



MAYOR  
Geno Martini

CITY COUNCIL  
Donald Abbott, Ward I  
Ed Lawson, Ward II  
Ron Smith, Ward III  
Charlene Bybee, Ward IV  
Kristopher Dahir, Ward V

CITY ATTORNEY  
Chet Adams

CITY MANAGER  
Steve Driscoll

**REGULAR CITY COUNCIL MEETING MINUTES**  
**2:00 P.M., Monday, September 10, 2018**  
**City Council Chambers, Legislative Building, 745 Fourth Street, Sparks, Nevada**

**1. Call to Order** (Time: 2:00 p.m.)

The regular meeting of the Sparks City Council was called to order by Mayor Geno Martini at 2:00 p.m.

**2. Roll Call** (Time: 2:00 p.m.)

Mayor Geno Martini, Council Members Donald Abbott, Ed Lawson, Ron Smith, Charlene Bybee, Kristopher Dahir, City Manager Steve Driscoll, Chief Assistant City Attorney Shirle Eiting and City Clerk Teresa Gardner, PRESENT.

ABSENT: Council Member Ed Lawson at 5:08 p.m.

**3. Opening Ceremonies**

**3.1 Invocation Speaker** (Time: 2:00 p.m.)

The invocation was provided by Council Member Dahir.

**3.2 Pledge of Allegiance** (Time: 2:01 p.m.)

The Pledge of Allegiance was led by Council Member Bybee.

**4. Public Comment** (Time: 2:01 p.m.)

A citizen spoke anonymously to provide an update on a lawsuit filed by survivors of domestic violence regarding the alleged destruction of records pertaining to domestic violence cases.

Bill Wagner spoke regarding Proposition 3 and asked citizens to support a “no” vote.

**5. Agenda** (Time: 2:07 p.m.)

**5.1 Approval of the Agenda (FOR POSSIBLE ACTION)**

Consideration of taking items out of sequence, deleting items and adding items which require action upon a finding that an emergency exists.

A motion was made by Council Member Smith, seconded by Council Member Dahir, to allow City Manager Steve Driscoll to make announcements regarding committee appointments at the beginning of the meeting, to move agenda item 9.3 after agenda item 11.1, and to approve the

agenda as amended. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

(Time: 2:09 p.m.) City Manager Driscoll announced the availability of appointments on the Sparks Senior Citizens Advisory Committee, which requires one member and one alternate from Wards 1-5, and two members and one alternate from the Mayor. Members shall be residents of the City of Sparks, preferably over the age of 55. Persons interested in serving on this Committee should complete a Community Service Application, available in the City Clerk's office, or apply online at [www.cityofsparks.us](http://www.cityofsparks.us). Applications will be accepted until the close of business on Friday, November 16, 2018.

**6. Minutes (Time: 2:11 p.m.)**

**6.1 Consideration and possible approval of the minutes of the regular Sparks City Council meeting of August 27, 2018.**

A motion was made by Council Member Bybee, seconded by Council Member Lawson, to approve the minutes of the regular Sparks City Council meeting of August 27, 2018. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**7. Announcements, Presentations, Recognition Items and Items of Special Interest (Time: 2:12 p.m.)**

**7.1 Presentation: Renown Health Update (Time: 2:12 p.m.)**

Renown President and CEO Dr. Anthony D. Slonim presented an update for Renown Health and an overview of Renown's Community Benefit, Community Development, and Community Investment initiatives, including the Healthy NV Project, partnership with Stanford Health, and plans for the building on Oddie Boulevard, which is anticipated to house up to 600 employees within the next few years. Dr. Slonim also discussed ongoing challenges that affect the health of our community as a whole, such as homelessness, addiction, lack of affordable housing, and access to mental health care.

Council thanked Renown and expressed appreciation for their investments in our community, their work with CHAB to help the homeless population, Healthy NV genetic testing, and their efforts to improve access to mental health care. Mayor Martini expressed gratitude for Renown bringing Deep Brain Stimulation treatment to the area for Parkinson's patients.

**7.2 Presentation: Greyhound Bid for Centennial Plaza (Time: 2:26 p.m.)**

Greyhound representative Jodi Stephens introduced via speakerphone Mr. Rey Nunez, Senior Real Estate Director for Greyhound, who presented information for the bid for Greyhound integration into Sparks Centennial Plaza, Victorian Square. Council did not feel the presentation was applicable to the situation at the City of Sparks and requested that Mr. Nunez reschedule and attend in person.

**7.3 Presentation: Be Safe, Be Seen--Silver Project, Girl Scouts (Time: 3:00 p.m.)**

Girl Scouts representative Priyasha Landry presented information on the crosswalk safety program she proposed for Girl Scouts of America and requested that Council consider implementing this program at other schools and busy intersections in the City of Sparks.

Council thanked Ms. Landry and commended her for her work on the project. Mayor Martini introduced Ms. Landry to Amber Sosa, Transportation Manager in the Community Services Department, and requested they work together.

**7.4 Presentation: Lime Bike Demonstration of Bikes and Scooters** (Time: 3:18 p.m.)  
Lime Regional General Manager Mr. Cesar Cardona presented updates since the company's launch in the area in May, including data on the number of trips, total calories burned, environmental impacts, safety considerations and most popular areas for Lime Bike users in the City of Sparks.

Chastity Lou Townsend, a Sparks resident and Lime employee, spoke about the impact Lime Bikes have had in her life and the community. Nolan R. McKiernan, a driver for Lime, spoke in support of Lime Bikes in the area.

Council expressed concerns about prompt bike pickup, and the introduction of Lime Scooters to the City of Sparks. Mr. Cardona discussed the possibility of using geofencing to limit scooter speed within certain congested public areas (such as within the Sparks Marina) if speed is a concern.

**8. Consent Items (FOR POSSIBLE ACTION)** (Time: 3:37 p.m.)

A motion was made by Council Member Smith, seconded by Council Member Abbott, to approve consent items 8.1 through 8.5 as submitted. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**8.1 Consideration and possible acceptance of the report of the claims and bills approved for payment and appropriation transfers for the period of August 09, 2018 through August 22, 2018. (FOR POSSIBLE ACTION)**

An agenda item from Financial Services Director Jeff Cronk recommending the City Council approve the report of claims and bills as presented in the staff report.

**8.2 Consideration and possible approval to purchase five vehicles from Carson Dodge for the Community Services Department in the amount of \$138,807.25. (FOR POSSIBLE ACTION)**

An agenda item from Public Works Manager Ron Korman recommending replacement of one public works maintenance vehicle and purchase of four vehicles for the Building and Safety Division and Engineering Division of the Community Services Department to support inspection services. The City would utilize the "joinder" provision allowed under NRS 332.195, and purchase these vehicles utilizing the State of Nevada vehicle bid. Utilizing existing bids has historically been the most competitive and allows the City to precisely define the vehicles needed while foregoing the need to formally bid the item. Budget exists in the motor vehicle maintenance fund and in the development services fund; there is no impact to the general fund.

**8.3 Consideration, discussion, and possible direction to the City Attorney to initiate civil forfeiture cases on behalf of the City relating to Sparks Police Department Case Numbers 18-3903 and 18-4416 (FOR POSSIBLE ACTION).**

An agenda item from Sparks City Attorney Alyson L. McCormick recommending the Council direct the City Attorney to initiate the civil forfeiture of \$360 from the drug-related seizure of Case SPD 18-3903; and \$1,037 and \$986 in the drug-related seizure of Case SPD 18-4416. Proceeds from any of the civil forfeitures cases would be divided between Sparks Police Department and

the City Attorney's Office. No direct financial impact is anticipated, but there may be litigation costs associated with serving claimants with process.

**8.4 Consideration and possible approval of an application for a Gaming license for Sartini Gaming, LLC, a subsidiary of Golden Gaming LLC, DBAT: 7-Eleven #32339 located at 250 Pyramid Way, Sparks, Nevada submitted by Mr. Stephen Anthony Arcana. (FOR POSSIBLE ACTION)**

An agenda item from Acting Police Chief Pete Krall recommending Council approve Mr. Stephen Anthony Arcana's application for a Gaming license contingent upon the approval from the State of Nevada Gaming Control Board, and the location being inspected and approved by every city, county, district, and state agency having jurisdiction over the matter and upon fingerprints being returned from the FBI/CJIS that do not reflect any disqualifying arrests/convictions. There is an estimated annual addition of \$840 to the general fund.

**8.5 Consideration and possible approval of an application for a Gaming license for Sartini Gaming, LLC, a subsidiary of Golden Gaming LLC, DBAT: Cantina Los Tres Hombres Victorian Square located at 926 Victorian Avenue, Sparks, Nevada submitted by Mr. Stephen Anthony Arcana. (FOR POSSIBLE ACTION)**

An agenda item from Sparks Acting Chief of Police Pete Krall recommending Council approve Mr. Stephen Anthony Arcana's application for a Gaming license contingent upon the approval from the State of Nevada Gaming Control Board, and the location being inspected and approved by every city, county, district, and state agency having jurisdiction over the matter and upon fingerprints being returned from the FBI/CJIS that do not reflect any disqualifying arrests/convictions. There is an estimated annual addition of \$960 to the general fund.

**9. General Business**

**9.1 Consideration and possible approval of an interlocal agreement (AC-5508) between the City of Reno, on behalf of the Reno Police Department, Washoe County, on behalf of the Washoe County Sheriff's Office, and the City of Sparks, on behalf of the Sparks Police Department: For the management and disposition of 2018 Justice Assistance Grant (JAG) Program Award in the amount of \$28,841. (FOR POSSIBLE ACTION) (Time: 3:38 p.m.)**

An agenda item from Chief of Police Brian Allen recommending Council approve the interlocal agreement. The U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance is offering a 2018 Justice Assistance Grant (JAG) Program Award collectively in the amount of \$144,204 to the Reno Police Department, Washoe County Sheriff's Office and the Sparks Police Department with a 40%-40%-20% split. The funding would be used towards law enforcement training, law enforcement equipment, and law enforcement personnel overtime expenses. The Sparks Police Department's allocation of funding is \$28,841. Reno and Washoe County will both receive \$57,682. This grant is currently still in the application phase.

This agenda item pertains only to the possible approval and signing of the interlocal agreement for the management disposition of 2018 JAG Program Award. A separate agenda item will be submitted at a later date pending actual grant award. There is no impact to the general fund.

A motion was made by Council Member Dahir, seconded by Council Member Abbott, to accept and approve the interlocal agreement with the City of Reno, Washoe County, and the City of

Sparks for the management and disposition of the 2018 Justice Assistance Grant (JAG) Program Award in the amount of \$28,841. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**9.2 Consideration, discussion and possible approval of a contract (AC-5509) with Western Single Ply to install a new roof on the laboratory building located at the Truckee Meadows Water Reclamation Facility (TMWRF) in an amount not to exceed \$489,400.00. (FOR POSSIBLE ACTION) (Time: 3:40 p.m.)**

An agenda item from TMWRF Maintenance Manager Kim Laber recommending Council approve the contract. The roof replacement is needed to extend the useful life of the building and protect the valuable laboratory equipment located within the building. The current roofing system has lasted far beyond its expected useful life and needs to be replaced. Replacement of the laboratory building roof will extend the useful life of the building and protect the expensive equipment that is needed to process the samples that are collected throughout the plant for both the mandatory NDEP and TMWRF in house process testing.

The City of Sparks purchasing department held an open, competitive bid for the roof replacement. Western Single-Ply was the lowest responsive bidder. Because the bid amount exceeds the engineer's estimate, staff asked Council to award only the base bid and not Additive Alternative A, which would have included gutters around the perimeter of the building. The City of Sparks is responsible for 1/3<sup>rd</sup> of the contract value, and the City of Reno being responsible for the other 2/3<sup>rd</sup>. Funds are budgeted in the joint treatment plant fund; there is no impact to the general fund.

A motion was made by Council Member Abbott, seconded by Council Member Bybee, to approve the contract with Western Single Ply to install a new roof on the laboratory building located at the Truckee Meadows Water Reclamation Facility (TMWRF) in an amount not to exceed \$489,400. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**9.3 Consideration of and possible approval of a Tentative Map request for a 310-lot single-family residential subdivision within the Kiley Ranch North Phase 7 Planned Development (Village 9) on a site approximately 67.56 acres in size in the NUD (New Urban District-Kiley Ranch North) zoning district generally located east of Kiley Parkway, north of Windmill Farms Parkway and south of Lazy Five Parkway, Sparks, Nevada. (For Possible Action) (PCN18-0034) (Time: 5:27 p.m.)**

(This agenda item was heard after agenda item 11.1.) An agenda item from Development Services Manager Karen Melby recommending Council approve the tentative map. The tentative map proposes a gated community with private streets and a community center. The Planning Commission reviewed the proposed tentative map on August 2, 2018 and recommends its approval by the City Council. There is a companion agenda item to review and approve an amendment to the Kiley Ranch North Phase 7 Final Development Handbook to allow private streets. The tentative map may only be approved if the handbook amendment is approved. There is no impact to the general fund.

A motion was made by Council Member Dahir, seconded by Council Member Bybee, to approve the tentative map for a 310-lot single-family residential subdivision within the Kiley Ranch North Phase 7 Planned Development (Village 9) on a site approximately 67.56 acres in size in the NUD (New Urban District-Kiley Ranch North) zoning district generally located east of Kiley Parkway,



north of Windmill Farms Parkway and south of Lazy Five Parkway, Sparks, Nevada, adopting Findings T1 through T12 and the facts supporting these Findings as set forth in the staff report and subject to the Conditions of Approval 1 through 22 as listed in the staff report. Council Members Abbott, Smith, Bybee, Dahir, YES. Lawson, ABSENT. Passed unanimously with those present.

**9.4 Consideration and possible approval of a Tentative Map request for a 39-lot single-family residential subdivision on a site 5.38 acres in size in the SF6 (Single-Family Residential – 6,000 sq. ft. lots) zoning district located at 3550 and 3650 Wedekind Road, Sparks, Nevada. (For Possible Action) (PCN18-0032) (Time: 3:43 p.m.)**

An agenda item from Assistant Planner Jonathan Cummins recommending Council approve the tentative map, subject to the proposed conditions of approval, for a 39-lot single-family residential subdivision located at 3550 and 3650 Wedekind Road. Three of the four existing parcels comprising the site contain single family residences (026-341-55, -51, and -13) and the fourth is the site of the church (026-341-55). Based on the applicant's proposal, the three residential parcels will become the Wildcreek Meadows subdivision. The applicant is in negotiations to acquire a portion of the church property for the entrance to the subdivision off Garfield Road, a City street, at the southern boundary of the proposed subdivision. Current access to the project site is through an easement across the eastern edge of the church property. Fiscal impact was considered at the time of annexation (March 2018); there is no additional impact to the general fund.

A motion was made by Council Member Lawson, seconded by Council Member Bybee, to approve the Tentative Map request for a 39-lot single-family residential subdivision on a site 5.38 acres in size in the SF6 (Single-Family Residential – 6,000 sq. ft. lots) zoning district located at 3550 and 3650 Wedekind Road, Sparks, Nevada, adopting Findings T1 through T12 and the facts supporting these Findings as set forth in the staff report and subject to the Conditions of Approval 1 through 14 as listed in the staff report. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**9.5 Consideration, discussion, possible approval and adoption of a classification system and compensation program including the acceptance of the June 2018 Korn Ferry Hay Group Compensation Study with a financial impact of \$212,500 in FY19, of \$608,000 in FY20 and of \$920,000 in FY21. (FOR POSSIBLE ACTION) (Time: 3:50 p.m.)**

An agenda item from Human Resources Manager Mindy Falk, on behalf of City Manager Steve Driscoll, recommending Council approve and adopt the classification system and compensation program including the acceptance of the June 2018 Korn Ferry Hay Group Compensation Study (HAY). The City Council approved funding for a classification and compensation study in the budget for FY17, with the expectation that the study and a proposal of implementation be presented to City Council upon completion. A classification system and compensation program are considered a business best practice and recognized in the industry as a standard for an organization of this size. Using a classification and compensation program is important to the City because it creates an impartial process for determining pay. Pay is tied to essential job requirements regardless of gender, race, nationality, disability, and other federal/state recognized groups, creating a structure of internal and external equity. The final report outlining the study and its recommendations was received by the City in June of 2018.

Ms. Falk stated that Human Resources recommends the new pay ranges take effect on October 1, 2018.

The financial impact for FY19 is estimated to be \$139,000 to the General Fund and \$73,500 in other funds; the financial impact for FY20 is estimated to be \$393,000 in the General Fund and \$215,000 in other funds; and the financial impact for FY21 is estimated to be \$609,000 in the General Fund and \$311,000 in other funds. The cost to implement HAY is outlined by resolution and/or collective bargaining unit in each of the respective agenda items in public hearing.

Mayor Martini read an anonymous letter from a concerned Sparks employee, and Council Member Lawson read an anonymous email that he received. Assistant City Manager Neil Krutz reiterated that although cost of living increases could be frozen temporarily for those employees whose pay is currently above market rate, no employees would be experiencing a pay cut as a result of the HAY study.

In response to concerns about Human Resources not having completed the outlier review process before bringing this study to Council for approval, Ms. Falk stated that outliers comprise less than 10% of employees affected, and that delaying the implementation of the study would delay base pay increases for the 2/3<sup>rd</sup> of employees whose pay bands were positively affected by the study, as well as affect the Operating Engineers contract and result in the need for longer retroactive pay.

Assistant City Manager Krutz refuted the email's claim that the HAY study implementation "will hurt nearly half of the employees" and that it "will subsidize irresponsible pay raises for people at the top." He explained that while there were some employees in positions whose pay bands had been identified as above the market average and whose merit increases could be frozen, a majority of employees would be positively affected by the study. He also made the distinction that if the study is approved, it means that new *pay bands* are being approved, not *raises*. The system allows employees from entry level through City management to be able to earn merit increases on an annual basis, up to the new recommended salary maximum for their positions, but it is not automatically approving raises for those employees. Mr. Krutz also explained that the new system introduces a new level of objectivity to the City's compensation program with the proposed employee-based job evaluation review committee.

Council asked for clarification regarding the implementation of pay increases for positions whose current salary levels are below market average, and how long cost of living and merit increase freezes might be in effect for those currently above market average. Mr. Krutz explained that it would be different for each affected employee, and an exact timeline could not be determined without knowing the exact percentage of future cost of living increases.

Council expressed concern over the cost of implementing the HAY system, and Finance Director Jeff Cronk stated that with the City's currently growing economy and projected salary savings, the City does have the resources to approve the implementation. Mr. Krutz stated that ultimately this will allow the City to adopt a system that will help us better plan for the future, stay competitive with other employers in terms of salary offerings, retain high-quality employees, and stay mindful of the legalities involved with determining employee compensation.

A motion was made by Council Member Smith, seconded by Council Member Lawson, to approve and adopt the classification system and compensation program including the acceptance of the

June 2018 Korn Ferry Hay Group Compensation Study. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**10. Public Hearing and Action Items Unrelated to Planning and Zoning**

**10.1 Public Hearing, consideration, discussion and possible approval of a request from ViqSq Properties, LLC for the abandonment (AB-148) of a portion of alleyway, between parcel 032-134-18 and 032-134-13, and public right-of-way on C St, located adjacent to the northwest corner of parcel 032-134-18 for the Atrium @ VS apartment project. (FOR POSSIBLE ACTION) (Time: 4:30 p.m.)**

An agenda item from City Engineer Jon Ericson recommending Council approve the request of the alleyway and right-of-way abandonment. The Atrium @ VS project proposes 4 levels of residential units with a total of 132 units constructed over 2 levels of a parking structure on a podium foundation. The abandonment of the alleyway would create one contiguous parcel from C Street south to Victorian Avenue. The right-of-way abandonment would allow access from C Street to the proposed parking structure ramp. Staff has researched the request and believes the public will not be materially injured by the proposed abandonments and recommends approval. There is no impact to the general fund.

J. Carter Witt, president of Silverwing Development, explained that the abandonment of the parcels is important to the design and efficiency of the planned construction and that work is expected to begin in November, if approved.

The Public Hearing was opened at 4:35 p.m.; no comments were received.

A motion was made by Council Member Abbott, seconded by Council Member Smith, to approve the request from ViqSq Properties, LLC for the abandonment of a portion of alleyway, between parcel 032-134-18 and 032-134-13, and public right-of-way on C St, located adjacent to the northwest corner of parcel 032-134-18 for the Atrium @ VS apartment project. Council Members Abbott, Smith, Bybee, Dahir, YES. Lawson, ABSENT. Passed unanimously with those present.

**10.2 Public Hearing, consideration and possible approval of a Collective Bargaining Agreement (AC-5510) between the City of Sparks and the Operating Engineers Local No. 3 Non-Supervisory Unit for the period of July 1, 2018 to June 30, 2021 for an estimated amount to the City of \$702,900 in FY19, \$1,068,900 in FY20 and \$1,642,900 in FY21. (FOR POSSIBLE ACTION) (Time: 4:46 p.m.)**

An agenda item from Assistant City Manager Neil Krutz recommending Council approve and ratify a Collective Bargaining Agreement between the City of Sparks and the Operating Engineers Local No. 3 Non-Supervisory Unit for the period of July 1, 2018 through June 30, 2021. The City negotiates and enters into labor agreements with its various collective bargaining units. The current agreement expired June 30, 2018. The City and Operating Engineers Local No. 3 Non-Supervisory Unit submit a three (3) year Agreement covering July 1, 2018 through June 30, 2021.

The negotiation teams for both parties began meeting in February 2018 and continued to meet regularly to discuss the terms and conditions of this Agreement. The City and Operating Engineers Local No. 3 Non-Supervisory Unit believe this Agreement to be a fair, good faith effort between



both parties. Operating Engineers Local No. 3 Non-Supervisory Unit ratified this Agreement with their membership.

The financial impact for FY19 is estimated between \$240,900 and \$324,900 to the General Fund and \$298,000 to \$378,000 in other funds; the financial impact for FY20 is estimated between \$387,900 and \$477,900 to the General Fund and \$422,000 to \$591,000 in other funds; and, the financial impact for FY21 is estimated between \$552,900 and \$735,900 to the General Fund and \$562,000 to \$907,000 in other funds. The total cost impact for all three (3) fiscal years combined - FY19, FY20 and FY21 is between \$1,181,700 to \$1,538,700 in the General Fund and in all other funds between \$1,282,000 to \$1,876,000.

Mr. Krutz and Council thanked the members of the negotiating team for their efforts.

The Public Hearing was opened at 4:46 p.m.; no comments were received.

A motion was made by Council Member Smith, seconded by Council Member Bybee, to approve the Collective Bargaining Agreement between the City of Sparks and the Operating Engineers Local No. 3 Non-Supervisory Unit covering the period of July 1, 2018 through June 30, 2021. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**10.3 Public Hearing, consideration and possible approval of a Collective Bargaining Agreement (AC-5511) between the City of Sparks and the Operating Engineers Local No. 3 Supervisory Unit for the period of July 1, 2018 to June 30, 2021 for an estimated amount to the City of \$182,000 in FY19, \$173,000 in FY20 and \$251,000 in FY21. (FOR POSSIBLE ACTION) (Time: 4:47 p.m.)**

An agenda item from Assistant City Manager Neil Krutz recommending Council approve and ratify a Collective Bargaining Agreement between the City of Sparks and the Operating Engineers Local No. 3 Supervisory Unit for the period of July 1, 2018 through June 30, 2021. The City negotiates and enters into labor agreements with its various collective bargaining units. The current agreement expired June 30, 2018. The City and Operating Engineers Local No. 3 Supervisory Unit submit a three (3) year Agreement covering July 1, 2018 through June 30, 2021.

The negotiation teams for both parties began meeting in February 2018 and continued to meet regularly to discuss the terms and conditions of this Agreement. The City and Operating Engineers Local No. 3 Supervisory Unit believe this Agreement to be a fair, good faith effort between both parties. Operating Engineers Local No. 3 Supervisory Unit ratified this Agreement with their membership.

The financial impact for FY19 is estimated between \$49,500 and \$62,500 to the General Fund and \$75,500 to \$119,500 in other funds; the financial impact for FY20 is estimated between \$39,000 and \$54,000 to the General Fund and \$87,000 to \$119,000 in other funds; and the financial impact for FY21 is estimated between \$48,000 and \$79,000 to the General Fund and \$106,000 to \$172,000 in other funds.

The Public Hearing was opened at 4:50 p.m.; no comments were received.

A motion was made by Council Member Lawson, seconded by Council Member Dahir, to approve the Collective Bargaining Agreement between the City of Sparks and the Operating Engineers Local No. 3 Supervisory Unit covering the period of July 1, 2018 through June 30, 2021. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**10.4 Public Hearing, consideration and possible approval of a Collective Bargaining Agreement (AC-5512) between the City of Sparks and the International Association of Firefighters Local No. 1265 for the period of July 1, 2018 to June 30, 2021 for an estimated amount to the City of \$358,000 in FY19, \$578,500 in FY20 and \$804,000 in FY21. (FOR POSSIBLE ACTION)**  
(Time: 4:50 p.m.)

An agenda item from Assistant City Manager Neil Krutz recommending Council approve and ratify a Collective Bargaining Agreement between the City of Sparks and the International Association of Firefighters Local No. 1265 for the period of July 1, 2018 through June 30, 2021. The City negotiates and enters into labor agreements with its various collective bargaining units. The current agreement expired June 30, 2018. The City and IAFF 1265 submit a three (3) year Agreement covering July 1, 2018 through June 30, 2021.

The negotiation teams for both parties began meeting in spring 2018 and continued to meet regularly to discuss the terms and conditions of this Agreement. The Agreement proposed today is the result of those meetings. The City and IAFF 1265 believe this Agreement to be a fair, good faith effort between both parties. IAFF 1265 has ratified this Agreement with their membership.

The financial impact for FY19 is estimated at \$354,000 in the General Fund and \$4,000 in other funds; the financial impact for FY20 is estimated at \$572,000 in the General Fund and \$6,500 in other funds; and the financial impact for FY21 is estimated at \$795,000 in the General Fund and \$9,000 in other funds. The total cost impact for all three (3) fiscal years combined - FY19, FY20 and FY21 is estimated at \$1,721,000 in the General Fund and in all other funds \$19,500.

Council expressed appreciation for the three-year contract.

The Public Hearing was opened at 4:58 p.m.; no comments were received.

A motion was made by Council Member Dahir, seconded by Council Member Abbott, to approve the Collective Bargaining Agreement between the City of Sparks and the International Association of Firefighters Local No. 1265 for the period of July 1, 2018 to June 30, 2021. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**10.5 Public Hearing, consideration and possible approval of the Confidential Employee Resolution No. 3340 for the period of July 1, 2018 to June 30, 2021 for an estimated amount to the City of \$31,000 in FY19, \$49,000 in FY20 and \$76,000 in FY21. (FOR POSSIBLE ACTION)** (Time: 4:55 p.m.)

An agenda item from Assistant City Manager Neil Krutz recommending Council approve the Confidential Employee Resolution for the period of July 1, 2018 through June 30, 2021. The City enters into labor agreements with its various bargaining units and resolutions with groups not covered under collective bargaining. The Confidential Employee Resolution (CF) is for employees, whose job duties are considered confidential under NRS 288. While the Confidential Resolution mirrors the Operating Engineers Local No. 3 Non-Supervisory Collective Bargaining

Agreement, it must remain separate. Therefore, this Resolution reflects corresponding language from the Operating Engineers Local No. 3 Non-Supervisory Unit's proposed changes.

The financial impact for FY19 is estimated between \$20,000 and \$31,000 to the General Fund; the financial impact for FY20 is estimated between \$36,500 and \$49,000 to the General Fund; and the financial impact for FY21 is estimated between \$50,000 and \$76,000 to the General Fund. The total cost impact for all three fiscal years combined - FY19, FY20 and FY21 is between \$106,500 to \$156,000 in the General Fund.

Council thanked City Manager Driscoll and Assistant City Manager Krutz and commended their vision to bring other employees into the negotiating process for succession planning.

The Public Hearing was opened at 4:58 p.m.; no comments were received.

A motion was made by Council Member Bybee, seconded by Council Member Abbott, to adopt Resolution No. 3340 between the City of Sparks and the Confidential Employees for the period of July 1, 2018 through June 30, 2021. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**10.6 Public Hearing, consideration and possible approval of a Memorandum of Understanding (AC-5513) between the City of Sparks and the Sparks Police Protective Association Non-Supervisory for an estimated amount to the City of \$19,000 in FY19 and \$43,000 in FY20. (FOR POSSIBLE ACTION) (Time: 4:59 p.m.)**

An agenda item from Assistant City Manager Neil Krutz recommending Council approve the Memorandum of Understanding between City of Sparks and the Sparks Police Protective Association Non-Supervisory. The City and the Sparks Police Protective Association Non-Supervisory (SPPA) have agreed to a Memorandum of Understanding regarding changes to the current Collective Bargaining Agreement (AC-5412) effective dates for range adjustments to October 1, 2018.

The City and SPPA conferred after the City received the classification and compensation report known to employees in this contract as HAY. HAY recommended that the City and the public safety unions continue to use the established practice of market comparison and the parties agreed with HAY's recommendation. The parties have agreed to parallel the range adjustments with the City's planned implementation of HAY. This ensures a fair and equitable method among all employees.

The financial impact for FY19 is \$19,000 and \$43,000 in FY20. The estimated cost impact for two fiscal years combined - FY19 and FY20 is \$62,000 in the General Fund.

The Public Hearing was opened at 5:02 p.m.; no comments were received.

A motion was made by Council Member Abbott, seconded by Council Member Bybee, to approve the Memorandum of Understanding between the City of Sparks and the City of Sparks Police Protective Association Non-Supervisory. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**10.7 Public Hearing, consideration and possible approval of a Memorandum of Understanding (AC-5514) between the City of Sparks and the Sparks Police Protective Association-Sergeants for an estimated amount to the City of \$12,000 in FY19 and \$14,000 in FY20. (FOR POSSIBLE ACTION) (Time: 5:03 p.m.)**

An agenda item from Assistant City Manager Neil Krutz recommending Council approve the Memorandum of Understanding between City of Sparks and the Sparks Police Protective Association-Sergeants. The City and the Sparks Police Protective Association-Sergeants (SPPA Sergeants) have agreed to a Memorandum of Understanding regarding changes to the current Collective Bargaining Agreement (AC-5410) effective dates for range adjustments to October 1, 2018.

The City and SPPA-Sergeants conferred after the City received the classification and compensation report known to employees in this contract as HAY. HAY recommended that the City and the public safety unions continue to use the established practice of market comparison and the parties agreed with HAY's recommendation. The parties have agreed to parallel the range adjustments with the City's planned implementation of HAY. This ensures a fair and equitable method among all employees.

The financial impact for FY19 is \$12,000 and for FY20 is \$14,000. The estimated cost impact for two fiscal years combined - FY19 and FY20 is \$26,000 in the General Fund.

The Public Hearing was opened at 5:04 p.m.; no comments were received.

A motion was made by Council Member Smith, seconded by Council Member Lawson, to approve the Memorandum of Understanding between the City of Sparks and the City of Sparks Police Protective Association-Sergeants. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**10.8 Public Hearing, consideration and possible approval of a Memorandum of Understanding (AC-5515) between the City of Sparks and the Sparks Police Protective Association-Lieutenants for an estimated amount to the City of \$7,000 in FY19 and \$11,000 in FY20. (FOR POSSIBLE ACTION) (Time: 5:04 p.m.)**

An agenda item from Assistant City Manager Neil Krutz recommending Council approve the Memorandum of Understanding between City of Sparks and the Sparks Police Protective Association-Lieutenants. The City and the Sparks Police Protective Association-Lieutenants (SPPA-Lieutenants) have agreed to a Memorandum of Understanding regarding changes to the current Collective Bargaining Agreement (AC-5411) effective dates for range adjustments to October 1, 2018.

The City and SPPA-Lieutenants conferred after the City received the classification and compensation report known to employees in this contract as HAY. HAY recommended that the City and the public safety unions continue to use the established practice of market comparison and the parties agreed with HAY's recommendation. The parties have agreed to parallel the range adjustments with the City's planned implementation of HAY. This ensures a fair and equitable method among all employees.

The financial impact for FY19 is \$7,000 and \$11,000 in FY20. The estimated cost impact for two fiscal years combined - FY19 and FY20 is \$18,000 in the General Fund.

The Public Hearing was opened at 5:05 p.m.; no comments were received.

A motion was made by Council Member Dahir, seconded by Council Member Abbott, to approve the Memorandum of Understanding between the City of Sparks and the City of Sparks Police Protective Association-Lieutenants. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**10.9 Public Hearing, consideration and possible approval of a Memorandum of Understanding (AC-5516) between the City of Sparks and the Association of Sparks Fire Department Classified Chief Officers for an estimated amount to the City of \$17,000 in FY19 and \$9,000 in FY20. (FOR POSSIBLE ACTION)**  
(Time: 5:06 p.m.)

An agenda item from Assistant City Manager Neil Krutz recommending Council approve the Memorandum of Understanding between City of Sparks and the Association of Sparks Fire Department Classified Chief Officers. The City and the Association of Sparks Fire Department Classified Chief Officers have agreed to a Memorandum of Understanding regarding changes to the current Collective Bargaining Agreement (AC-5413) effective dates for range adjustments to October 1, 2018.

The City and Classified Chief Officers conferred after the City received the classification and compensation report known to employees in this contract as HAY. HAY recommended that the City and the public safety unions continue to use the established practice of market comparison and the parties agreed with HAY's recommendation. The parties have agreed to parallel the range adjustments with the City's planned implementation of HAY. This ensures a fair and equitable method among all employees.

The financial impact for FY19 is \$17,000 and \$9,000 in FY20. The estimated cost impact for two fiscal years combined - FY19 and FY20 is \$26,000 in the General Fund.

The Public Hearing was opened at 5:07 p.m.; no comments were received.

A motion was made by Council Member Abbott, seconded by Council Member Smith, to approve the Memorandum of Understanding between the City of Sparks and the City of Sparks Fire Department Classified Chief Officers. Council Members Abbott, Lawson, Smith, Bybee, Dahir, YES. Passed unanimously.

**10.10 Public Hearing, consideration and possible approval of Resolution No. 3341 for Mid-Management, Professional and Technical employees for the period of July 1, 2018 to June 30, 2021 for an estimated amount to the City of \$27,000 in FY19, \$138,000 in FY20 and \$477,000 in FY21 and repeal prior Resolution No. 3322. (FOR POSSIBLE ACTION)** (Time: 5:08 p.m.)

An agenda item from Assistant City Manager Neil Krutz recommending Council approve the Mid-Management, Professional and Technical Resolution for the period of July 1, 2018 through June 30, 2021 and repeal the prior Resolution No. 3322. This Resolution implements the City's classification and compensation system, known to employees in this Resolution as HAY; and



changes the term dates to coincide with contract term dates of other collective bargaining agreements and employee resolutions within the City.

The financial impact in FY19 is estimated at \$15,000 to the General Fund and \$12,000 to other funds; FY20 is estimated at \$70,000 to the General Fund and \$68,000 to other funds; and FY21 is estimated between \$163,000 and \$239,000 to the General Fund and between \$150,000 to \$238,000 to all other funds.

The Public Hearing was opened at 5:11 p.m.; no comments were received.

A motion was made by Council Member Bybee, seconded by Council Member Smith, to adopt Resolution No. 3341 between the City of Sparks and the Mid-Management, Professional and Technical employees for the period of July 1, 2018 through June 30, 2021 and repeal prior Resolution No. 3322. Council Members Abbott, Smith, Bybee, Dahir, YES. Lawson, ABSENT. Passed unanimously with those present.

**10.11 Public Hearing, consideration and possible approval of Resolution No. 3342 for the Deputy Police Chief for the period of July 1, 2018 to June 30, 2021 for an estimated amount to the City of \$2,500 in FY19, \$19,000 in FY20 and \$37,000 in FY21 and repeal prior Resolution No. 3320. (FOR POSSIBLE ACTION) (Time: 5:12 p.m.)**

An agenda item from Assistant City Manager Neil Krutz recommending Council approve the Deputy Chief Resolution for the period of July 1, 2018 through June 30, 2021 and repeal the prior Resolution No. 3320. This Resolution implements the City's classification and compensation system, known to employees in this Resolution as HAY; and changes the term dates to this Resolution to coincide with contract term dates of other collective bargaining agreements and employee resolutions within the City.

The financial impact in FY19 is estimated at \$2,500 to the General Fund; FY20 is estimated at \$19,000 to the General Fund; and FY21 is estimated between \$29,000 and \$37,000 to the General Fund. The total financial impact for FY19, FY20 and FY21 to the General Fund is estimated to be between \$50,500 and \$58,500.

The Public Hearing was opened at 5:13 p.m.; no comments were received.

A motion was made by Council Member Smith, seconded by Council Member Abbott, to adopt Resolution No. 3342 between the City of Sparks and the Deputy Police Chief for the period of July 1, 2018 through June 30, 2021 and repeal prior Resolution No. 3320. Council Members Abbott, Smith, Bybee, Dahir, YES. Lawson, ABSENT. Passed unanimously with those present.

**10.12 Public Hearing, consideration, and possible approval of Resolution No. 3343 for Assistant, Senior and Chief Assistant City Attorneys for the period of July 1, 2018 to June 30, 2021 for an estimated amount to the City of \$0 in FY19, \$10,000 in FY20 and \$40,000 in FY21 and repeal prior Resolution No. 3321. (FOR POSSIBLE ACTION) (Time: 5:13 p.m.)**

An agenda item from Assistant City Manager Neil Krutz recommending Council approve the Assistant, Senior and Chief Assistant City Attorney's Resolution for the period of July 1, 2018 through June 30, 2021 and repeal the prior Resolution No. 3321. This Resolution implements the

City's classification and compensation system, known to employees in this Resolution as HAY; and changes the term dates to coincide with contract term dates of other collective bargaining agreements and employee resolutions within the City.

The financial impact in FY19 is estimated at \$0 to the General Fund; FY20 is estimated at \$10,000 to the General Fund; and FY21 is estimated between \$24,000 and \$40,000 to the General Fund. The total financial impact for FY19, FY20 and FY21 to the General Fund is estimated to be between \$34,000 and \$50,000.

The Public Hearing was opened at 5:14 p.m.; no comments were received.

A motion was made by Council Member Abbott, seconded by Council Member Bybee, to adopt Resolution No. 3343 between the City of Sparks and the Assistant, Senior and Chief Assistant City Attorneys for the period of July 1, 2018 through June 30, 2021 and repeal prior Resolution No. 3321. Council Members Abbott, Smith, Bybee, Dahir, YES. Lawson, ABSENT. Passed unanimously with those present.

**10.13 Public Hearing, consideration and possible approval of Resolution No. 3344 for the Executives for the period of July 1, 2018 to June 30, 2021 for an estimated amount to the City of \$21,000 for FY19, \$49,000 for FY20 and \$120,000 in FY21 and repeal prior Resolution No. 3328. (FOR POSSIBLE ACTION) (Time: 5:15 p.m.)**

An agenda item from Assistant City Manager Neil Krutz recommending Council approve the Executive Resolution for the period of July 1, 2018 through June 30, 2021 and repeal the prior Resolution No. 3328. This Resolution implements the City's classification and compensation system, known to employees in this Resolution as HAY; and changes the term dates to coincide with contract term dates of other collective bargaining agreements and employee resolutions within the City.

The financial impact in FY19 is estimated at \$18,000 to the General Fund and \$3,000 to other funds; FY20 is estimated at \$45,000 to the General Fund and \$4,000 to other funds; and FY21 is estimated between \$77,000 and \$103,000 to the General Fund and between \$8,000 to \$17,000 to all other funds.

Assistant City Manager Krutz thanked the City staff who contributed to the staff report.

The Public Hearing was opened at 5:18 p.m.; no comments were received.

A motion was made by Council Member Smith, seconded by Council Member Bybee, to adopt Resolution No. 3344 between the City of Sparks and the Executive employees for the period of July 1, 2018 through June 30, 2021 and repeal Resolution No. 3328. Council Members Abbott, Smith, Bybee, Dahir, YES. Lawson, ABSENT. Passed unanimously with those present.

**11. Planning and Zoning Public Hearings and Action Items**

**11.1 Consideration of and possible approval of a request to amend the final development handbook for Kiley Ranch North Phase 7 to allow for private streets on a site approximately 67.56 acres in size in the NUD (New Urban District-Kiley Ranch North) zoning district generally located east of Kiley**

**Parkway, north of Windmill Farms Parkway and south of Lazy Five Parkway, Sparks, NV. (PCN18-0033) (FOR POSSIBLE ACTION)** (Time: 5:19 p.m.)

An agenda item from Development Services Manager Karen Melby on behalf of Rising Tides, LLC. The Planning Commission reviewed the proposed amendment on August 2<sup>nd</sup> and recommends Council approve the proposed amendment to the Kiley Ranch North Phase 7 Final Development Handbook. The amendment would allow for development of a gated community with private streets.

The approved tentative handbook for Kiley Ranch North Planned Development covers 874.2 acres. Unlike other planned developments, Kiley Ranch North is being reviewed and approved incrementally as a final handbook is submitted for each respective phase. To date, there have been seven final planned development handbooks approved and recorded for the Kiley Ranch North planned development. This includes the Phase 7 Final Development Handbook, which covers 67.56 acres east of Kiley Parkway, north of Windmill Farms Parkway and south of Lazy Five Parkway. There is a companion item on the City Council's agenda for review and possible approval of a tentative map designed with entrance gates, private streets, and 310 single-family lots. There is no impact to the general fund; a fiscal analysis was not required for this amendment to the Phase 7 handbook since the amendment would not change the permitted land uses or residential density.

The Public Hearing was opened at 5:26 p.m.; no comments were received.

A motion was made by Council Member Dahir, seconded by Council Member Bybee, to amend the final development handbook for Kiley Ranch North Phase 7 to allow for private streets on a site approximately 67.56 acres in size in the NUD (New Urban District-Kiley Ranch North) zoning district generally located east of Kiley Parkway, north of Windmill Farms Parkway and south of Lazy Five Parkway, Sparks, NV based on the information and findings set forth in this staff report. Council Members Abbott, Smith, Bybee, Dahir, YES. Lawson, ABSENT. Passed unanimously with those present.

**12. Comments**

**12.1 Comments from the Public** (Time: 5:41 p.m.) - None.

**12.2 Comments from City Council and City Manager** (Time: 5:41 p.m.)

Comments from the City Manager were moved to the beginning of the meeting (see Item 5.1). Mayor Martini requested that Community Relations Manager Julie Duewel check into a possible issue with the sound on televised City Council meetings for a citizen.

**13. Adjournment**

Council was adjourned at 5:41 p.m.

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GENO R. MARTINI, Mayor

ATTEST:

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Teresa Gardner, City Clerk

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