

**City of Carson City
Agenda Report**

Date Submitted: 7.28.15

Agenda Date Requested: 8.6.15

Time Requested: 30 minutes

To: Board of Supervisors

From: Nick Marano, City Manager

Subject Title: *(For possible action:)* Action to approve the collective bargaining agreement between Carson City and the Carson City Employee's Association (July 1, 2015-June 30, 2021). *(Nick Marano, nmarano@carson.org)*

Staff Summary: This agenda item will be considered immediately after, but combined with, the corresponding collective bargaining agreement and both items will be heard simultaneously. Negotiations between the City and the Carson City Employee's Association resulted in the proposed six 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):

Does this Action Require a Business Impact Statement: Yes No

Recommended Board Action: I move to approve the collective bargaining agreement between Carson City and the Carson City Employee's Association (July 1, 2015-June 30, 2021).

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 recommends approval by the Board. The parties have tentatively agreed to a six year agreement retroactive to July 1, 2015 and ending on June 30, 2021. The following substantive changes are proposed:

- Article 2.7: The parties agree that the Association must reimburse the City for Association business time or offset the value in concessions.

- Article 8: The parties agree to allow the Director of Health and Human Services and the professional nursing staff to enter into agreements for flex schedules. In addition, language was added in the article that allows other Departments/Offices to enter into flex schedule agreements with employees.
- Article 14.1 The parties agree to use the compensation schedule attached to the agreement. The employees are not entitled to a cost-of-living increase, however the salary schedule will increase by 1.75% during the term of the contract beginning on July 1, 2016.
- Article 14.2 The parties agree to the following merit increases:
 - 3.0% meets expectations
 - 4.5% above expectations
 - 5.5% outstanding
- Article 18.3 The parties agree to the following language change:

Language changed to reflect that an employee is entitled to take 60 days off from the date a claim is filed (not the date of injury) without having his sick leave accruals taken unless temporary light duty is provided.
- Article 34.2 The Agreement has language added referencing Senate Bill 241.

The parties negotiated changes recommended by the Pontifex classification and compensation study. Staff recommends approving the changes made to the Pontifex recommendations as follows:

- Assistant Planner T1 to T2
- Document Control Specialist added with a grade of T2 (Pontifex recommended Office Specialist A2)
- Civil Engineering Designer T2 to T3
- Environmental Health Specialist T2 to P1
- Public Safety Communication Operator A3 to A4
- Senior Legal Assistant A4 to T2
- Legal Assistant A3 to T1
- Recordation Technician A3 to A4
- Landfill Worker A2 to T1
- Sewer Technician 1 A1 to A3
- Streets Technician 1 A1 to A3
- Sewer Technician 2 A2 to T1
- Streets Technician 2 A2 to T1

- Sewer Technician 3 A3 to T2
- Streets Technician 3 A3 to T2
- Sr. Sewer Technician A4 to T3
- Sr. Streets Technician A4 to T3
- Sr. Water Dist. Tech T3 to T4
- Warehouse Supp. Cord. A4 to T3

Grade T5 (\$53,097-\$79,646) is added and the following positions are moved into the T5 Grade:

- Environmental Control Foreman
- Fleet Services Foreman
- Landfill Foreman
- Sewer Operations Foreman
- Streets Foreman
- Water Distribution Foreman
- Water Meter Operations Foreman
- Water Production Foreman

The following positions are created and assigned to Grade T5:

- Electrical Communications Foreman
- Control Systems Foreman

Staff recommends approval of the following reclassifications with a 10% increase effective July 1, 2015 as well as moving the performance review dates to July 1st beginning July 1, 2016:

- E. Prichard- Patient Care Technician A2 to Senior Patient Care Technician A3
- E. Martin- Senior Office Specialist A3 to Administrative Assistant A4
- K. White- Office Specialist A2 to Account Technician A3
- C. Gower- Office Specialist A2 to Sr. Office Specialist A3 (no increase- employee is y-rated)
- A. Livesay- Office Specialist A2 to Sr. Office Specialist A3
- L. Barr- Senior Office Specialist A3 to Administrative Assistant (A4)
- C. Santillo-Office Specialist A2 to Administrative Assistant (A4)

Staff recommends approval of the following promotions with a 10% increase effective July 1, 2015 as well as moving the performance review dates to July 1st beginning July 1, 2016:

- N. Richardson- Water Dist. Tech 1 (A3) to Water Dist. Tech 2 (T1)
- T. Jost- Water Production Op. 2 (T2) to Water Prod. Op. 3 (T3)

- J. Catlett, J. Brown, K. Bowers and G. Wood- Street Tech 1 (A1) to Street Tech 2 (T2)

Staff recommends approval of a 5% increase for the following positions due to reclassification requests made in January, 2015 as well as moving the performance review dates to July 1st beginning July 1, 2016. The following incumbents are being placed into the recommended Pontifex jobs and ranges:

- C. Duque-Jones Accountant (P1)
- L. Kramer Accounting Technician (A3)
- H. Mandel Accounting Technician (A3)

By implementing Pontifex, the City has moved away from providing cost-of-living increases. An employee's increase in base pay is based on job performance only. In addition to the Pontifex changes, there are several reclassifications of positions and promotions. In addition, contract language is cleaned up through the removal of old language and the correction of typographical errors.

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

Fiscal Impact: The total amount of the contract is estimated to be \$102,498,538 for the 6 year period. Approximately 60% of this amount is General Fund.

Explanation of Impact: The fiscal impact over the amounts budgeted in FY 2016 and the original 3% increases projected for each year from FY 2017 to FY 2021 are as follows:

FY 2016 -	\$106,902
FY 2017 -	\$289,076
FY 2018 -	\$470,212
FY 2019 -	\$645,658
FY 2020 -	\$812,239
FY 2021 -	\$962,705
Total	<u>\$3,286,792</u>

Supporting Material: Please reference the proposed labor contract attached as supporting material for the Public Hearing agenda item: Labor Agreement between Carson City and the Carson City Employee's Association (July 1, 2015- June 30, 2021) and Fiscal Impact of Proposed Contract slide

Prepared By: Melanie Bruketta, HR Director/Nancy Paulson, Finance Director *13*

Reviewed By:

M. J. Smith
(City Manager)

Date: 7/28/15

Nancy Paulson
(Finance Director)

Date: 7/28/15

John G. Johnson
(District Attorney)

Date: 7/28/15

Board Action Taken:

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

(Vote Recorded By)