

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.

Alternatives

N/A - public hearing only.

Attachments:

[BOS Presentation - DSA Negotiated Rates - 2022-26.pdf](#)

Board Action Taken:

Motion: _____	1) _____	Aye/Nay
	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
	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Deputies					
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-Deputies (Pre-POST)					
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 Budget Cost	Contingency	Actual 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)
	<u>\$ 4,355,216</u>	<u>\$ 2,500,000</u>	<u>\$ (1,855,216) *</u>

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