



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 between Carson City and the Carson City Deputy Sheriff's Association on behalf of the Carson City Sheriff's Deputies, effective July 1, 2017 to June 30, 2021 with an estimated fiscal impact of \$1,346,613 for the term of the agreement.

Staff Summary: Carson City and the Carson City Deputy Sheriff's Association (CCDSA) have engaged in extensive negotiations for months for a successor Collective Bargaining Agreement (CBA). The proposed amended CBA is for a four (4) year term (July 1, 2017 to June 30, 2021) and includes modified language regarding compensation, lateral hires, banked annual hours, retirement age requirement, post retirement benefits, uniform allowance, CCDSA leave time, employment probation procedures, grievance procedures and 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 Carson City Deputy Sheriff's Association on behalf of the Carson City Sheriff's Deputies for a (4) year term beginning July 1, 2017 to June 30, 2021 with the proposed language as reflected in the amended agreement and with an estimated fiscal impact of \$1,346,613.

Board's Strategic Goal

Organizational Culture

Previous Action

On December 18, 2014, the Board of Supervisors approved the current CCDSA CBA effective July 1, 2014 through June 30, 2017.

Background/Issues & Analysis

The parties reached Tentative Agreements as illustrated in the supporting materials and its anticipated that the CCDSA will vote and ratify the Agreement. The parties took this opportunity to clean up the language of the Agreement for consistency. The following is a summary of the substantive changes:

Term

- The term of the Agreement is for four(4) years, effective July 1, 2017 to June 30, 2021.

Article 6--Compensation

- Deputies were taken out of the cap-banding system and placed into a 10 step pay system with salary increases ranging from 3.4% to 4.9% between each step. On July 1, 2017, Deputies will be placed in a step based on their years of service with the Sheriff's Department. Beginning July 1, 2018 Deputies that receive a

“meets expectations” or better evaluation will receive a merit increase in increments of one step. Deputies will not be allowed to move above a step 9 until July 1, 2019.

Article 6--Compensation (lateral hires)

- Amended to allow the Sheriff to hire deputies at a rate comensurate with experience, training, and/or education. This will help with recruiting efforts.

Article 12--Annual Leave (banked annual leave)

- Amended to allow for banked annual leave from 240 hours per year to 280. This is consistent with other CBAs.

Article 14--Group Health Insurance (deletion of retirement age requirement; post retirement vision/dental)

- Deleted from the three (3) requirements for eligibility for retirement benefits the requirement that a deputy must attain the age of 47. This deletion is consistent with other CBAs.
- Amended to allow for post retirement vision and dental health coverage by the city for retiree. CCDSA is the only unit not getting this benefit.

Article 17--Employee Grievance Procedures

- Amended timeframe in which mediation for a grievance must be held unless otherwise agreed to, from 21 days to 60 calendar days. This will help alleviate scheduling issues.

Article 22--Shift Differential

- Amended language to reflect shift differential pay of \$1.50 per hour for each hour actually worked during the entire shift. This change will help solve bookkeeping issues.

Article 26--Safety

- Amended language to allow for a sergeant to act in a role-down capacity as deputy, only when necessary for providing minimum staffing levels.

Article 30--Uniform Allowance

- Amended to allow for \$1,700 total per year for uniform allowance from the current \$850 per year plus \$50 increases per year since 1999. Additionally, provide for body armor from \$800 to \$1,250.
- Amended to allow for reimbursement of lost or damaged items in the performance of duty from \$50 to \$100 for watches and sunglasses, from \$100 to \$300 for prescription eyeglasses, and a maximum of \$400 for all other items.

Article 31--Additional Pay (education incentive, Spanish speakers, school resource officer)

- Amended language to provide a uniform system of additional pay for bachelors and associates degrees related to the Sheriff's office.
- Amended language to allow for 5% base pay increase for a school resource officer.
- Amended language to allow for a 2.5% base pay increase for officers expected to Speak, read or write Spanish.

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: Sheriff's Department Salaries and Wages and Employee Benefits Accounts.

Is it currently budgeted? ☒ Yes ☐ No

Explanation of Fiscal Impact: The provisions contained in the current CBA that will expire on June 30, 2017, were used to develop the FY 18 Budget and FY 19 - 21 budget projections. This included a 2% annual increase in wages for FY 18 - 21. The estimated fiscal impact of the modified CBA effective July 1, 2017 to June 30, 2021 is the amount by which the proposed revisions exceed the original projections. No impact has been included for provisions of the agreement that were not revised.

Alternatives

Don't approve the CBA

Board Action Taken:

Motion: _____

1) _____
2) _____

Aye/Nay

(Vote Recorded By)