

**Tentative Agreement to
Modify Collective Bargaining Agreement**

Between

The City of Lovelock and the Lovelock Police Officers' Association

This Agreement ("Agreement") is entered into between the City of Lovelock, Nevada ("City"), and the Lovelock Police Officers' Association ("Union"), collectively referred to as "the Parties."

WHEREAS, the Parties are bound by a Collective Bargaining Agreement ("CBA") currently in effect from July 1, 2014 ; and

WHEREAS, the Parties have engaged in negotiations for the modification of certain provisions of the CBA; and

WHEREAS, the Parties desire to memorialize their tentative agreement on modifications pending ratification and approval.

NOW THEREFORE, in consideration of the above, the Parties agree as follows:

1. Modification of Terms

The Parties agree to modify the CBA as follows:

Article 9 Wages and Monetary Benefits paragraph entitled Wages shall be modified from the existing:

Effective July 1, 2014, each employee shall receive an increase of their hourly wage in the sum of fifty cents (\$0.50) per hour.

Effective January 5, 2015, each employee shall receive an increase of their hourly wage in the sum of twenty-five cents (\$0.25) per hour.

Wages are payable in approximately equal installments each pay period, as such pay

periods are determined by the City.

Shall be amended to read:

Effective July 1, 2025, each employee shall receive an increase of their hourly wage by One Percent (1%).

Article 9 Wages and Monetary Benefits paragraph entitled Educational Incentive shall be modified from the existing:

The City will provide the opportunity for each employee to obtain a basic Nevada P.O.S.T. Certificate within one (1) year from his/her date of hire; provided, however, there shall be no additional stipend paid to the employee for receiving such certificate.

Each employee who obtains a Nevada Intermediate P.O.S.T. Certificate shall receive one hundred fifty dollars (\$150.00) per year stipend.

Each employee who obtains a Nevada Advanced P.O.S.T. Certificate shall receive two hundred dollars (\$200.00) per year stipend.

Each employee who obtains a Nevada Management P.O.S.T. Certificate shall receive two hundred fifty dollars (\$250.00) per year stipend.

Each employee who obtains an Associate's degree in a law enforcement related field from an accredited college shall receive one hundred fifty dollars (\$150.00)

Each employee who obtains a Bachelor's degree in a law enforcement related field from an accredited college shall receive two hundred dollars (\$200.00) per year stipend.

Each employee who obtains a Master's degree in a law enforcement related field from an accredited college shall receive three hundred dollars (\$300.00) per year stipend.

Each employee who obtains a Ph.D. in a law enforcement related field from an accredited college shall receive three hundred dollars (\$400.00) per year stipend.

Shall be amended to read:

The City will provide the opportunity for each employee to obtain a basic Nevada P.O.S.T. Certificate within one (1) year from his/her date of hire; provided, however, there shall be no additional stipend paid to the employee for receiving such certificate.

Effective July 1, 2025, each employee who obtains a Nevada Intermediate P.O.S.T. Certificate shall receive an additional two percent (2%) increase to hourly pay.

Effective July 1, 2025, each employee who obtains a Nevada Advanced P.O.S.T. Certificate shall receive an additional three and a half percent (3.5%) increase to hourly pay.

Effective July 1, 2025, each employee who obtains a Nevada Management P.O.S.T. Certificate shall receive an additional four percent (4%) increase to hourly pay.

Effective July 1, 2025, each employee who obtains an associate degree from an accredited college shall receive an additional five percent (5%) increase to hourly pay.

Effective July 1, 2025, each employee who obtains a bachelor's degree from an accredited college shall receive an additional six percent (6%) increase to hourly pay.

Effective July 1, 2025, each employee who obtains a master's degree from an accredited college shall receive an additional seven percent (7%) increase to hourly pay.

Effective July 1, 2025, each employee who obtains a Ph.D. from an accredited college shall receive an additional eight percent (8%) increase to hourly pay.

Article 11 Sick Leave paragraph entitled Sick Leave at Separation shall be modified from the existing

Sick leave is not construed as a vested right therefore not reimbursable [*sic.*] upon termination; however, the City will "buy back" up to 35% of the unused portion of the sick leave at the time of retirement, voluntary termination not due to disciplinary reasons or gross misconduct, or death after 5 years of consecutive years of employment. The payment for such unused sick leave shall be made at the next payroll period following determination by the City Council.

Shall be amended to read:

Upon application by the employee and at the sole discretion of the City Council, the City will buy back up to thirty-five percent (35%) of the unused portion of the employee's sick leave at the time of retirement or voluntary termination not due to disciplinary reasons or due to gross misconduct. The payment for such unused sick leave shall be made at the next payroll period following determination by the City Council.

Article 12 Holidays paragraph entitled Holidays Enumerated shall be modified to include Juneteenth.

Article 16 Overtime and other Duty Related Pay shall be amended to include a paragraph entitled Training Officer Pay which shall read

An employee assigned by the Chief or his/her designee as a training officer shall receive an additional two and one-half percent (2.5%) on an hour for hour basis for those hours actually assigned and performing the duties of a training officer.

Article 16 Overtime and other Duty Related Pay shall be amended to include a paragraph entitled Special Assignment Pay which shall read

An employee who assigned to a qualified Specialized Assignment, as set out herein, shall receive an additional Specialized Assignment Incentive Payment of Two Hundred and Fifty Dollars (\$250.00) per year and per special assignment. Assignment to a Special Assignment shall be for up to a one (1) year period, and shall terminate on or before June 30 of each year.

Special Assignment Incentive Payments shall be issued in a special payroll payment.

Assignment to a Special Assignment will be determined by the Chief or his/her designee, at his/her discretion. Employees may only receive a special assignment incentive payment for a maximum of two (2) special assignments at any given time. Assignment is not subject to grievance.

Assignment must be issued in writing by the Chief or his/her designee.

The Special Assignment Incentive Payment shall be issued on the first pay period following assignment by the Chief to a Special Assignment for that fiscal year.

Specialized Assignments are listed below:

- Taser Instructor**
- Defensive Tactics Instructor**
- Range Master**

Article 24 Term shall be modified from the existing

The City and the Association agree that the term of this Agreement shall commence at 12:01 a.m. July 1, 2014 and expire at midnight on June 30, 2015, and shall be negotiated in good faith thereafter. Unless otherwise noted herein, any changes caused by the approval of this Agreement shall be effective as of the date of the change and implemented as of such date upon formal adoption by the Council.

Shall be modified to read

The City and the Association agree that the term of this Agreement shall commence at 12:01 a.m. July 1, 2025 and expire at midnight on June 30, 2026, and shall be negotiated in good faith thereafter. Unless otherwise noted herein, any changes caused by the approval of this Agreement shall be effective as of the date of the change and implemented as of such date upon formal adoption by the Council.

2. No Other Modifications

Except as expressly set forth herein, all other terms, conditions, and provisions of the CBA shall remain unchanged and in full force and effect.

3. Effective Date

The modifications described herein shall become effective upon:

- Ratification by the Union membership, and
- Approval by the City Council of the City of Lovelock, Nevada.

4. Duration

This Agreement shall remain in effect for the duration of the current CBA, unless otherwise expressly stated herein.

5. Severability

If any provision of this Agreement is found to be invalid or unenforceable, such invalidity shall not affect the remaining provisions, which shall remain in full force and effect.

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RATIFICATION

This Agreement is tentative and subject to ratification by the Union membership and approval by the City Council. Upon such ratification and approval, this Agreement shall be binding on both Parties and incorporated into the CBA.

City of Lovelock, Nevada:



Rodney Wilcox, MAYOR

Date: 9/15/25

Lovelock Police Officers' Association:


Alfonso Gonzalez, Association President

Date: 9/15/25


Andrew Regenbaum, Executive Director
Nevada Association of Public Safety
Officers

Date: 9/15/25