

ARTICLE 8 - CITY MANAGEMENT RIGHTS

(A) The City and the Association agree that the Management Officials of the City possess the sole right to operate the City and that all management rights remain with those officials except as modified by the terms of this agreement. These rights include:

1. The right to hire, direct or transfer employees, except when such assignment or transfer is done for disciplinary purposes.
2. The right to reduce in force or lay off any employee because of lack of work or lack of funds.
3. The right to determine appropriate staffing levels and work performance standards, except for safety considerations.
4. The right to determine quality and quantity of services to be offered to the public and the means and methods of offering those services.
5. The right to determine the content of the workday including, without limitation, workload factors, except for safety considerations.
6. The right to take whatever action may be necessary to carry on its responsibilities in situations of emergency such as a riot, military action, natural disaster or civil disorder. Such actions may include the suspension of this collective bargaining agreement for the duration of the emergency.
7. The City has the ultimate right and responsibility to manage its operation in the most efficient manner consistent with the best interests of all its citizens, its taxpayers, and its employees.

8. The City shall have such other exclusive rights as may be determined by NRS 288.150.