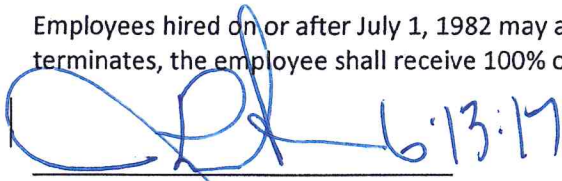


The Las Vegas Metropolitan Police Department and the Police Protective Association, Civilian Employees agree to the following modifications to Article 12.11 of the Collective Bargaining Agreement:

12.11 Bonus Time. If a permanent employee uses sick leave (including FMLA,) leave without pay (except for military leave), or a combination thereof totaling 24, 27, 30 or 36 hours or less within a year, based on the employee's corresponding primary shift schedule, the employee will receive three (3) shifts of bonus time hours based on the employee's regular work schedule of (eight (8), nine (9), ten (10), or 12 hours) on the employee's hire date anniversary, which shall be credited to the employee's bonus leave account the following pay period. Non-accrual workers compensation salary extensions can also affect your bonus award, see Article 13.2.

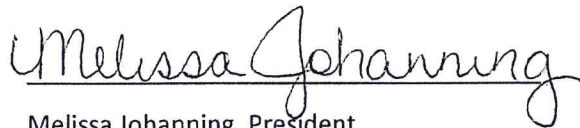
An employee hired prior to July 1, 1982, has no limit to their accrual of bonus hours.

Employees hired on or after July 1, 1982 may accumulate up to 240 hours of bonus time. If an employee terminates, the employee shall receive 100% of any bonus leave accumulated at the time of leaving.


6.13.17

Sheriff Joseph Lombardo

For the Department



Melissa Johanning, President

For the PPACE