

trip to court through no fault of his/her own, the City will testify or send a statement to the Workers' Compensation Administrator that such injury was in the line of duty.

ARTICLE 20. LONGEVITY:

Each full time employee who has completed five (5) years of continuous service with the City of Reno Police Department shall be entitled to longevity pay in addition to regular salary. Said employee's longevity pay shall be an amount equal to one-half of one per- cent (.5%) of the biweekly regular wage per biweekly pay period for each year of service, up to a maximum annual payment of twelve and one-half percent (12.5%) of regular wage for employees with twenty-five (25) years of service with payment to be effected each payday beginning with the pay period within which the anniversary date falls. Years of service for calculation of longevity pay shall include the full time service with the City of Reno, excluding time for temporary employment, leave of absence, or lapse of service.

ARTICLE 21. INSURANCE:

(a) The City shall make contributions equal to one hundred percent (100%) of the employee only cost of the health and accident insurance premiums for each full-time probationary employee and full-time regular employee to one of the following plans selected by an eligible employee:

(1) A group medical and dental indemnity plan, benefits of which shall be provided through a self insured plan or under a group insurance policy or policies issued by an insurance company or insurance companies selected by the City.

(2) Any other prepaid or indemnity group medical and dental plan or plans (including health maintenance organizations) determined appropriate by the City.

(b) As part of the coverage provided in section (a) above, each regular full-time and qualified part-time employee enrolled in the City's group health and life insurance program shall be provided term life insurance under a policy which offers coverage in an amount equal to one (1) times the employee's annual base wage. An amended life insurance benefit shall be provided to retirees who continue as part of the City of Reno insurance group, regardless of the type of retirement. The amount of the amended life insurance benefit for retirees

shall be subject to the reduction formula specified in the group term life insurance policy.

(c) The City shall contribute to the cost of dependent coverage an amount equal to fifty percent (50%) of the cost of the indemnity plan coverage for each dependent category, for those qualified employees who elect to be covered by section (a) above.

(1) This amount shall be used as a credit to the appropriate category of dependent coverage selected by the employee.

(2) This credit shall only be available to those employees who qualify and elect to receive dependent coverage.

(3) Under no circumstances will the City contribute more to the cost of dependent coverage than the actual cost of that coverage.

(4) This dependent coverage credit is not a benefit for retirees.

(d) If the cost of dependent coverage selected by the employee under (c) above exceeds the maximum City contributions, the employee shall pay the additional cost.

(e) All qualified employees who select coverage under section (a) above, shall be covered by, and the City contribution shall be made for, the plan(s) of his/her choice on the first of the month following thirty (30) calendar days of his/her initial date of hire, provided that the employee enrolls in such coverage in accordance with the provisions of the plan selected.

(f) Specific medical and dental benefit levels and premium costs are not set forth in this contract for the insurance programs available under this contract.

(1) It is understood that plan benefits are determined by the providers and the City. The plan benefits determined by the providers, over which the City has no direct control, are not subject to bargaining under this contract. With respect to benefits/coverage provided through a self-insured plan, except as provided in paragraph (f)(2), benefit levels/coverage that do not affect costs paid by the employee are not subject to bargaining under this

contract.

(2) Where there is a proposed decrease in coverage provided by a self-insured plan, the parties agree to negotiate such a decrease. Where there is a decrease in coverage by providers, over which the City has no direct control, there shall be an open enrollment period to permit employees affected by the decrease to change to the self-insured plan. A decrease in coverage shall not include such alterations as changes from brand-name to generic drugs, changes in service providers and other administrative changes in the plan.

(3) The City assumes no responsibility for replacement of benefits which may be changed by carriers over which the City has no direct control.

(4) It is understood that plan costs, premiums or funding levels for employee and dependent categories are determined by the providers.

(g) The City agrees to provide, at least annually, an open enrollment period. Such enrollment period and employee and dependent eligibility shall be in accordance with the policies and rules of the insurance carrier or carriers including the City for self-funded plans.

(h) Each medical insurance or health plan provides for coordination with Medicare coverage and any employee who participates in a plan is subject to the requirements of that plan, including provisions relating to Medicare.

(1) The City is not responsible for the replacement of benefits which may be reduced, eliminated or made more expensive as a result of coordinating with Medicare.

(2) City contributions are not payable toward contributions an employee is required to make to the Federal Government for Medicare coverage.

(i) Part-time employees working a minimum of twenty five (25) hours per week for the City may also be included in the Group Insurance Plan and receive City contributions prorated on scheduled hours; however, temporary employees shall not be included. Any employee on leave of absence from the City may continue to carry City Group Insurance by making full premium payments.

(j) For those employees retiring on or after July 1, 1999, and hired before January 1, 2015, the City agrees to pay one hundred percent (100%) of the Health and Accident employee only premium for any employee upon separation who has thirty (30) years or more of continuous service in the Reno Police Department irrespective of age; or who has twenty (20) years of continuous service in the Reno Police Department, who is in retirement status and who receives retirement benefits under PERS. The premium payment is to be made for the City's plan for the same employee only coverage that current employees have for the remainder of the retired employee's life.

(k) For those employees retiring on or after July 1, 1999, and hired before January 1, 2015, the City agrees to pay seventy-five percent (75%) of the employee only health and accident premium for any employee upon separation who has a minimum of fifteen (15) years but less than twenty (20) years of continuous service in the Reno Police Department, who is eligible on the basis of age to retire, who immediately goes into retirement status and receives retirement benefits under PERS. The premium payment is to be made for the City's plan for the same employee only coverage that current employees have for the remainder of the retired employee's life.

(l) For those employees retiring on or after July 1, 1999, and hired before January 1, 2015 the City agrees to pay fifty percent (50%) of the employee only health and accident premium for any employee upon separation who has a minimum of ten (10) years but less than fifteen (15) years of continuous service in the Reno Police Department, who is eligible to retire, and who immediately goes into retirement status and receives retirement benefits under PERS. The premium payment is to be made for the City's plan for the same employee only coverage that current employees have for the remainder of the retired employee's life.

(m) For those employees hired as a Police Officer on and after January 1, 2015, the employee shall pay bi-weekly, two percent (2%) from a Level 1 Police Officer base salary, as shown in the applicable Salary Appendix. The City shall likewise pay a matching bi-weekly amount of two percent (2%) from a Level 1 Police Officer base salary as shown in the applicable Salary Appendix. Once deducted by the City, the monies shall be placed in the City of Reno Nevada OPEB Trust (Trust), pursuant to NRS 287.017, for those City of Reno Police Officer employees described herein, and deposited into the Trust invested by the Retirement Benefits Investment Fund (RBIF), a component of Nevada State Public Employees' Retirement System (NVPERS). RBIF

shall invest same in accordance with state law. The combined contribution from the employee and the City will be taken each pay period for the duration of the employee's career as a City of Reno Police Officer. The amount in the Trust shall not be provided to the employee in an aggregate amount and must only be used for employees who qualify for the post retirement benefits as herein described. The purpose of the Trust is to offset the City's cost for the post retirement health and accident medical insurance for the employee as discussed herein. For any employee who separates with thirty (30) years or more of service as a sworn employee with the Reno Police Department, irrespective of age; or who separates with twenty (20) years of cumulative service as a sworn employee with the Reno Police Department, and who upon separation is in retirement status and who receives retirement benefits under NVPERS, the City will fund one hundred percent (100%) of the post retirement health and accident medical insurance for the employee only premium. The premium payment is to be made for the City's plan for the same employee only coverage plans that the then current employees have until the retired employee reaches eligibility age for federal benefits under Medicare or other existing federal programs.

(n) In determination of costs for any considered insurance proposal, the City agrees, upon proper notice, to release and/or authorize the release of requested, pertinent and reasonable information consistent with the provisions of NRS 288.180.

(o) The City's Ad Hoc Insurance Advisory Committee is responsible for reviewing the group health and accident program. It is understood that the Ad Hoc Insurance Advisory Committee referred to in this Agreement is advisory in nature and that the City is not bound by any of the recommendations of the Committee. The City shall consult with the Ad Hoc Insurance Advisory Committee before making changes in the group health and accident program.

(p) Liability Insurance. The City shall provide liability insurance protection (either through an outside carrier or through self-insurance agreement) for each employee of the bargaining unit to cover incidents occurring while in the performance of official duties, as long as the member acted in good faith. Such policy shall provide indemnity for claim of fellow employees as well as the public.

(q) Long Term Disability Insurance. The City shall provide long term disability insurance to individuals covered under this Agreement. This insurance coverage shall provide a long term disability insurance benefit based on 66-2/3% of the

individuals pre-disability base salary up to age 65 in accordance with the terms of the long term disability policy in effect between the City and the long term disability carrier.

(r) Additional Insurance Benefits. Effective July 8, 1996, City shall remit to the Reno Police Supervisory/Administrative Employees Association (RPSAE) a total amount of \$55,000 which is equal to the 1995/96 total cost of a 1.11% base wage increase for the three units represented by RPSAE as computed on January 22, 1995. Said total amount shall be paid to the Association in twenty-six equal installments coinciding with each payroll period. This amount shall be adjusted to reflect increases or decreases in total authorized positions to the extent that carry-over costs of the equivalent 1.11% base wage increase for the units would have been affected by the total number of authorized positions. In addition, the total annual amount shall be adjusted annually beginning July 1, 1997, by the same percentage as any across-the-board base wage increases and/or the equivalent base wage percentage of any benefit increases (including PERS) in lieu of a base wage increase that may be negotiated. The Association shall utilize these funds to provide benefits for eligible employees as determined by the RPSAE.

(1) The administration of the funds referenced in paragraph (q) shall be the sole responsibility of the Association and shall not obligate the City in any manner nor shall there be any liability on the part of the City other than to contribute to the Association the amount specified above.

(2) The Association may pay all or a portion of insurance premiums for eligible employees as determined by RPSAE for any available City plans subject to the eligibility requirements and terms and conditions of the plan. This shall not be construed that the City guarantees the availability of any insurance plan.

(s) For an employee killed in the line of duty and who had elected spouse, registered domestic partner and/or dependent health insurance coverage under one of the City's plans, the City will pay the health insurance premium to the City's plan for the surviving spouse, registered domestic partner and/or eligible dependents. Spouse/registered domestic partner coverage is until remarriage, new registered domestic partnership or death, whichever occurs first. Killed in the line

of duty is defined as death by unnatural causes arising out of performance of his/her job.

ARTICLE 22. UNIFORM ALLOWANCE:

(a) The City will pay each employee a uniform allowance in accordance with paragraphs (b) and (c) below. Said uniform allowance will cover the full cost of original purchase, replacement and upkeep of said uniform during the time of employment with the City of Reno. Upon termination, from City employment, the Chief of Police at his/her discretion, may require the employee to return to the City any uniform or parts thereof in his/her possession at the time of termination.

(b) The uniform allowance shall be at the rate of one thousand eight hundred dollars (\$1,800.00) per year and shall be paid in two (2) semi-annual equal installments with the final payday in June and December.

(c) In lieu of the uniform allowance provided in paragraph (b), the City may elect to furnish either directly or through contracted facilities the required uniforms, replacements, and upkeep services.

(d) In the event employees lose or damage equipment, watches or eye glasses in performance of duties, City will reimburse cost of item(s) lost or damaged up to a maximum of one thousand dollars (\$1,000.00). This provision shall include uniforms as well as clothing worn by detectives. In order to receive the benefit of this article, the employee must report any claims prior to, or at the end of the shift on which the incident occurred.

(e) The City shall replace ballistic vests for each employee at the end of the manufacturer's specified use life. The old vest shall be turned back in to the City.

ARTICLE 23. SPECIAL PAY PRACTICES:

(a) Motorcycle Duty. In recognition of the special skills and abilities required, employees assigned to motorcycle duty shall receive one hundred twenty dollars (\$120.00) per biweekly pay period. An employee who is assigned to motorcycle duty on a part-time basis shall receive fifteen dollars (\$15.00) for each day a motorcycle is ridden.

(b) City Dog Care. For employees assigned to work