

July 2022- June 2024 Proposed Labor Agreement Douglas County Sheriff's Protective Association (DCSPA)

Prepared by:
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DOUGLAS COUNTY, NV

May 2023



- Maintain positive management-labor relations between the County and its employees.
- Align compensation with prevailing rates of pay for similar positions in comparable labor markets.
- Attract and retain high-quality Deputies and Investigators dedicated to providing exceptional public safety-related service to the community.
- Ensure the impact of the negotiated terms of the agreement are fiscally sound, sustainable, and consistent with the County's overall strategic objectives.

Goals For Negotiations



DOUGLAS COUNTY
FY18-22 STRATEGIC PLAN

History of Compensation Since 2017

FY 2017/2018- Merit revised 0-3%, COLA 0-2%

FY 2018/2019- Merit 0-3%, COLA 2%

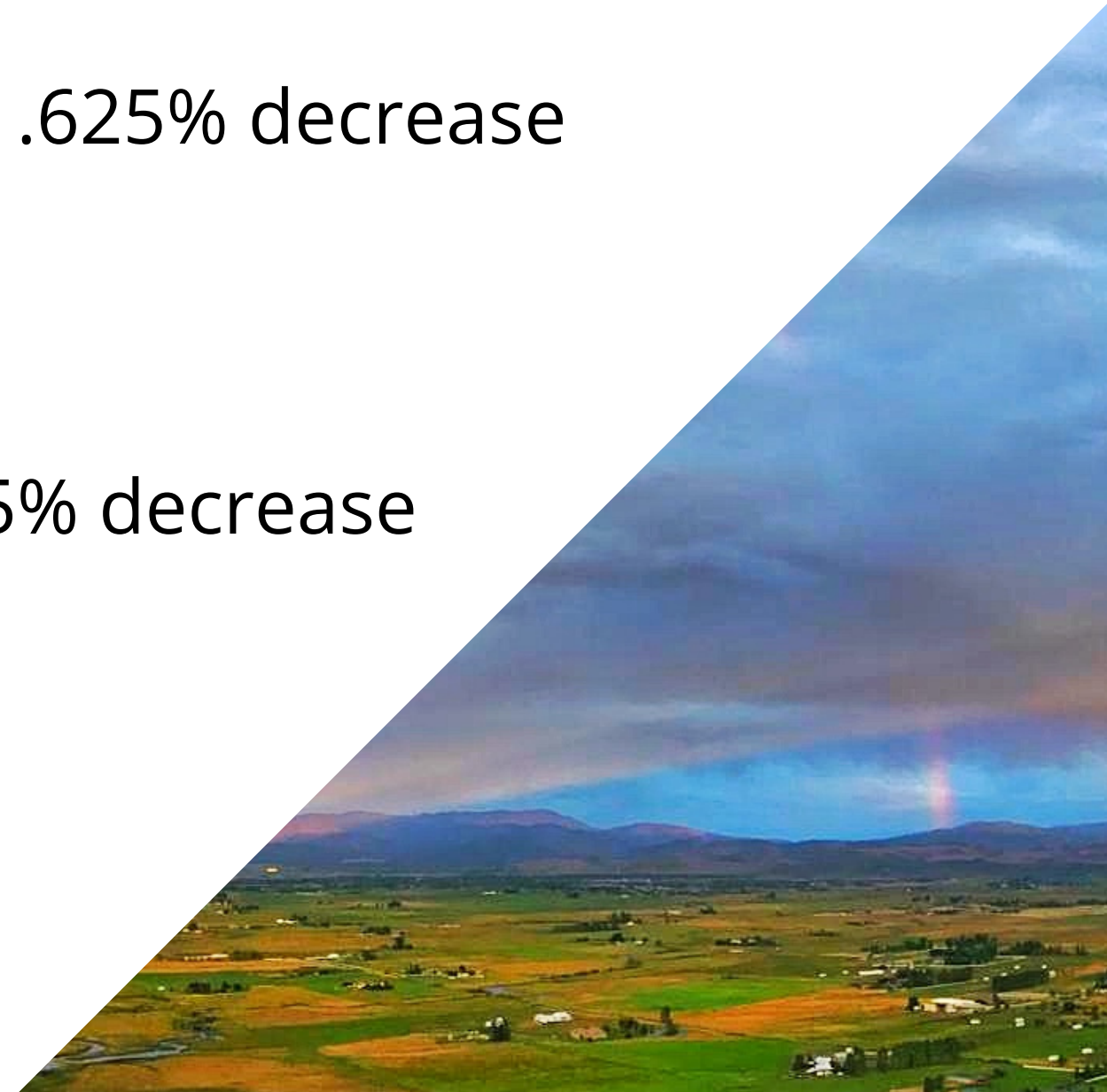
FY 2019/2020- Merit 0-3%, COLA 2%, PERS 1.25% cost split, .625% decrease

FY 2020/2021- Merit 0-3%, COLA 2%

FY 2021/2022- Merit 0-3%, COLA 2%, PERS .5% cost split, .25% decrease

April 2022*- COLA 2%

*not a requirement of the agreement, offered in an MOU



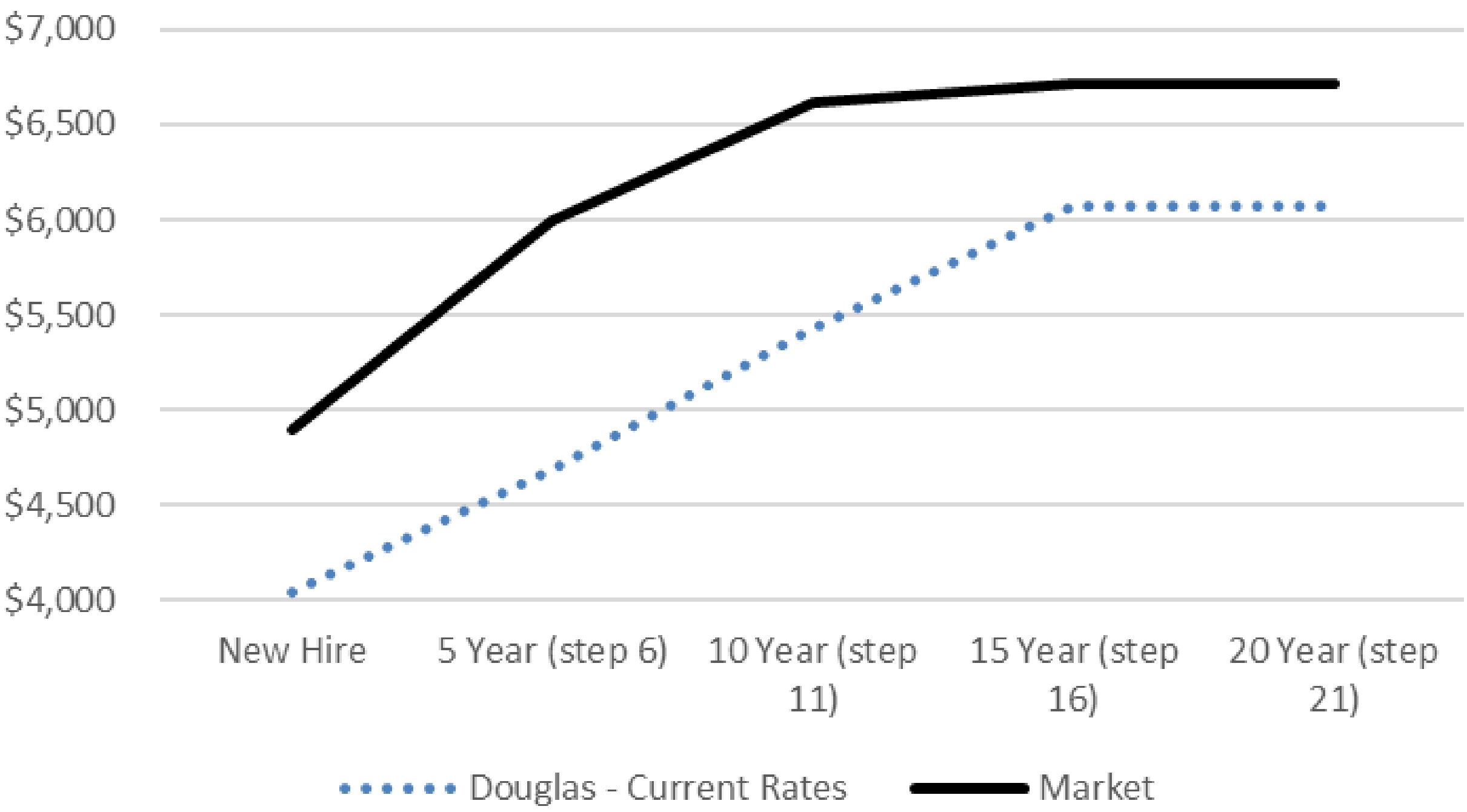
Current Pay Ranges

Pay Grade	Title	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
PS1.5	Deputy Sheriff I*	22.16	26.94	31.71	46,092.80	56,035.20	65,956.80
PS2	Deputy Sheriff II*	23.33	29.15	35.00	48,526.40	60,632.00	72,800.00
PS3	Investigator I*	26.44	33.06	39.67	54,995.20	68,764.80	82,513.60
PS4	Investigator II*	28.23	35.29	42.35	58,718.40	73,403.20	88,088.00



Updated Market Compensation Data

Current Rate in Expired Agreement



Northern Nevada Area Public Sector Employer Survey

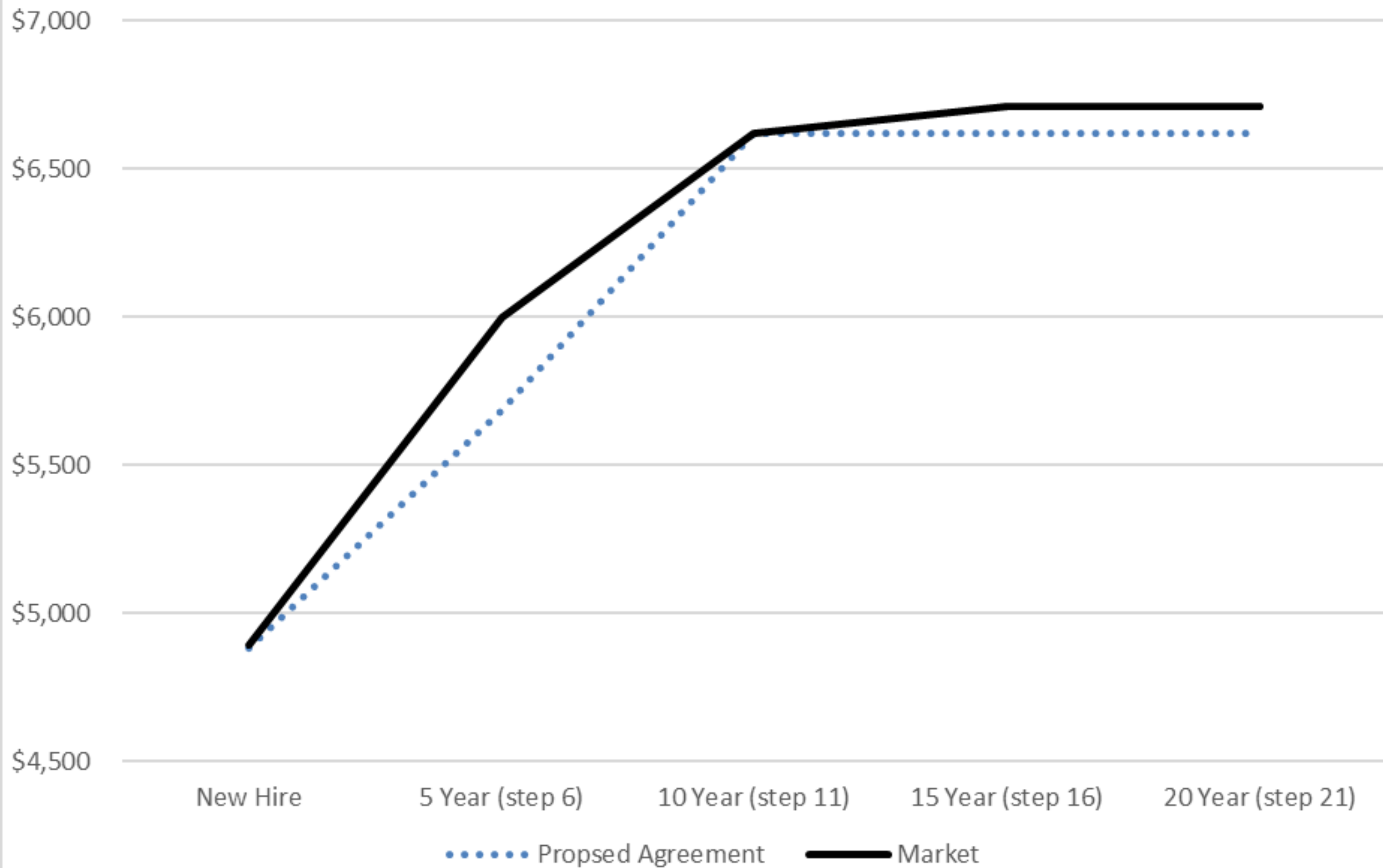
Participants

- Carson City
- Churchill County
- City of Reno
- City of Sparks
- Lyon County
- Storey County
- Washoe County



Proposed Agreement

Salaries Based on Years of Service (Base Wages Only)



Northern Nevada Area Public Sector Employer Survey

Participants

- Carson City
- Churchill County
- City of Reno
- City of Sparks
- Lyon County
- Storey County
- Washoe County



Proposed Pay Table

Deputy I	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Year 1, July 2022	\$ 26.76	\$ 27.59	\$ 28.44	\$ 29.32	\$ 30.23	\$ 31.16	\$ 32.13	\$ 33.12	\$ 34.15	\$ 35.20	\$ 36.29
Year 2, July 2023	\$ 28.37	\$ 29.25	\$ 30.15	\$ 31.08	\$ 32.04	\$ 33.03	\$ 34.06	\$ 35.11	\$ 36.20	\$ 37.31	\$ 38.47

Deputy II	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Year 1, July 2022	\$ 28.17	\$ 29.04	\$ 29.94	\$ 30.86	\$ 31.82	\$ 32.80	\$ 33.82	\$ 34.86	\$ 35.94	\$ 37.05	\$ 38.20
Year 2, July 2023	\$ 29.86	\$ 30.78	\$ 31.74	\$ 32.71	\$ 33.73	\$ 34.77	\$ 35.85	\$ 36.95	\$ 38.10	\$ 39.27	\$ 40.49

Investigator	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Year 1, July 2022	\$ 32.07	\$ 33.06	\$ 34.08	\$ 35.14	\$ 36.22	\$ 37.34	\$ 38.50	\$ 39.69	\$ 40.92	\$ 42.18	\$ 43.49	\$ 44.83
Year 2, July 2023	\$ 33.99	\$ 35.04	\$ 36.12	\$ 37.25	\$ 38.39	\$ 39.58	\$ 40.81	\$ 42.07	\$ 43.38	\$ 44.71	\$ 46.10	\$ 47.52

Starting Salary for Deputy I on July 1, 2023 will be \$59,009.60 (an increase of 12,916.80, 28%)
 Starting Salary for Deputy II on July 1, 2023 will be \$62,108.80 (an increase of \$13,582.40, 28%)
 Starting Salary for Investigator on July 1, 2023 will be \$70,699.20 (an increase of \$15,704, 28.5%)
 Average Increase Per Employee (over the course of 2 years) is 24%



Substantial Changes* to the Terms of the Agreement

- Two Year Contract July 2022 - June 2024
- Eliminate Investigator I classification.
- Convert merit-based (pay for performance) system to step-system.
- COLA increased from 0-2% to 0-6%. COLA will apply to incentive pays.
- Step increases and longevity continue after contract expiration.
- One-time 3% market-based pay equity adjustment (one step, July 1, 2023)
- PERS: County will cover the first 2% PERS and then split the balance between the County and employees. One-time coverage of 6% on July 1, 2023.
- Incentive pays increased where possible, converted to flat per-pay-period rates.
- Lump sum payment of \$6,000 per employee in lieu of retro pay

*see agenda packet for a complete list of substantial changes



Substantial Changes* to the Terms of the Agreement

- Health Insurance, the county will pay:

High Deductible Plan (lowest cost premium)	Any Other Plan
100% Employee Only	90% Employee Only
75% Dependents	65% Dependents

*see agenda packet for a complete list of substantial changes



Substantial Changes* to the Terms of the Agreement

- Longevity (beginning July 1, 2023)

Completed Years of Full Time Employment with DCSO	Incentive Pay Per Paycheck
5-9	\$30
10-14	\$60
15-19	\$90
20 or more	\$100

*see agenda packet for a complete list of substantial changes



Financial Impact (DCSPA Only.)

Fiscal Year 2022-2023 \$1,057,410

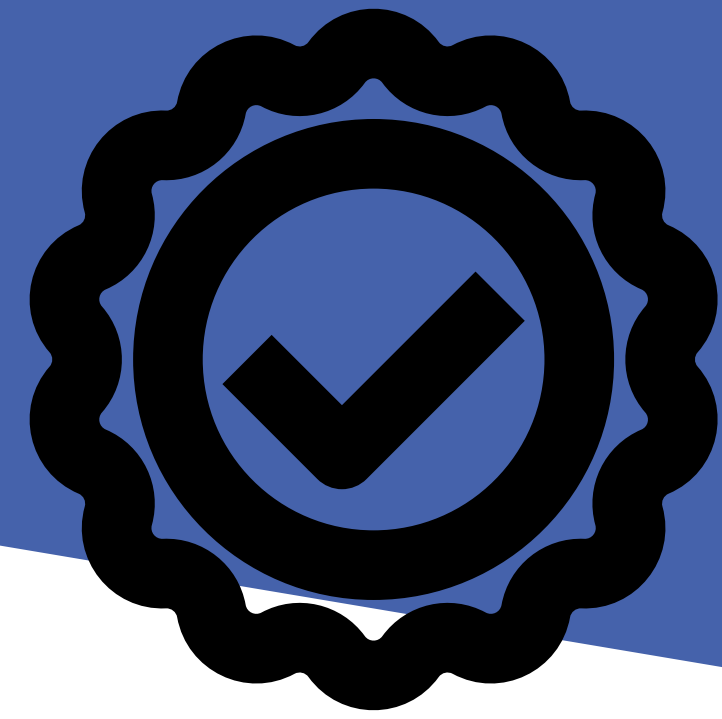
Fiscal Year 2023-2024 \$2,394,537

Total \$3,451,947

Funding is included in the adopted FY 22/23 Budget.
Funding has been identified in the tentative and will be included in
the adopted Final FY 23/24 Budget.



Recommendation



Approve a two-year labor agreement between Douglas County and the Douglas County Sheriff's Protective Association as presented.

