Agenda Item No: 15.D



STAFF REPORT

Report To: Board of Supervisors **Meeting Date:** June 17, 2021

Staff Contact: Nancy Paulson, City Manager and Melanie Bruketta, Human Resources Director

Agenda Title: PUBLIC HEARING: Report of the City Manager on the fiscal impact and recommended

approval of the collective bargaining agreement ("CBA") between Carson City and the Carson City Deputy Sheriff's Association ("CCDSA") on behalf of the Carson City Deputy

Sheriffs, effective July 1, 2021 to June 30, 2026 with an estimated fiscal impact of \$1,855,216 for the term of the CBA. (Nancy Paulson, npaulson@carson.org and Melanie

Bruketta, mbruketta@carson.org)

Staff Summary: Carson City and CCDSA have engaged in extensive labor negotiations for a successor CBA as the current CBA expires on June 30, 2021. The CBA is for a 5-year term beginning on July 1, 2021 through June 30, 2026, and includes changes to contract provisions concerning compensation (Article 6), holiday pay (Article 11), annual leave (Article 12), sick leave (Article 13), retirement contributions (Article 29), additional pay (Article 31), court time (Article 33) and various clerical, non-substantive changes throughout. This matter is being considered in accordance with the public hearing process

set forth in NRS 288.153.

Agenda Action: Other / Presentation Time Requested: 20 minutes

Proposed Motion

Public hearing only. The motion and vote on this CBA will be made immediately after the public hearing as provided for on the agenda.

Board's Strategic Goal

Organizational Culture

Previous Action

The Board of Supervisors approved the last CBA between the parties on June 15, 2017 with a contract term of July 1, 2017 through June 30, 2021.

Background/Issues & Analysis

Bargaining representatives for the City and CCDSA have tentatively agreed to the following changes in the proposed successor CBA, for a 5-year term commencing on July 1, 2021 and ending on June 30, 2026:

Article 6- Compensation

- During the term of the CBA the steps reduce from 10 to 7.
- Steps are adjusted so that there is a 4% difference between each step.
- Cost-of-living increase:
 - 1.75% July 1, 2021
 - 2.0% July 1, 2022
 - 2.0% July 1, 2023

2.0% July 1, 2024 2.0% July 1, 2025

- -Implementation of a two-step pay system for non-POST certified deputies.
- -Increase probationary period from 12 months to 18 months for non-POST certified deputies.

Article 11- Holidays

- Language changed to match the sergeants/captains' labor contract provision that defines when the holiday starts and ends for each shift and adding a specific reference that Article 9 - Callback, may be applicable at times.

Article 12- Annual Leave

- Language changed to allow employees to accrue up to 300 hours of annual leave rather than 280 hours. This matches the language in the Unclassified Resolution for unclassified employees.

Article 13- Sick Leave

- Language revised to clarify that employees may elect to use sick leave prior to being placed on FMLA leave.

Article 14 Group Health Insurance

- Revised to add a life insurance subsidy for employees who retire on or after July 1, 2021.

Article 29- Retirement Contributions

- Removed language that required the Sheriff to seek Board of Supervisor approval for employees seventy years of age or older to remain employed.

Article 31- Additional Pay

- Added 5% additional pay for those employees who perform behavioral health officer and detention medical officer duties; added 5.5% additional pay for holding a Master's Degree; removed payment for Management POST certificate; added language that once a deputy takes responsibility for a canine the deputy is entitled to the K-9 pay; added 10% additional pay for State Narcotics Task Force, Federal Task Forces, Special Enforcement Team and Tri-County Gang Unit; added language that the Sheriff may extend a specialty assignment longer than one year; removed the requirement that a deputy must speak, read or write in Spanish at least three times a week in order to be eligible for Spanish pay; and added language that an employee who receives any additional pays excluding longevity and acting pay is restricted to payment equaling no more than 17.5%.

Article 33- Court Time

-Changed the language that required the District Attorney to notify a deputy at least two hours or more prior to the off-duty employee's court appearance to no later than 7:00 p.m. the night before the court appearance in order to avoid payment of court time.

Applicable Statute, Code, Policy, Rule or Regulation

NRS Chapter 288

Financial Information

Is there a fiscal impact? Yes

If yes, account name/number: Sheriff's Office salaries and wages and employee benefit accounts

Is it currently budgeted?

Explanation of Fiscal Impact: Included in the Fiscal Year ("FY") 2022 budget adopted by the Board of Supervisors on May 20, 2021 are base step increases for each deputy based on the previous contract. Please see attachment for additional costs in excess of what was already budgeted. The Finance Department

included a \$500,000 contingency for each of the 5 years in the projection presented to the Board of Supervisors during the FY 2022 budget meetings, as it was known that two of the largest labor contracts between the City and employee associations, including this CBA, would expire on June 30, 2021. Changes to this CCDSA CBA are cumulative; therefore, in the attached schedule there is a large adjustment for FY 2026 as the 2% Cost of Living Adjustment (COLA) is new, as well as the 15% for standby and other incentive pays negotiated. The current CBA expiring June 30, 2021 does not have a COLA and therefore the current salary range tops out at step 10 with no further increases. Original projections had a number of deputies topped out over the 5 year period. Projections are based on current employees, with no estimated termination savings. This is the maximum fiscal projection based on a circumstance where all current deputies do not separate from City employment and also attain a performance review of meets expectations or better throughout the term of the CBA.

| CBA. | | |
|--|--------------------------|--|
| Alternatives N/A - public hearing only. | | |
| Attachments: BOS Presentation - DSA Negoti | ated Rates - 2022-26.pdf | |
| Board Action Taken: Motion: | 1) 2) | |
| | | |
| (Vote Recorded By) | | |

CARSON CITY, NEVADA - DEPUTIES NEGOTIATIONS PROPOSED SALARY SCHEDULE FOR CCDSA - EXPLANATION OF FISCAL IMPACT

Negotiated Step Tables - July 1, 2021 through June 30, 2026

| | | FY22 | FY23 | FY24 | FY25 | FY26 |
|-------------------------|----|----------|----------|----------|----------|----------|
| Deputies | _ | 7/1/2021 | 7/1/2022 | 7/1/2023 | 7/1/2024 | 7/1/2025 |
| | 1 | 26.42869 | 0 | 0 | 0 | 0 |
| | 2 | 27.4858 | 28.5262 | 0 | 0 | 0 |
| | 3 | 28.5853 | 29.6672 | 30.2606 | 0 | 0 |
| | 4 | 29.7287 | 30.8539 | 31.4710 | 32.1004 | 32.7424 |
| | 5 | 30.9178 | 32.0881 | 32.7298 | 33.3844 | 34.0521 |
| | 6 | 32.1545 | 33.3716 | 34.0390 | 34.7198 | 35.4142 |
| | 7 | 33.4407 | 34.7065 | 35.4006 | 36.1086 | 36.8308 |
| | 8 | 34.7784 | 36.0947 | 36.8166 | 37.5529 | 38.3040 |
| | 9 | 36.1695 | 37.5385 | 38.2893 | 39.0551 | 39.8362 |
| | 10 | 37.6163 | 39.0400 | 39.8208 | 40.6173 | 41.4296 |
| | | | | | | |
| COLA | | 1.75% | 2.00% | 2.00% | 2.00% | 2.00% |
| Non Donution (Dro DOCT) | | | | | | |
| Non-Deputies (Pre-POST) | 1 | 24.0261 | 24 0071 | 25 0066 | 27.0261 | 20 1071 |
| | 1 | 24.0261 | 24.9871 | 25.9866 | 27.0261 | 28.1071 |
| | 2 | 24.9871 | 25.9866 | 27.0261 | 28.1071 | 29.2314 |

EFFECT ON BUDGET:

| | | Additional udget Cost | C | ontingency | ctual Impact on Budget |
|-----------------------------|----|--------------------------|----|------------|---------------------------|
| FISCAL YEAR 22 Budget diff. | \$ | 381,991 | \$ | 500,000 | \$ 118,009 |
| FISCAL YEAR 23 Budget diff. | | 695,301 | | 500,000 | (195,301) |
| FISCAL YEAR 24 Budget diff. | | 887,022 | | 500,000 | (387,022) |
| FISCAL YEAR 25 Budget diff. | | 1,088,799 | | 500,000 | (588,799) |
| FISCAL YEAR 26 Budget diff. | | 1,302,103 | | 500,000 | (802,103) |
| | Ś | 4.355.216 | \$ | 2.500.000 | \$ (1.855.216) * |

^{*} NOTE: Maximum fiscal impact of contract; does not estimate or factor potential savings from possible employee separations from City employment