:

19 INTERNATIONAL ASSOCIATION OF
20 FIREFIGHTERS, LOCAL 1285

21 
22
23 Dean Fletcher, President
24 IAFF Local 1285
25
26

CITY OF LAS VEGAS


Dan Tarwater
Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package – NON SUPERVISORY**

2 June 29, 2010

3 **ARTICLE 32 – STAFFING**

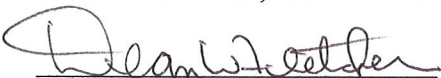
4 The Department will assign rovers as outlined below to assist in the management
5 of the Department. Rovers will bid for platoon assignment. Effective January 1, 2006
6 rovers assigned to each platoon will include one (1) Captain, one (1) Engineer, one (1)
7 Firefighter/Paramedic and one (1) Firefighter. Effective ~~July 1 2007~~ **June 27, 2010** the
8 number of Rovers assigned to each platoon will equal ~~6%~~ **8%** of the number of assigned
9 unit positions for Captains, Engineers, Firefighter/Paramedics and Firefighters assigned
10 to each platoon. This percentage will be calculated on October 15th of every year and the
11 number will remain as calculated until recalculated the following year. If the percentage
12 of employees is calculated as a fraction of a number the number will be rounded down to
13 the next whole number. The Department will bid and assign all vacancies in accordance
14 with the Rules and Regulations.

15

16

17 Signed this 29 day of June, 2010, for the:

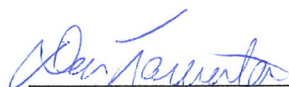
18 INTERNATIONAL ASSOCIATION OF
19 FIREFIGHTERS, LOCAL 1285

20 
21 _____
22 Dean Fletcher, President
23 IAFF Local 1285

24

25

CITY OF LAS VEGAS



Dan Tarwater
Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package – NON SUPERVISORY**

2 June 29, 2010

3 **ARTICLE 38 - DURATION OF AGREEMENT**

4
5 A. This Agreement shall become effective ~~June 14, 2009~~ June 27, 2010,
6 at 0001 hours and shall run in full force and effect until ~~June 25, 2011~~ June 23,
7 2012, at 2400 hours.

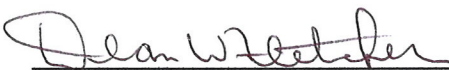
8 B. This Agreement shall automatically be renewed from year to year
9 thereafter unless either party shall have notified the other in writing of the Article
10 and/or Section of that Article they wish to negotiate in accordance with the time
11 limits and procedures established in NRS 288.

12 C. Amendment of any Article may be mutually agreed upon and shall
13 become effective on the agreed upon date.

14 D. NRS 288 procedures for impasse shall apply.

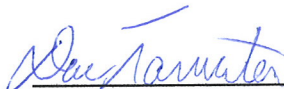
15
16
17 Signed this 29 day of June, 2010, for the:

18 INTERNATIONAL ASSOCIATION OF
19 FIREFIGHTERS, LOCAL 1285

20
21 
22 _____

23 Dean Fletcher, President
24 IAFF Local 1285

CITY OF LAS VEGAS

25 
26 _____

Dan Tarwater
Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package – NON SUPERVISORY**

2 June 29, 2010

3 **ATTACHMENT B**

4 **Salaries for Grades with Steps for Fire Classified Employees**

5 (a) The City and the Union agree to add a new step one to the Salaries for Grades
6 with Steps for Fire Classified Employees, and Fire Classified Regular Employees, this is
7 currently listed as Attachment B. The new added step will be at a five percent (5%)
8 reduction from the current Step 1. This added step 1 will apply to all employees hired
9 after June 27, 2010. The current steps will be changed in title only with no change in
10 existing salary for a total of ten steps. As an example: a current step one employee will
11 become a step two employee with the same existing salary range, and the new step one
12 will be added, and this additional step will create a total of ten steps.

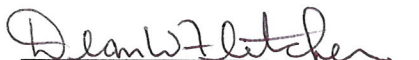
13 (b) The City and the Union agree that all step increases listed in Attachment B
14 which are scheduled to become effective as of June 27, 2010, will be implemented by the
15 employee receiving 50% of the scheduled step increase as of June 27, 2010, and the
16 remaining fifty per cent (50%) of the scheduled 2010 step increase as of June 27, 2011.
17 Effective June 27, 2012 all step increases will return to the previously specified full
18 annual increase. The net effect of the process described is that an employee who is
19 scheduled for an annual step increase to the next highest step on Attachment B as of June
20 27, 2010, will not fully attain the salary specified for the next highest until June 27, 2011,
21 but will, thereafter, move between any remaining steps on Attachment B, on the annual

1 basis currently utilized for movement on Attachment B.

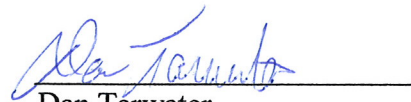
2
3 *[NOTE: This intent language will not become part of the physical contract but will be*
4 *memorialized in a separate document to be signed by both the City and Local 1285]*

5
6
7
8
9
10
11
12
13
14
15
16 Signed this 29 day of June, 2010, for the:

17 INTERNATIONAL ASSOCIATION OF
18 FIREFIGHTERS, LOCAL 1285

19 
20 _____
21 Dean Fletcher, President
22 IAFF Local 1285
23
24

CITY OF LAS VEGAS



Dan Tarwater
Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package**

2 June 29, 2010

3

4

ARTICLE 17 - WAGES

5 A. The City and the Union agree that the wages paid eligible members shall be
6 17% above the salary grade for Fire Captain as identified in the contract between the City
7 of Las Vegas and the International Association of Firefighters, Local 1285, non-
8 supervisory bargaining unit.

9 The City agrees to pay eligible members contribution to the Public
10 Employees Retirement System. Any increase to the Public Retirement System
11 ^{7 P.M.F}
12 contribution rate above the rate of 32% will be shared by the City and the
13 employee, each paying 50% of the increase.

13

14 *[Remainder of the Article remains unchanged]*

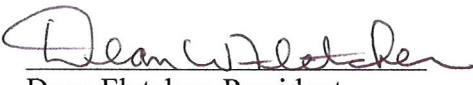
15

16

17

18 Signed this 29 day of June, 2010, for the:

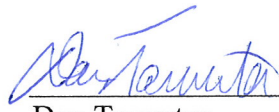
19 INTERNATIONAL ASSOCIATION OF
20 FIREFIGHTERS, LOCAL 1285

21 
22 _____
23 Dean Fletcher, President
24 IAFF Local 1285

25

26

CITY OF LAS VEGAS



Dan Tarwater
Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package - SUPERVISORY**

2 June 29, 2010

3 **ARTICLE 23 - UNIFORMS, UNIFORM MAINTENANCE,**
4 **COMBAT AND SAFETY EQUIPMENT, TOOL ALLOWANCE,**
5 **AND THE MAINTENANCE THEREOF**

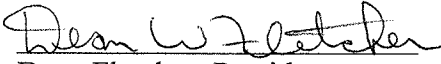
6
7 A. The City and the Union agree that:

8 1. The City shall provide an annual uniform allowance of one
9 thousand four hundred and twenty five **five hundred** dollars (\$1,425) ~~(\$1,500)~~ to
10 all personnel covered by this Agreement, to buy and maintain work and dress
11 uniforms as prescribed by the Fire Chief. Such allowance shall be paid in
12 quarterly increments beginning with the first payday in July 2005 **2010**, by a
13 check separate from the normal payroll check. ~~Effective June 18, 2006, this~~
14 ~~allowance will increase to one thousand four hundred and fifty dollars (\$1,450).~~
15 ~~Effective July 1, 2007, this uniform allowance will increase to one thousand four~~
16 ~~hundred and seventy five dollars (\$1,475). Effective June 29, 2008, this uniform~~
17 ~~allowance will increase to one thousand five hundred dollars (\$1,500).~~ **Effective**
18 **July 2010 uniform allowance will be deferred back to the City for a period of**
19 **one year. Effective July 2011 the annual uniform allowance will revert back**
20 **to one thousand five hundred dollars (\$1,500)** New hires covered by the
21 Agreement shall be paid on a monthly-prorated basis after six (6) months
22 employment minus the cost of the Class B uniforms initially issued.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

[REMAINDER OF THE ARTICLE REMAINS UNCHANGED]

Signed this 29 day of June, 2010, for the:

INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, LOCAL 1285

Dean Fletcher, President
IAFF Local 1285

CITY OF LAS VEGAS

Dan Tarwater
Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package - SUPERVISORY**

2 June 29, 2010

3
4 **ARTICLE 32 - DURATION OF AGREEMENT**

5
6 A. This Agreement shall become effective ~~June 23, 2002~~, June 27, 2010, at
7 0001 hours and shall run in full force and effect until ~~June 17, 2006~~ June 23, 2012, at
8 2400 hours.

9 B. This Agreement shall be renewed in accordance with the time limits and
10 procedures established in NRS 288.

11 C. Amendment of any Article may be mutually agreed upon and shall become
12 effective on the agreed upon date.

13 D. NRS 288 procedures for impasse shall apply.

14
15
16
17
18 Signed this 29 day of June, 2010, for the:

19 INTERNATIONAL ASSOCIATION OF
20 FIREFIGHTERS, LOCAL 1285

21 Dean W. Fletcher
22 Dean Fletcher, President
23 IAFF Local 1285

CITY OF LAS VEGAS

24 Dan Tarwater
25 Dan Tarwater
26 Chief Spokesperson
IAFF Management Team

1 **Union Proposal/Package - SUPERVISORY**

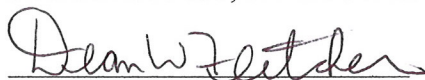
2 June 29, 2010

3 **INTENT LANGUAGE FOR SUPERVISORY GROUP**

4 The City and the Union agree to jointly create new language that addresses when
5 a Suppression 56 hour Fire Battalion Chief will be off duty for four (4) or more
6 consecutive shifts, that the Suppression 56 hour Fire Battalion Chief can be back filled by
7 a 40 hour Fire Battalion Chief.

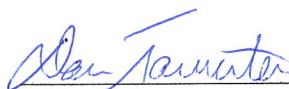
8
9
10
11
12
13
14
15
16
17 Signed this 29 day of June, 2010, for the:

18 INTERNATIONAL ASSOCIATION OF
19 FIREFIGHTERS, LOCAL 1285

20 
21 _____

22 Dean Fletcher, President
23 IAFF Local 1285

CITY OF LAS VEGAS



24 Dan Tarwater
25 Chief Spokesperson
 IAFF Management Team