



# STAFF REPORT

**Report To:** Board of Supervisors

**Meeting Date:** 07/19/18

**Staff Contact:** Nancy Paulson, City Manager

**Agenda Title:** For Possible Action: To approve the amended Collective Bargaining Agreement between Carson City and the Carson City Sheriff's Supervisory Association on behalf of the Carson City Sheriff's Sergeants, effective July 1, 2018 to June 30, 2023 with an estimated fiscal impact of \$986,000 to \$1,010,000 for the five (5) year period. . (Nancy Paulson, npaulson@carson.org)

**Staff Summary:** Carson City and the Carson City Sheriff's Supervisory Association have engaged in extensive negotiations for a successor Collective Bargaining Agreement (CBA). The proposed modified CBA is for a five (5) year term (July 1, 2018 to June 30, 2023) and includes modified language regarding compensation, banked annual leave hours, retirement age requirement, post retirement benefits, grievance procedures, uniform allowance and other technical, non-substantive changes.

**Agenda Action:** Formal Action/Motion

**Time Requested:** 15 minutes

---

## **Proposed Motion**

I move to approve the amended Collective Bargaining Agreement between Carson City and the Carson City Sheriff's Supervisory Association on behalf of the Carson City Sheriff's Sergeants, effective July 1, 2018 to June 30, 2023 with an estimated fiscal impact of \$986,000 to \$1,010,000 for the five (5) year period.

## **Board's Strategic Goal**

Organizational Culture

## **Previous Action**

On December 18, 2014, the Board of Supervisors approved the current CBA effective July 1, 2014 through June 30, 2018.

## **Background/Issues & Analysis**

Term

- The term of the Agreement is for five (5) years, effective July 1, 2018 to June 30, 2023.

Article 6--Compensation

- Increased Step 1 to be 4.6% above current Step 1. Changed from a 4 step pay system to 7 steps with salary increases of 3.5% between each step through Step 6. Step 7 will be determined based on average CPI for a minimum of 2% and a maximum of 3.5%. Employees will not be eligible to advance to Step 6 until FY 21 or Step 7 until FY 23. On July 1, 2018, Sergeants will be placed in a step based on their years of service as a sergeant with the Carson City Sheriff's Department. Beginning July 1, 2019, Sergeants that receive a "meets expectations" or better evaluation will receive a merit increase in increments of one step.
- Merit step increases will be effective on July 1 of each year.

Article 8--Annual Performance

- Performance evaluations will be done on July 1 of each year.

Article 11--Holiday Pay

- Amended to pay employees working overtime beyond their normal shift on a holiday at 2.5 times their hourly rate.

Article 12--Annual Leave (banked annual leave)

- Amended to adjust maximum allowed banked annual leave from 240 hours per calendar year to 280. This is consistent with other CBAs.

Article 14--Group Health Insurance (deletion of retirement age requirement; post retirement vision/dental)

- Deleted from the three (3) requirements for eligibility for retirement benefits the requirement that a Sergeant must attain the age of 47. This deletion is consistent with other CBAs.
- Amended to allow for post retirement vision and dental subsidies for retirees and eligible dependents.

Article 17--Employee Grievance Procedures

- Amended timeframe in which mediation for a grievance must be held unless mutually agreed to, from 21 days to 60 calendar days. This will help alleviate scheduling issues.

Article 28--Uniform Allowance

- Amended to increase body armor allowance from \$800 to \$1,250.
- Amended to increase reimbursement of lost or damaged items in the performance of duty from \$50 to \$100 for watches and sunglasses, from \$100 to \$300 for prescription eyeglasses, and a maximum of \$400 for all other items.

Article 29--Special Pay Practices

- Amended language to allow for a 2.5% base pay increase for officers expected to speak, read or write Spanish.

**Applicable Statute, Code, Policy, Rule or Regulation**

NRS Chapter 288 (Relations Between Governments and Public Employees), NRS Chapter 289 (Peace Officers)

**Financial Information**

Is there a fiscal impact?  Yes  No

If yes, account name/number: Sheriff's Department Salaries and Wages and Employee Benefit Accounts

Is it currently budgeted?  Yes  No

Explanation of Fiscal Impact: The provisions contained in the current CBA that expired on June 30, 2018, were used to develop the FY 19 Budget and FY 20 - 23 budget projections. This included moving the Sergeants through the 4 steps outlined in the current CBA. The estimated fiscal impact of the modified CBA effective July 1, 2018 to June 30, 2023 is the amount by which the proposed revisions exceed the original projections. The range in the fiscal impact is to account for the CPI calculation required to determine Step 7 in the final year of the contract. No impact has been included for provisions of the agreement that were not revised. A budget augmentation will be required in FY 19 to account for the proposed revisions from excess revenues or contingency in the General Fund.

**Alternatives**

Not to approve the CBA

**Board Action Taken:**

Motion: \_\_\_\_\_

1) \_\_\_\_\_

2) \_\_\_\_\_

Aye/Nay

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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