

Original to
K. Cavanaugh 6-24-10

City of Sparks, Nevada
and the
International Association of Firefighters Local No. 1265
May 18, 2010

A-3530 Ammend. #2
6-14-2010

A.I. 7.1

This agreement is between the City of Sparks, Nevada, a municipal corporation ("City"), and the International Association of Firefighters Local No. 1265 (Firefighters).

Recitals

- a. The City and Firefighters entered into a multi-year collective bargaining agreement (CBA) for the period beginning July 1, 2005, through June 30, 2010, which was approved by the Sparks City Council on May 29, 2007.
- b. The parties entered into a memorandum of understanding (MOU) dated February, 2009 ('09 MOU), extending the duration of the CBA one (1) year, to June 30, 2011, and postponing the raises scheduled for July 1, 2009, and January 1, 2010, for one (1) year, to July 1, 2010, and January 1, 2011, respectively.
- c. To meet the City's demands for a 7.5% concession, prevent further staffing cuts that would affect firefighter safety and to avoid lay offs for Fiscal Year ("FY") 2010-and FY 2011, the City has requested financial assistance from the Firefighters, in the form of:

"...a permanent 7.5% reduction in wages and wage related benefits [estimated \$686,378] for FY 2010-11 with the clear goal of avoiding layoffs of fire personnel during FY 2010-11."

On April 28, 2010 the City laid off four (4) fire personnel and stated its intention to lay off seven (7) additional fire personnel in October, 2010, to balance the budget for FY 2010-11.

- d. On the basis of the above stated recitals, the City and the Firefighters have agreed to a further modification of the CBA on the Terms and Conditions set out below. The purpose of these modifications are to retain the four previously laid off fire personnel and prevent any other lay offs of Local 1265 personnel through June 30th 2011.

Terms and Conditions

1. The base salary rate increases scheduled for July 1, 2009 (2.1%), and January 1, 2010 (2.1%) in Article 7 and Appendix E of the CBA, and postponed by the '09 MOU to July 1, 2010, and January 1, 2011, respectively, shall not be paid to the Firefighters during FY 2010-11. Thus, the Firefighters will receive no salary increases during FY 2009-10 pursuant to the '09 MOU or during FY 2010-11, pursuant to this agreement.
2. The City is not responsible for paying and the Firefighters shall not receive the Uniform Allowance specified in Article 14, Section A of the CBA.
3. For FY 2010-11, the base salary rates for all bargaining unit members shall be decreased 2.3% below the base salary rates in effect June 30, 2010, the corresponding pay ranges will be reduced 2.3% as well, effective the first full pay period following July 1, 2010.
4. For FY 2010-11, the base salary rates for all bargaining unit members shall be decreased 1.05% below the pay rates adjusted in (3) above, the corresponding pay ranges will be reduced 1.05% as well, effective the first full pay period following July 1, 2010. This 1.05% reduction is to be effective for the duration of this MOU only, this 1.05% will be reinstated effective the first full day of the first full pay period following June 30, 2011.
5. The City agrees to immediately recall the four (4) laid off Local 1265 personnel and not to layoff any member of the bargaining unit represented by Local 1265 during FY 2010-11. In the event that any layoffs of Local 1265 personnel occur in FY 2010 or FY 2011 this agreement shall become null and void and the provisions of the 2005-1010 CBA and the 2009 MOU shall be reinstated retroactive to July 1, 2010 including all pay and uniform allowance.
6. Any provision of the CBA which is not modified by this Agreement shall remain unchanged and in full force and effect throughout the term of the CBA, as that term is modified by the '09 MOU.
7. The parties agree that in order to carry the intent of this Agreement into effect, the language of the current CBA articles shall be changed as follows:

Article 7. PAY RATES

A. Pay Rates: The pay rates set forth in Appendix "A" are gross compensation for full-time service in the several classes. No person in the classified service shall be paid at a rate above the maximum or below the minimum in the range to which her/his position class is assigned.

Fiscal Year 2005-2006

For the contract year 2005-2006, base salary rates for all bargaining unit members shall be increased 4.0% above the base salary rates in effect June 30, 2005, effective and retroactive to the first full day of the first full pay period following July 1, 2005.

For the contract year 2005-2006, base salary rates for Fire Apparatus Operator and Step 4 Firefighter shall be increased 1.5% above the base salary rates in effect December 31, 2005, effective and retroactive to the first full pay period following January 1, 2006.

Fiscal year 2006-2007

For the contract year 2006-2007, base salary rates for all bargaining unit members shall be increased 4% above the base salary rates in effect June 30, 2006, effective and retroactive to the first full day of the first full pay period following July 1, 2006.

Fiscal Year 2007-2008

For the contract year 2007-2008, base salary rates for all bargaining unit members shall be increased \$1,100 above the base salary rates in effect June 30, 2007, followed by a 2% increase to base salary rates, effective the first full day of the first full pay period following July 1, 2007.

For the contract year 2007-2008, base salary rates for all bargaining unit members shall be increased 3% above the base salary rates in effect December 31, 2007, effective the first full day of the first full pay period following January 1, 2008.

Fiscal Year 2008-2009

For the contract year 2008-2009 base salary rates for all bargaining unit members shall be increased \$600 above the base salary rates in effect June 30, 2008, followed by a 2.1% increase to base salary rates, effective the first full day of the first full pay period following July 1, 2008.

For the contract year 2008-2009, base salary rates for all bargaining unit members shall be increased 2.1% above the base salary rates in effect December 31, 2008, effective the first full day of the first full pay period following January 1, 2009.

Fiscal Year 2009-1010

No salary rate increase shall be applied.

Fiscal Year 2010-2011

For the contract year 2010-2011, base salary rates for all bargaining unit members shall be decreased 2.3% below the base salary rates in effect June 30, 2010, effective the first full day of the first full pay period following July 1, 2010.

The base salary rates for all bargaining unit members will be decreased an additional 1.05% for the duration of this MOU only, this 1.05% will be reinstated effective the first full day of the first full pay period following June 30, 2011.

The base salary rate increases scheduled for July 1, 2009 (2.1%), and January 1, 2010 (2.1%) in Article 7 and Appendix E of the CBA, and postponed by the '09 MOU to July 1, 2010, and January 1, 2011, respectively, shall not be paid to the Firefighters during FY 2010-11. Thus, the Firefighters will receive no salary increases during FY 2009-10 pursuant to the '09 MOU or during FY 2010-11, pursuant to this agreement.

Article 8. PAY INCREASES

- A. All Firefighters employed by the City shall be paid according to this Agreement effective July 1, 2005, through June 30, 2011. The step advancement system shall be based on objective testing standards.

Article 12. HOLIDAYS AND HOLIDAY PAY

Employees with HCT hours and Compensatory hours banked as of July 5, 2010, will have the number of hours multiplied by 2.3%. This is a one-time adjustment to counter the 2.3% pay reduction.

Article 14. CLOTHING ALLOWANCE

The City is not responsible for paying and Employees shall not accrue the Uniform Allowance specified in Section A below beginning July 1, 2010. The Uniform allowance accrued in the last fiscal quarter of FY 2009-2010 shall be paid as stated in section A (2).

A. Uniform Allowance: Employees who are required to maintain uniforms shall be paid a uniform allowance for the proper maintenance of uniforms.

(1) This allowance shall be twenty dollars and no cents (\$20.00) per week, computed from Monday at 00:00 a.m. through Sunday at 12:00 midnight.

(2) All uniform allowance shall be payable with the employee's regular pay for the pay period which includes the last day of a fiscal quarter, This payment shall include the uniform allowance for the last full week (Monday through Sunday) of the fiscal quarter. There shall be no prorating of uniform allowance. Uniform allowance shall not be paid to employees who are on Leave Without Pay Status, commencing with the first full pay period of absence.

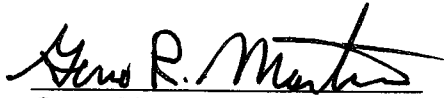
Article 34. DURATION OF AGREEMENT

This Agreement shall take effect July 1, 2005, and shall continue in force until June 30, 2011.

DATED this 14th day of June, 2010.

CITY OF SPARKS

LOCAL 1265 INTERNATIONAL
ASSN. OF FIREFIGHTERS

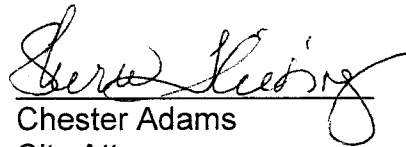

Geno Martini, Mayor

Kevin Cavanagh, President

ATTEST:

APPROVED AS TO FORM:

 
Linda Patterson
City Clerk


Chester Adams
City Attorney



Office of the
CITY CLERK

June 14, 2010

Mr. Kevin Cavanagh, President
Local 1265 International Association of Fire
Sparks Fire Department
1605 Victorian Avenue
Sparks, NV 89431

Dear Mr. Cavanagh:

On June 14, 2010, the Sparks City Clerk's Office has prepared a Memorandum of Understanding between the City of Sparks and the Local 1265 International Association of Firefighters, Local No. 1265; amending the multi-year collective bargaining agreement that began on July 1, 2005, through June 30, 2010.

Please stop by the City Clerk's Office at your earliest convenience to review the original memorandum. We will provide you with a fully executed copy of the memorandum at that time.

Please call me at (775) 353-2350 if you have any questions or concerns.

Sincerely,

A handwritten signature in cursive script that reads "Linda K. Patterson".

Linda K. Patterson
City Clerk and
Clerk of the City Council

cab

Copy:
Chris Syverson, Human Resources
Payroll
A-3530-2
A.I. 7.1



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On June 14, 2010, the Sparks City Council approved a Memorandum of Understanding between the City of Sparks and the International Association of Firefighters Local No. 1265; amending the multi-year collective bargaining agreement for the period beginning July 1, 2005, through June 30, 2010 (A-3530).

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