CITY OF LOVELOCK

RESPONSES TO INITIAL PROPOSALS OF THE LOVELOCK POLICE OFFICERS ASSOCIATION

2026-2027 NEGOTIATIONS

The City of Lovelock ("City") has reviewed the Initial Proposals of the Lovelock Police Officers Association ("Association") dated April 15, 2026.

The City appreciates the Association's participation in the bargaining process and recognizes the professionalism and public service provided by bargaining unit members.

The City's responses below are provided pursuant to good faith collective bargaining obligations under NRS 288.150. The City reserves the right to amend, supplement, withdraw, or modify any proposal or counterproposal during negotiations.

The City further notes that its FY 2026-2027 tentative budget reflects ongoing fiscal limitations and structural General Fund constraints. A copy of the City's tentative budget has been provided to the Association.

Proposal No. 1 – Forty Percent (40%) Wage Increase

Association Proposal

Effective July 1, 2026: increase hourly wage rates by forty percent (40%).

City Response

The City acknowledges the Association's proposal and recognizes the importance of maintaining competitive compensation for law enforcement personnel.

However, based upon the City's current fiscal condition, projected revenues, operational obligations, and budgetary limitations, the City is unable to agree to the proposed forty percent (40%) across-the-board wage increase.

The City rejects the proposal as submitted.

City Counterproposal

Effective July 1, 2026, bargaining unit employees shall receive a ten percent (10%) increase to base hourly wages.

Effective July 1, 2027, bargaining unit employees shall receive a five percent (5%) increase to base hourly wages.

Association Counterproposal-Proposal No. 1
Effective July 1, 2026, bargaining unit employees shall receive a twenty percent (20%) increase to base hourly wages.
Effective July 1, 2027, bargaining unit employees shall receive a six percent (6%) increase to base hourly wages.
Employees shall additionally be placed within the agreed-upon merit-step schedule at the step corresponding to their current years of service.

City Counterproposal 2

Effective July 1, 2026, bargaining unit employees shall receive a fifteen percent (15%) increase to base hourly wages.

Effective July 1, 2027, bargaining unit employees shall receive a six percent (6%) increase to base hourly wages.

Proposal No. 2 – Uniform Allowance Increase

Association Proposal

Increase in uniform allowance from $1,500/year to $2,000/year.

City Response

The City recognizes the importance of maintaining appropriate uniforms and equipment standards.

However, the City has concerns regarding the fiscal impact of the proposed increase and the long-term sustainability of recurring non-salary compensation increases.

The City rejects the proposal as submitted but remains willing to discuss reasonable modifications during negotiations.

Association Response:
The Association withdraws Proposal No. 2 at this time.

Proposal No. 3 – New Employee Uniform / Equipment Reimbursement Expansion

Association Proposal

Expansion of allowable reimbursable items for new employee initial uniform/equipment purchases.

City Response

Accepted, subject to mutually agreeable final contract language and administrative implementation procedures.

TENTATIVE AGREEMENT.

Proposal No. 4 – Longevity Pay

Association Proposal

Creation of longevity compensation structure beginning after five (5) years of service.

City Response

The City acknowledges the Association's proposal regarding longevity compensation.

The City has concerns regarding: cumulative long-term compensation obligations; PERS payroll impacts; overtime compounding effects; and long-term fiscal sustainability.

The City rejects the proposal as submitted but remains willing to discuss alternative retention and recognition incentives within the City's fiscal capabilities.

Association Response
The Association withdraws Proposal No. 4 at this time.

Proposal No. 5 – Annual Merit Review / Merit-Step Increase

Association Proposal

Employees become eligible for merit-step increases after one (1) year of service upon receiving an overall "meet standard" or higher evaluation.

City Response

The City recognizes the value of employee development, retention, and structured compensation progression but rejects the proposal as written.

City Counterproposal

Commencing in Fiscal Year 2026-2027, employees shall be eligible in the first full fiscal year following graduation from the Nevada POST Academy, to receive an automatic two percent (2%) step increase on the anniversary date of their hire. The maximum number of steps an employee will be eligible is 10 (for a maximum 20% longevity increase).

The City reserves the right to propose additional administrative language governing:

- salary schedule placement;
- anniversary dates;
- step caps; and
- implementation mechanics.

TENTATIVE AGREEMENT

Proposal No. 6 – Sick Leave Accrual Increase

Association Proposal

Increase maximum accrued sick leave from 360 hours to 1040 hours.

City Response

The City has substantial fiscal and operational concerns regarding the proposed increase in accrued leave liabilities and associated long-term financial exposure.

The City rejects the proposal as submitted.

Association Response
The Association withdraws Proposal No. 6 at this time.

Proposal No. 7 – Holiday Pay Based Upon Actual Hours Worked

Association Proposal

Holiday compensation based on actual holiday hours worked rather than an eight-hour maximum.

City Response

Accepted, subject to mutually agreeable final contract language and payroll implementation procedures.

TENTATIVE AGREEMENT

Proposal No. 8 – Shift Differential Pay

Association Proposal

$1.50/hour shift differential for shifts worked between 1800 and 0600 hours.

City Response

The City recognizes the operational burdens associated with overnight shift assignments.

However, the City has concerns regarding:

- recurring payroll impacts;
- overtime compounding;
- pensionable compensation impacts; and
- long-term sustainability.

The City rejects the proposal as submitted but remains willing to discuss operational scheduling concerns during negotiations.

Association Counterproposal-Proposal No. 8
In recognition of the City's fiscal concerns, the Association modifies its proposal to a shift differential of $0.75/ hour for shifts worked between 1800 and 0600 hours.

City Response:

Based on the City's previous fiscal concerns as well as the City's interest in focusing its limited financial resources on improving base rates of pay, the City rejects the Association's counter proposal.

Proposal Nos. 9–11 – Special Assignment / Extra Duty / K-9 Compensation

Association Proposals

9. Increase special assignment pay from $250/year to $1,000/year;
10. Add less lethal instructor and K-9 handler assignments;
11. Add 2.5% K-9 handler compensation and assignment stacking provisions.

City Response

The City recognizes the operational responsibilities associated with specialized assignments.

However, the City has concerns regarding:

- cumulative compensation impacts;
- assignment stacking;
- pensionable payroll expansion;
- overtime implications;
- administrative consistency; and
- long-term fiscal sustainability.

The City rejects proposals 9 and 11 as submitted but remains willing to discuss operationally necessary assignment compensation structures during negotiations.

The City accepts proposal 10, subject to mutually agreeable final contract language and payroll implementation procedures.

Association Response:

The Association withdraws Proposal No. 9 at this time.

We do not accept the denial of Proposal No. 10 & 11. The Association maintains that retaining K-9 handler compensation language within the agreement is operationally appropriate given the City's expressed interest in developing a future K-9 program. Including the assignment prospectively should the program be implemented during the agreement term.

City's Response:

The City Accepts proposals Numbers 10 and 11 while retaining all managerial rights as set forth in the Collective Bargaining Agreement and NRS 288.

Proposal No. 12 – Term of Agreement

Association Proposal

Effective July 1, 2026 – June 30, 2027.

The City is willing to discuss an appropriate term for a successor agreement.

The City proposes a term for successor agreement of July 1, 2026 – June 30, 2029.

Association Response
We accept the City's response in regard to Proposal No. 12 Term of Agreement for a two year contact period July 1,2026 -June 30, 2028.

TENTATIVE AGREEMENT

SUMMARY OF CITY COUNTERPROSALS:

1. 10% base pay increase FY26, 5% FY27 (LPA1);
2. Automatic 2% step increases (LPA5);

TENTATIVE AGREEMENT:

1. LPA3 - Additional reimbursement categories for new hire uniform purchases;
2. LPA7 - Holiday pay based on number of hours worked.

GENERAL RESERVATION OF RIGHTS

The City reserves all management rights under Article 6 of the current agreement and applicable Nevada law, including rights relating to: fiscal management; staffing; operational structure; scheduling; assignment of duties; compensation administration; and organizational management.

The City further reserves the right to: provide additional counterproposals; modify bargaining positions; seek additional information; raise additional bargaining subjects; and assert all rights available under Nevada law.

SUMMARY OF ASSOCIATION COUNTERPROSALS:
Accept

- Proposal No. 3 - New Employee Uniform / Equipment Reimbursement Expansion
- Proposal No. 5 - Annual Mert Review/Merit-Step Increase
- Proposal No. 7 - Holiday Pay Based Upon Actual Hours Worked
- Proposal No. 10 - Special Assignment Language Less Lethal Instructor
- Proposal No. 12 - 2 Year Contract Term.
- Withdraw
- Proposal No. 2 - Uniform Allowance Increase
- Proposal No. 4 - Longevity Pay
- Proposal No. 6 - Sick Leave Accrual Increase
- Proposal No. 9 - Special Assignment Pay Increase

Counteroffer
Proposal No. 1 – Wages

- 20% FY26
- 6% FY27
- Step placement by years of service
- 2% steps retained

Proposal No. 8 – Shift Differential Pay

- $0.75/hour shift differential

Proposal No. 10-11- Extra Duty/K-9 Compensation

- Future K-9 Assignment Language Retention

SUMMARY OF CITY'S RESPONSE:

Proposal No. 1 – Wages

- 15% FY26
- 6% FY27
- Step placement by years of service
- 2% steps retained

Proposal No. 8 – Shift Differential Pay

- City Rejects at this time

Proposal No. 10-11- Extra Duty/K-9 Compensation

- Future K-9 Assignment Language Retention

Tentative Agreement

The parties further agree to the following additions
Members Chuck & Jim will be be placed at
Step 3 on the wage classification schedule
Member Dickerson will be advanced to Step 4
Member Gonzales will be advanced to Step 5.
Step increases will be made July 1 of each year
New hires must serve 1 yr prior to eligibility for step
increases.

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: 6-19-2026

Sean Rowe, Legal Counsil
Date: 9 June 26

Lovelock Police Officers' Association:

Alfonso Gonzalez, Association President
Date: 6/19/26

Andrew Regenbaum, Executive Director
Nevada Association of Public Safety Officers
Date: 6/22/26