

MEMORANDUM OF UNDERSTANDING between the
CITY OF SPARKS, NEVADA
and the INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 731

WHEREAS, the City of Sparks, Nevada, a municipal corporation (City), and the International Association of Fire Fighters Local 731 (Local 731), have entered into a Collective Bargaining Agreement on January 27, 2025, that begins retroactively on July 1, 2024; and

WHEREAS, the City and Local 731 desire to amend the Collective Bargaining Agreement regarding Section 1, Article O; and

WHEREAS, the City and Local 731 agree that it is in the best interests of all parties that the CBA be amended to clarify the procedures for recalling laid off firefighters in their initial probationary period, even while the City and Local 731 negotiate for a successor Collective Bargaining Agreement;

NOW, THEREFORE, the parties agree to amend the January 27, 2025 Collective Bargaining Agreement as follows:

SECTION 1: This Memorandum of Understanding shall take effect as of June 26, 2025.

SECTION 2: The parties agree to amend Section 1, Article O of the Collective Bargaining Agreement as follows:

Article O - PERSONNEL REDUCTION

1. The City will abide by the current Civil Service Rules regarding personnel reduction except that employees who pass a physical and remain otherwise qualified for the position will be subject to recall for a period up to three (3) years from the effective date of the layoff. These procedures will not be amended without thirty (30) days prior written notice of the proposed amendment and negotiation of any change which is a mandatory subject of bargaining under NRS 288.150(2).
2. Firefighter Recruits, Firefighters, and Firefighter Paramedics who are laid off in their initial probationary period have rehire rights only into the Firefighter Recruit, Firefighter, or Firefighter Paramedic position, not the rehire rights into different departments or positions that may be available to classified employees under the Civil Service Regulations.
3. For purposes of this Article, firefighters and firefighter paramedics are an equivalent level in the "career ladder" as defined in City of Sparks Civil Service Regulations (currently listed as Chapter VIII Layoff Procedure).
4. Laid off employees in their initial probationary period will appear on the rehire list in order of the employee's seniority on their date of separation. The laid off employees will be placed on the laid off register, to be prepared by Human

Resources, with the most senior employee placed at the top of the rehire list. If more than one person is laid off on a future date, the employees added to the existing list will be added in order of their seniority with the most senior person the first to be rehired.

5. When an employee is contacted by the City by phone and email for rehire during the three-year period, the employee has seven (7) calendar days to respond that they are interested in reinstatement, or the next person on the list will be contacted.
6. During the three-year recall period, it is the former employee's responsibility to ensure that their contact information, including email and phone, is current and that the former employee still meets the minimum requirements of the available position.
7. This clause shall be in effect as long as any employee occupies the position of firefighter.

SECTION 3: Any provision of the January 27, 2025 Collective Bargaining Agreement that is not modified by this Memorandum of Understanding shall remain unchanged and in full force and effect, unless otherwise modified by the parties in writing.

IN WITNESS WHEREOF, the City of Sparks and the International Association of Fire Fighters, Local 731 have duly executed this Memorandum of Understanding this 25th day of August, 2025.

INTERNATIONAL ASSOCIATION OF FIRE
FIGHTERS, LOCAL 731



Mike Szopa, Vice President

CITY OF SPARKS



Ed Lawson, Mayor

ATTEST:



Lisa Hunderman, City Clerk



APPROVED AS TO FORM:



Wes Duncan, City Attorney