

**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 Carson City Sheriff's Supervisory Association, on behalf of the Carson City Sheriff's Sergeants Association effective July 1, 2014 to June 30, 2018. *(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 Sergeant's Association resulted in the proposed four 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 amended collective bargaining agreement), the City Manager is recommending approval by the Board. The parties agreed to a four year agreement retroactive to July 1, 2014 and ending on June 30, 2018. The changes to the agreement include the following:

- Article 6 Pay Rates and Work Day: the broad band language is removed and a step system is put into place at the end of the contract term. Each employee is assigned a step at the beginning of the contract and remains in the same step throughout the term of the contract. Except for the top

step, the steps have merit increases associated with them. Those employees who are placed in the top step at the beginning of the contract term will not receive a merit for the first three years, however, they will receive a one-time bonus of 1.5% of base salary.

- Article 14 Group Health Insurance: the dependent subsidy is increased from 50% to 65% in year two of the contract.
- Article 29 Special Pay Practices: the Peace Officer's Standard and Training Supervisory certificate was added into special pay. An employee who has either the Supervisory P.O.S.T. certificate or the Management P.O.S.T. certificate will receive 3% added to his base pay. The current language in the contract only allows an employee with the Management certificate to receive the incentive. P.O.S.T. changed its policies and will no longer allow a first-line supervisor to obtain the management certificate, however, they can obtain the new supervisor certificate.

Longevity will change from a flat rate of \$200 semi-annually with increases of \$25.00 semi-annually to ½% of the individual's base salary after five years of service up to a maximum of 8%.

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

**Fiscal Impact:** Estimated to be \$374,154 over the life of the 4 year contract

**Explanation of Impact:** The contract adjustment is estimated to cost as follows:

FY 2015 - \$35,636  
FY 2016 - \$33,336  
FY 2017 - \$34,336  
FY 2018 - \$46,639

The change in longevity is estimated to cost as follows:

FY 2015 - \$17,095  
FY 2016 - \$27,688  
FY 2017 - \$39,379  
FY 2018 - \$84,071

The change for increasing the city's cost of dependent medical care coverage is as follows:

FY 2015 - \$0  
FY 2016 - \$16,910  
FY 2017 - \$18,602

FY 2018 - \$20,462

**Supporting Material:** Labor Agreement between Carson City and the Carson City Sheriff's Supervisory Association, on behalf of the Carson City Sergeants (July 1, 2014-June 30, 2018). *Please see following action item for supporting materials*

**Prepared By:** Melanie Bruketta, HR Director/Nick Providenti, Finance Director

**Reviewed By:**

Marcus Quinn DCMI  
(City Manager)

Date: 12-9-14

Nick Providenti  
(Finance Director)

Date: 12/9/14

Joseph L. Ward Jr.  
(District Attorney)

Date: 12/9/14

**Board Action Taken:**

Motion(s): \_\_\_\_\_ 1) \_\_\_\_\_ Aye/Nays  
2) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
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\_\_\_\_\_

\_\_\_\_\_  
(Vote Recorded By)