

**City of Carson City
Agenda Report**

Date Submitted: 12-5-14

Agenda Date Requested: 12-18-14

Time Requested: 10 minutes

To: Board of Supervisors

From: City Manager

Subject Title: Public hearing on the report of the City Manager regarding the fiscal impact of, and recommended approval of, the collective bargaining agreement between Carson City and the Fraternal Order of Police, Northern Nevada Lodge #8, on behalf of the Carson City Alternative Sentencing Officers (July 1, 2014-June 30, 2017). *(Nick Marano)*

Staff Summary: This agenda item will be considered immediately prior to, but combined with, the corresponding collective bargaining agreement and both items will be heard simultaneously. Negotiations between the City and the Fraternal Order of Police resulted in the proposed three year labor contract. This contract satisfies the interests of both the City and the employees. This matter is being considered in accordance with the public hearing process set forth in NRS 288.153.

Type of Action Requested: (check one)

Resolution

Ordinance

Formal Action/Motion

Other (Specify): Public Hearing

Does this Action Require a Business Impact Statement: Yes No

Recommended Board Action: No action required on this agenda item.

Explanation for Recommended Board Action: At the NRS 288.153 Public Hearing (and during the Board's consideration of the companion agenda action item for approval of the collective bargaining agreement), the City Manager is recommending approval by the Board. The parties agreed to a three year agreement retroactive to July 1, 2014 and ending on June 30, 2017. This is the first collective bargaining agreement for this Association. The Association was recognized by the Board as the exclusive bargaining unit for the Alternative Sentencing Officers in June, 2012.

Applicable Statute, Code, Policy, Rule or Regulation: N/A

Fiscal Impact: The total fiscal impact of the 3 year contract is \$35,144

Explanation of Impact: – Estimated costs per year are expected to be:

FY 2015 - \$13,008
FY 2016 - \$10,977
FY 2017 – \$11,159

The costs include a 2% COLA on July 1, 2014 and merits in FY 2015, FY 2016 and FY 2017 based on the salary range established by the Pontifex Study. They also include \$1,000 per employee per year for a uniform allowance, \$750 per year Supervisory POST pay per year, two additional “on call” hours per four week period – or 26 additional hours per employee per year and 65% dependent coverage (this is currently being received.). Most of the costs are in addition to the benefits they are currently receiving.

Supporting Material: Labor Agreement between Carson City and the Fraternal Order of Police, Northern Nevada Lodge #8, on behalf of the Carson City Alternative Sentencing Officers (July 1, 2014-June 30, 2017). *Please see following action item for supporting materials*
Prepared By: Melanie Bruketta, HR Director/Nick Providenti, Finance Director



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Reviewed By:

Marena Auerks DCM
(City Manager)

Date: 12-9-14

Willie Roberts
(Finance Director)

Date: 12/9/14

Joseph L. White
(District Attorney)

Date: 12/9/14

Board Action Taken:

Motion(s): _____ 1) _____ Aye/Nays
2) _____

(Vote Recorded By)