

MEMORANDUM OF UNDERSTANDING between the
CITY OF SPARKS, NEVADA and the
SPARKS POLICE SUPERVISORY PROTECTIVE ASSOCIATION, LIEUTENANTS

WHEREAS, the City of Sparks, Nevada, a municipal corporation (City), and the Sparks Police Supervisory Protective Association Lieutenants (SPSPA-L) have previously entered into a Collective Bargaining Agreement (CBA) on July 1, 2025, that expires on June 30, 2027; and

WHEREAS, recent changes negotiated and agreed to in the 2025–2027 CBA between the City and SPSPA-L impact the starting salary for employees hired or promoted into Lieutenant-ranked positions; and

WHEREAS, the City and SPSPA-L agree that it is in the best interests of all parties that the CBA be amended to clarify the procedures for the implementation of Section 2, Article B, Paragraph 2; and

WHEREAS, the minimum qualifications for Police Lieutenant-ranked positions require a Bachelor's Degree and therefore such degree should not be included in the Education Incentive Pay in Section 2, Article D; and

WHEREAS, by including the 8% Bachelor's Degree Incentive pay into the base pay, to retain the same difference from the Master's Degree incentive, the Master's Degree Incentive in Section 2, Article D is reduced to 2% of the new Base Pay; and

WHEREAS, the parties agreed to incorporate changes pursuant to the City's Group Health Care Committee's (GHCC) vote and City Council's approval allowing retirees' to return to the City's Plan on any year,

WHEREAS, the parties neglected to remove additional language to conform the CBA to the GHCC's vote and City Council's approval in Article 3, Section B, Paragraph 1; and

WHEREAS, the parties' negotiating teams have met and have agreed to the following terms amending the 2025-2027 Collective Bargaining Agreement;

NOW, THEREFORE, the following revisions to the SPSPA-L 2025–2027 CBA will be effective upon ratification of both SPSPA-L and the Sparks City Council:

1. Section 2, Article D, will be revised as follows:

1. An employee earning an advanced police officer standard training certificate shall be entitled to additional payment in the amount of three percent (3%) of base pay, payable biweekly. An employee earning a police management certificate shall be entitled to an additional payment equal to four percent (4%) of base pay and for a police executive management certificate, an additional payment equal to five percent (5%) of base pay.

1. Any employee hired into or promoted into this bargaining unit prior to July 1, 2025 earning a Bachelor's Degree in Business Administration, Law Enforcement, Criminal Justice, Public Administration, Psychology, Sociology, Political Science, or Administration of Justice or related field receiving prior approval of the Police Chief and the Human Resources Director from any accredited college, shall be entitled to receive additional payment in the amount of eight percent (8.0%) of base pay, payable biweekly. Effective October 6, 2025, in lieu of Educational Incentive pay for a Bachelor's Degree, the pay range listed in Appendix "A" as in effect July 14, 2025, shall be increased by 8%.
2. Any employee earning a Master's Degree in Business Administration, Psychology, Sociology, Political Science, or Administration of Justice or related field receiving prior approval of the Police Chief and the Human Resources Director from any accredited college shall be entitled to receive additional payment in the amount of ten percent (10.0%) two percent (2%) of base pay, payable biweekly. Education Incentive Pay will not be paid until a certified transcript or diploma for the degree is provided to Human Resources and pay will not be retroactive

An employee who is entitled to more than one of the above school incentive pays shall receive the higher payment and no combination thereof. Education Incentive Pay will not be paid until a certified transcript of POST Certificate is provided to Human Resources and pay will not be retroactive.

2. Appendix A will be adjusted to include the following footnote "†" after the title "APPENDIX A – Job Class and Salary Wage Ranges*†".

†All Lieutenant positions include Education Incentive pay for a Bachelor's Degree in base pay, effective October 6, 2025.
3. Section 3, Article B, Paragraph 1, shall be amended by striking the following language thereto:

~~Employees who elected either sick leave cash payoff at retirement or participated in sick leave deferred compensation conversion in accordance with this Contract are not entitled to elect conversion of accumulated sick leave to pay insurance benefit premiums. Conversely, employees electing sick leave conversion to an insurance benefit are not entitled to sick leave payoff in cash.~~
4. Any provision of the 2025–2027 CBA that is not modified by this Memorandum of Understanding shall remain unchanged and in full force and effect through June 30, 2027, unless otherwise modified by the parties in writing.

IN WITNESS THEREOF, The City of Sparks and Sparks Police Supervisor Protective Association, Lieutenants have caused to be duly executed by their representatives on the 11 day of August, 2025.

Sparks Police Supervisory Protective
Association, Lieutenants

Ben Russel

Ben Russell

City of Sparks

Ed Lawson

Ed Lawson, Mayor

Attest:

LH

Lisa Hunderman, City Clerk



Approved as to Form:

Wes Duncan

Wes Duncan, City Attorney