

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

WHEREAS, the City of Sparks, Nevada, a municipal corporation (City), and the Sparks Police Supervisory Protective Association Sergeants (SPSPA-S) 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-S include changes to retiree health insurance eligibility; 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-S 2025–2027 CBA will be effective upon ratification of both SPSPA-S and the Sparks City Council:

1. Section 3, Article B, Paragraph 1, shall be amended by striking the following language thereto:

~~Eligibility: If the employee has not participated in the sick leave deferred compensation conversion program outlined in Section 4 of this Article Upon retirement, the employee has two options:~~

- a. Sick leave payoff in cash; or
- b. conversion of accumulated sick leave to pay for insurance benefit premiums.

~~If an employee has participated in the sick leave deferred compensation conversion program, sick leave cash out for any remaining balance is the only option.~~

~~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.~~

2. Section 3, Article B, Paragraph 4, shall be amended as follows:
Sick Leave Conversion to Deferred Compensation: This option is for active employees only. Upon completion of fifteen (15) years of PERS service, employees may elect to convert accumulated sick leave hours to cash and transfer it to the City's qualified deferred compensation program. The following conditions apply:
 - a. At no time shall the conversion reduce the hours of the employee's sick leave bank below eight hundred thirty (830) hours.

- b. The annual transfer cannot exceed ten-thousand dollars (\$10,000) and will be calculated using the employee's then current hourly rate of pay multiplied by the number of hours being converted. It is the employee's responsibility to complete the proper paperwork with the deferred compensation vendor to ensure the proper IRS limit is applied.
 - c. If the employee chooses the sick leave deferred compensation conversion program in any year, the employee is eligible to continue on the City's group health insurance plan for themselves and dependents at retirement.
 - d. An election to participate in the sick leave deferred compensation conversion program must be made annually. The election must be received by Payroll by the last pay period in January to be paid the last pay period in February.
 - e. ~~At retirement, the remaining balance of the sick leave bank will be subject to the sick leave cash-out provision section of the contract.~~
3. 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, Sergeants have caused to be duly executed by their representatives on the 8.00 day of September, 2025.

Sparks Police Supervisory Protective Association, Sergeants

Shawn Congdon
Shawn Congdon

City of Sparks

Ed Lawson
Ed Lawson, Mayor

Attest:


Lisa Hunderman, City Clerk



Approved as to Form:

Wes Duncan
Wes Duncan, City Attorney