

CITY OF SPARKS, NEVADA
and the
SPARKS POLICE PROTECTIVE ASSOCIATION
COVERING NON-SUPERVISORY EMPLOYEES

September 10, 2018

This Memorandum of Understanding is between the City of Sparks, Nevada, a municipal corporation ("City"), and the Sparks Police Protective Association Covering Non-Supervisory Employees ("SPPA Non-Supervisory Employees").

WHEREAS, the City and SPPA Non-Supervisory Employees entered into a multi-year collective bargaining agreement for the period beginning July 1, 2017 through June 30, 2020, which Agreement was approved by the Sparks City Council on September 25, 2017 (the "Agreement");

WHEREAS, SPPA Non-Supervisory Employees are members of the Sparks Police Protective Association; and

WHEREAS, the City and SPPA Non-Supervisory Employees have agreed to change the effective date for the range adjustment for Non-Supervisory Employees for the year of 2019 as set forth in Section 2: Pay, Article A: Pay Rates, Subsection 3: Range Adjustment;

NOW THEREFORE, the parties agree that Section 2: Pay, Article A: Pay Rates, Subsection 3: Range Adjustment is hereby amended as follows:

2. Range Adjustment. A range adjustment increasing the minimum and maximum of the range will be applied each year based on the July 11, 2016 base payrates. The range adjustments will be the following:

Effective Date	Percentage
07/10/2017	1.2% of July 11, 2016 base pay
07/09/2018	1.6% of July 11, 2016 base pay
07/08/2019	1.8% of July 11, 2016 base pay
10/01/2018	1.8% of July 11, 2016 base pay

This Memorandum of Understanding shall take effect upon approval by the parties and be valid through and including June 30, 2020.

IN WITNESS WHEREOF, the City of Sparks and Sparks Police Protective Association Covering Non-Supervisory Employees have caused these present to be duly executed by their representatives this 24 day of August, 2018.

SPARKS POLICE PROTECTIVE ASSOCIATION
COVERING NON-SUPERVISORY EMPLOYEES

CITY OF SPARKS


Shawn Congdon, SPPA Vice President

Geno Martini, Mayor

Attest:

Approved as to Form:

Teresa Gardner, City Clerk

Chester Adams, City Attorney