

**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 Deputy Sheriff's Association effective July 1, 2014 to 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 Deputy's Association 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 amended 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. The changes to the agreement include the following:

- Article 6 Pay Rates: The contract adjustments are: 3% (FY 2015), 3% (FY 2016) and 2% (FY 2017)
- Article 14 Group Health Insurance: The dependent subsidy will increase from 50% to 65% in FY 2016
- Article 31 Additional Pay: 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 \$946,715 over the life of the 3 year contract.

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

FY 2015 - \$170,845
FY 2016 - \$175,970
FY 2017 - \$120,833

The change in longevity is estimated to cost as follows:

FY 2015 - \$89,847
FY 2016 - \$113,174
FY 2017 - \$135,138

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

FY 2015 - \$0
FY 2016 - \$67,099
FY 2017 - \$73,809

Supporting Material: Labor Agreement between Carson City and the Carson City Deputy Sheriff's Association, on behalf of the Carson City Sheriff's Deputies (July 1, 2014-June 30, 2017) *Please. See following action item for supporting materials*

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



Reviewed By: MARLENE A. WINKS DCU
(City Manager)

Date: 12-9-14

Uhl A. Puliti
(Finance Director)

Date: 12/9/14

Joseph D. ...
(District Attorney)

Date: 12/9/14

Board Action Taken:

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

(Vote Recorded By)