



STAFF REPORT

Report To: Board of Supervisors

Meeting Date: 6/15/17

Staff Contact: Nick Marano, City Manager

Agenda Title: For Possible Action: To Approve the amended Collective Bargaining Agreement ("CBA") between Carson City and the Fraternal Order of Police, Northern Nevada Lodge #8 ("Union") on behalf of the Alternative Sentencing Officers employed with the City's Department of Alternative Sentencing, effective July 1, 2017 to June 30, 2021 with an estimated fiscal impact of \$25,419 for the term of the agreement (Nick Marano; nmarano@carson.org).

Staff Summary: Carson City and the Union have engaged in extensive negotiations for a successor CBA as the current CBA is set to expire on June 30, 2017. The proposed amended CBA is for a four (4) year term, beginning on July 1, 2017 and expiring on June 30, 2021. The proposed amended CBA includes changes to contract provisions concerning employee compensation, group health insurance, work schedules, employee discipline and various technical, non-substantive changes throughout.

Agenda Action: Formal Action/Motion

Time Requested: 30 minutes

Proposed Motion

I move to approve the amended Collective Bargaining Agreement between Carson City and the Fraternal Order of Police, Northern Nevada Lodge #8 for a (4) year term, beginning on July 1, 2017 and expiring on June 30, 2021 with the proposed changes as reflected in the amended Agreement.

Board's Strategic Goal

Organizational Culture

Previous Action

On December 18, 2014, the Board of Supervisors approved the current CBA, also the Union's first labor agreement with the City, effective July 1, 2014 through June 30, 2017.

Background/Issues & Analysis

This agenda item will be combined with and considered for action immediately after the corresponding public hearing agenda item concerning the report of the City Manager on the fiscal impact and recommended approval of the amended CBA. Negotiations between the City and the Union resulted in the proposed amended four (4) year labor contract which represents a compromised agreement that has mutual benefits for the City and the Department of Alternative Sentencing Officers who comprise the bargaining unit for the Union. This matter is being considered in accordance with the provisions of NRS Chapter 288, which establish statutory requirements governing relations between governments and public employees.

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: Department of Alternative Sentencing - Salaries and Wages and Employee Benefits Accounts

Is it currently budgeted? Yes No

Explanation of Fiscal Impact: The estimated fiscal impact is \$25,419 for the term of the proposed agreement. The proposed changes to the merit pay percentages were used to develop the FY 18 Budget and FY 19 - 21 budget projections. When estimating merit increases, the middle range or the "above expectations" merit pay increase - which for the proposed agreement is 4.5% - is used for estimating fiscal impact. The estimated fiscal impact is the difference between the merit pay increase calculated at 4.5% versus the "above expectations" rate of 3.5% from the current agreement. No impact has been included for provisions of the agreement that were not revised.

Alternatives

Do not approve the proposed amended CBA.

Board Action Taken:

Motion: _____

1) _____

2) _____

Aye/Nay

(Vote Recorded By)