



STAFF REPORT

Report To: Board of Supervisors **Meeting Date:** July 18, 2019

Staff Contact: Nancy Paulson, City Manager

Agenda Title: Public Hearing: Report of the City Manager on the fiscal impact and recommended approval of the amended Collective Bargaining Agreement ("CBA") between Carson City and the Carson City Sheriff's Supervisory Association on Behalf of the Carson City Sheriff's Lieutenants/Captains ("Association"), effective July 1, 2019 to June 30, 2024 with an estimated fiscal impact of \$386,230 for the term of the Agreement. (Nancy Paulson, npaulson@carson.org)

Staff Summary: Carson City and the Association have engaged in extensive negotiations for a successor CBA as the current CBA expired on June 30, 2019. The proposed amended CBA is for a 5-year term, retroactive to July 1, 2019 and expiring on June 30, 2024. The proposed amended CBA includes changes to contract provisions concerning employee compensation (holiday pay, annual leave, uniform allowance and pay rates based on a new multi-tiered step system) and various technical, non-substantive revisions throughout.

Agenda Action: Other / Presentation **Time Requested:** 30 mins

Proposed Motion

Public hearing only. Motion on this CBA to be made immediately after this public hearing, as provided for on the agenda.

Board's Strategic Goal

Efficient Government

Previous Action

The previous CBA was adopted by the Board of Supervisors and made effective from July 1, 2015 to June 30, 2019.

Background/Issues & Analysis

Bargaining representatives for the City and the Association have tentatively agreed to the following changes in the proposed amended CBA, with a new effective date of July 1, 2019 to June 30, 2024:

Article 6 (Pay Rates): This Article is amended to eliminate banded salaries in favor of a new multi-tiered step system with annual salaries corresponding to the years of service attributable to Lieutenants and Captains employed by the Carson City Sheriff's Office. Six steps are proposed.

Article 10 (Holidays): This Article is amended to revise the way the beginning and end of certain work shifts are determined in calculating holiday pay.

Article 11 (Annual Leave): This Article is amended to increase the maximum annual leave accrual that may carry over each year from 240 to 280 hours.

Article 25 (Uniform Allowance): This Article is amended to increase the body armor allowance provided every five years and the reimbursement amounts for the replacement of certain personal property items that are damaged within the course and scope of employment.

A more detailed explanation of the foregoing, including monetary amounts revised for each Article, is attached to this staff report as supporting material.

Applicable Statute, Code, Policy, Rule or Regulation

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

Financial Information

Is there a fiscal impact? Yes

If yes, account name/number: General Fund / Sheriff's Office Salaries & Benefits Accounts

Is it currently budgeted? No

Explanation of Fiscal Impact: The City will likely have to augment the Sheriff's Office Salaries & Benefits budget by \$45,155.12 from General Fund contingency in FY 20 to eliminate the existing banded salary structure and move the employees covered under the proposed revised CBA into the Steps reflected in Appendix A to the CBA. This estimated augmentation represents a salary increase, longevity increase (because longevity is a percentage of base pay) and PERS and other benefits based on a percentage of salaries.

Alternatives

N/A - Public hearing only.

Attachments:

[Fiscal Impact 7-18-19.pdf](#)

[Lieutenants_Captains_CBA_Article Revision Explanations.docx](#)

Board Action Taken:

Motion: _____	1) _____	Aye/Nay
	2) _____	_____

(Vote Recorded By)

6/6/2019

Captains - Final Negotiated

SSS 7	\$	105,825.00	2020	10% above Sergeants highest possible Salary in year 5			
SSL 1	\$	116,407.50					
SSL 2	\$	119,899.73	3.0%				1st Yr
SSL 3	\$	123,496.72	3.0%				Increase
SSL 4	\$	127,201.62	3.0%	Captain 938 - Step 2	<u>Captain</u>	<u>YOS</u>	
SSL 5	\$	131,653.67	3.5%	Captain 486 - Step 4	2 years	23	5.50%
SSL 6	\$	136,261.55	3.5%	Captain 492 - Step 4	6 years	25	11.87%
					15 years	26	10.20%

Longevity remains at 8%

No one can move to SSL 5 until FY22, and SSL 6 until FY24

BASE 2019

	2,752,149.71 No increases	
	<u>Budget 3%</u>	<u>City Proposed</u>
2020	558,416.20	603,571.32
2021	575,168.69	609,318.75
2022	592,423.75	629,658.27
2023	610,196.46	636,771.96
2024	628,502.35	659,058.98
	<u>2,964,707.45</u>	<u>3,138,379.28</u>
	212,557.74	386,229.57

Summary Explanation of Proposed Revisions to the Collective Bargaining Agreement Between
Carson City and the Carson City Sheriff's Supervisory Ass'n
on Behalf of the Carson City Sheriff's Lieutenants/Captains

As tentatively agreed at the conclusion of the last negotiation meeting on May 23, 2019:

1. New term: 5-year contract, beginning July 1, 2019.
2. Article 10 (Holidays): Mirror the language for holiday pay as set forth in the Sergeants' contract, which provides that holidays for: (1) day shift and swing shift are those hours included in the 24-hour period starting at midnight of the designated holiday and ending at midnight the following day; and (2) graveyard shift are those hours included in the 24-hour period starting at the beginning of the regularly scheduled start time for the graveyard shift before the holiday and ending at the regularly scheduled start time for the graveyard shift the following day.
3. Article 11 (Annual Leave): Mirror the language in the Sergeants' contract to increase the maximum annual leave accrual from 240 to 280 hours.
4. Article 25 (Uniform Allowance): Mirror the language in the Sergeants' contract by increasing the body armor allowance from \$800 (every 5 years) to \$1,250 and reimbursement in the event of damage at the following amounts for the following items: (1) sunglasses and watches, increase from \$50 to \$100 per incident; (2) prescription glasses or sunglasses, increase from \$100 (plus 50% of cost over \$10 up to maximum of \$200 per incident) to blanket \$300 per incident; and (3) all other items, increase from \$200 to \$400 per incident.
5. Article 6 (Pay Rates): Eliminate banding in favor of the following steps:

SSL 1	\$116,407.50	
SSL 2	\$119,899.73	3%
SSL 3	\$123,496.72	3%
SSL 4	\$127,201.62	3%
SSL 5	\$131,653.67	3.5%
SSL 6	\$136,261.55	3.5%

Additionally, based on years of service, members of the bargaining unit will be placed into the following steps on year one of the CBA: one Captain into SSL 2 and two Captains into SSL 4.

Furthermore, no member may move to SSL 5 until FY22 or SSL 6 until FY24.

All other Articles will remain the same, with the exception of any appropriate clerical / technical changes upon mutual agreement between the parties before contract execution for the sole purpose of making revisions for language consistency, formatting and grammatical and typographical corrections.