

**City of Carson City
Agenda Report**

Date Submitted: April 8, 2008

Agenda Date Requested: April 17, 2008

Time Requested: 10 minutes

To: The Mayor and Board of Supervisors

**From: Ann Silver
Human Resources Director**

Subject Title: Action to approve the collective bargaining agreement between Carson City and the Carson City Sheriff's Supervisory Association for Lieutenants for the period July 1, 2007 through June 30, 2012.

Staff Summary: Negotiations between Carson City and the Sheriff's Supervisory Association for Lieutenants have been successfully concluded, resulting in a proposed five-year contract that reflects the long-term interests of both the City and the employees.

Type of Action Requested: (check one)
☐ Resolution ☐ Ordinance
☒ Formal Action/Motion ☐ Other (Specify)

Does This Action Require A Business Impact Statement: ☐ Yes ☒ No

Recommended Board Action: Motion to approve the proposed collective bargaining agreement between Carson City and the Carson City Sheriff's Supervisory Association for Lieutenants effective for the period July 1, 2007 through June 30, 2012. This represents a five (5) year agreement.

Explanation for Recommended Board Action: The Board of Supervisors is requested to approve this proposed agreement. Following BOS approval and ratification by this association, the new terms and conditions of the contract will be implemented, with wage adjustments retroactive to January 1, 2008 rather than July 1, 2007.

Applicable Statue, Code, Policy, Rule or Regulation: Nevada Revised Statutes (N.R.S. 288)

Fiscal Impact: Approximately \$1.9M over five (5) years (wages and benefits)

Explanation of Impact: This financial estimate is exclusive of overtime, on-call, stand-by, call-back or training costs, strictly determined by the Sheriff's Office.

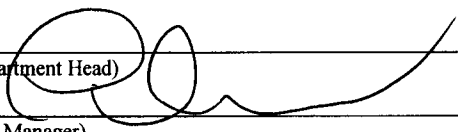
Funding Source: General Fund

Alternatives: Approve or instruct that negotiations resume

Supporting Material: Proposed Collective Bargaining Agreement

Prepared By: Ann Silver

Reviewed By:


(Department Head)

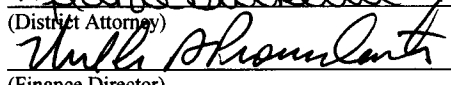
Date: _____

(City Manager)

Date: 4-8-08


(District Attorney)

Date: 4-8-08


(Finance Director)

Date: 4-8-08

Board Action Taken:

Motion: _____

1) _____

Aye/Nay

2) _____

(Vote Recorded By)

APPENDIX A

<u>Name</u>	<u>Years as Lieutenant</u>	<u>Lieutenant Effective</u>		<u>Current Rate</u>	<u>Amount of Increase</u>	<u>New Rate</u>	<u>Effective Date</u>
		<u>Date</u>	<u></u>				
Lieutenant	8.05	3/1/2000		40.38	5.00	45.38	1/1/2008
Lieutenant	5.13	2/1/2003		40.38	5.00	45.38	1/1/2008
Lieutenant	2.80	6/1/2005		40.38	4.50	44.88	1/1/2008
Lieutenant	1.88	5/1/2006		40.38	4.50	44.88	1/1/2008

APPENDIX B

The base hourly rate increase for Lieutenants ("employees") will be predicated on a percentage of total sales tax revenue increased based on the formula listed below:

- **Last five years Sales Tax Revenue Results**

	<u>Total Sales Tax Revenue</u>	<u>% inc. over prior year</u>
FY03	\$18,974,141	-3.1%
FY04	\$20,190,059	6.4%
FY05	\$21,813,193	8.0%
FY06	\$22,825,014	4.6%
FY07	\$22,150,959	-3.0%

- **Calculation of Percentage of Base Wage Rate Increase**

<u>If Total Sales Tax Revenue Increases</u>	<u>Compensation Rate will increase by</u>	<u>Total % of Rate Increase</u>
<3%	0.0%	3.0%
>3%<4%	0.2%	3.2%
>4%<5%	0.2%	3.4%
>5%<6%	0.2%	3.6%
>6%<7%	0.2%	3.8%
>7%<8%	0.2%	4.0%
8% or greater	0.2%	4.2%