



STAFF REPORT

Report To: Board of Supervisors **Meeting Date:** March 4, 2021

Staff Contact: Nancy Paulson, City Manager

Agenda Title: PUBLIC HEARING:
For Discussion Only: Presentation and report of the City Manager on the fiscal impact and recommended approval of a proposed Memorandum of Understanding (“MOU”) between Carson City and the Carson City Fire Fighters Association, International Association of Firefighters Local 2251 (“Local 2251”), effective July 1, 2020 to June 30, 2023, for the supervisory (Battalion Chiefs’) bargaining unit at the Carson City Fire Department (“CCFD”) with an estimated fiscal impact of \$272,821.03 for the term of the MOU. (Nancy Paulson, npaulson@carson.org)

Staff Summary: Carson City and Local 2251 have engaged in negotiations for a successor collective bargaining agreement (“CBA”) for the Battalion Chiefs’ bargaining unit at CCFD as the current CBA expired on June 30, 2020. The proposed MOU extends the current CBA for a 3-year term, retroactive to July 1, 2020, and expires on June 30, 2023. The proposed MOU continues 3 percent cost of living adjustments for the term of the MOU. The MOU is set to expire at the same time as the Third Amended Collective Bargaining Agreement between Carson City and Local 2251 for the non-supervisory (Fire Fighters) bargaining unit at CCFD so that the supervisory and non-supervisory bargaining units can negotiate together for one CBA covering both bargaining units.

Agenda Action: Other / Presentation **Time Requested:** 20 minutes

Proposed Motion

Public Hearing Only. A motion on the MOU is scheduled to be made immediately after the public hearing, as provided on the agenda.

Board's Strategic Goal

Efficient Government

Previous Action

May 6, 2010 – the Board of Supervisors approved the Collective Bargaining Agreement between Carson City and the Carson City Fire Department Classified Chief Officers Association effective from July 1, 2010 to June 30, 2014.

November 21, 2013 – the Board of Supervisors approved the Second Collective Bargaining Agreement between Carson City and the Carson City Fire Department Classified Chief Officers Association effective from July 1, 2010 to June 30, 2020.

Background/Issues & Analysis

Bargaining representatives for the City and the Local 2251 have met and tentatively agreed to the following changes in the extended CBA, which are memorialized in the MOU, effective July 1, 2020 to June 30, 2023:

Article 6. Salaries: This article is amended to include 3 percent cost of living adjustment for fiscal years (FYs) 2021, 2022, and 2023.

Article 40. Parity: This article is amended to extend the date from June 30, 2020 to June 30, 2023.

These changes result in an estimated fiscal impact to the City of \$272,821.03 in increased labor and benefits costs. This fiscal impact was created in May or June 2020 and assumes that all Battalion Chiefs at the time of the calculation continued in their existing position for the next three years. Since this fiscal impact was created, one Battalion Chief has retired. That Battalion Chief was replaced by another Battalion Chief, who earns less than the retiring Battalion Chief. As of the date of this staff report, the open Battalion Chief position has yet to be filled. The retirement, transfer, and open position in the Battalion Chiefs bargaining unit will result in unforeseen savings for the City.

The MOU, the extended CBA, and the fiscal report required by NRS 288.153 are attached to the next agenda item.

Applicable Statute, Code, Policy, Rule or Regulation

NRS Chapter 288

Financial Information

Is there a fiscal impact? No

If yes, account name/number: N/A

Is it currently budgeted?

Explanation of Fiscal Impact: N/A – Public hearing item only

Alternatives

N/A – Public hearing item only

Attachments:

Board Action Taken:

Motion: _____	1) _____	Aye/Nay
	2) _____	_____

(Vote Recorded By)