

CITY OF SPARKS, NEVADA
and the
OPERATING ENGINEERS LOCAL UNION NO. 3 NON-SUPERVISORY
MEMORANDUM OF UNDERSTANDING

WHEREAS the City of Sparks, Nevada, a municipal corporation ("City"), and the Operating Engineers Local Union No. 3 Skilled Workforce ("OE3") entered into a Collective Bargaining Agreement on July 11, 2022; and

WHEREAS the parties have met and have agreed to recommend changing two change two job titles of Records Technician to be split into the serious classification of Deputy City Clerk I, classification level 10, and Deputy City Clerk II, classification level 11; and to recommend the addition of the new job title of Logistics Coordinator with a classification level of 12, the new job title of Inclusion Recreation Coordinator, classification level still to be determined by Korn Ferry Hay Group, and the new job title of Marketing and Events Specialist, classification level still to be determined by Korn Ferry Hay Group; and agreed to allow any entry level position in the Appendix A to be filled at 5% below the starting salary in the capacity of a "Recruit" to assist the City in hiring and training candidates for difficult to fill positions, thereby amending Appendix A of the July 11, 2022, Collective Bargaining Agreement;

THEREFORE, upon City Council approval, the following changes will be effectuated:

Remove Records Technician, classification level 10; Replace with Deputy City Clerk I and Deputy City Clerk II, with classification levels of 10 and 11 respectively.

Add Logistics Coordinator, classification level 12

Add Inclusion Recreation Coordinator, classification level to be determined by Korn Ferry Hay Group

Add Marketing and Events Specialist, classification level to be determined by Korn Ferry Hay Group

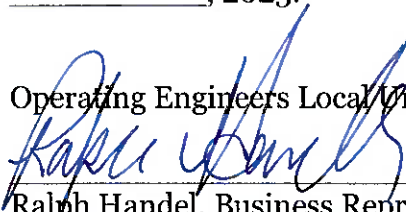
Agree to allow any entry level position in the Appendix A to be filled as a "Recruit" at a pay rate of 5% below the bottom of the pay range, with a separate probationary period of 6 months, to allow the City to employ and train candidates who otherwise may not meet the minimum qualifications to perform the job successfully; and who, if successfully promoted after training, would be eligible for a pay increase to a minimum of the bottom of the pay range of the entry level position.

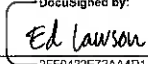
This amendment to Appendix A of the July 11, 2022, Collective Bargaining Agreement will be effective the first Monday of the first full pay period after Council approval of this Memorandum of Understanding.

IN WITNESS WHEREOF, The City of Sparks and Operating Engineers Local Union No. 3 Skilled Workforce have caused to be duly executed by their representatives this 9th day of January, 2023.

Operating Engineers Local Union No. 3 Skilled Workforce

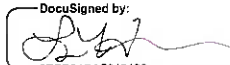
City of Sparks


Ralph Handel, Business Representative

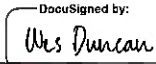
DocuSigned by:

Ed Lawson, Mayor
2FF0422E72AA4D1

Attest:


Tim Neep
Director Public Employees Division

DocuSigned by:

Lisa Hunderman, City Clerk
8E5B34DAF849400

Approved as to Form:

DocuSigned by:

Wes Duncan, City Attorney
C13B4B40D8AC4AC