

**City of Carson City
Agenda Report**

Date Submitted: 11-12-13

Agenda Date Requested: 11-21-13

Time Requested: 15 minutes

To: Board of Supervisors

From: Larry Werner, 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 Employee's Association effective July 1, 2013 to June 30, 2015 and the Addendum between Carson City, District Court, Justice Court and the Employee's Association.

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 Employee's Association resulted in the proposed two 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: None (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 keep the current terms and conditions in place with the addition of the following:

- Article 13 Retirement: the parties agree to share in PERS contribution increases.
- Article 14 Salaries: the parties agree to a cost-of-living increase July 1, 2013 0%, January 1, 2014 1%, July 1, 2014 2%.
- Article 17 Annual Leave: the parties agree to a reduction in annual leave accrual beginning July 1, 2014.
- Article 18 Paid Sick Leave: the parties agree that on January 1, 2014, sick leave pay-out will change.
- Article 24 Insurance Benefits: the parties agree to change the dependent subsidy for health, dental, life and vision from a set amount to 65%. In addition, the parties agree to a retirement medical subsidy.

The parties also agreed to make several modifications throughout the contract to clarify provisions of the Agreement. This action also includes approving the Court's Addendum, which addresses management rights, compensation, disciplinary actions, and layoff policy and procedure for court employees.

Applicable Statute, Code, Policy, Rule or Regulation: NRS 288

Fiscal Impact: \$1,946,946 estimated for the 2 year contract period.

Explanation of Impact: The city budgeted a 2% COLA, merits and a fixed dependent medical subsidy in FY 2014. We also used these numbers when we projected FY 2015. The total cost of the CCEA contract assuming these assumptions is \$2,229,553. Based on the actual negotiated contract, the city will be saving almost \$300,000 over the 2 year period based on how the budget and the projections were prepared. Because of the additional retirement medical benefit, we will be transferring 1% of salaries from all funds to the Group Medical Fund to pay for these benefits in the future.

Supporting Material: Agreement between Carson City and the Carson City Employee's Association, July 1, 2013-June 30, 2015.

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