

July 2022- June 2024 Proposed Labor Agreement Douglas County Sheriff's Protective Association Sergeants Bargaining Unit (SBU)

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%

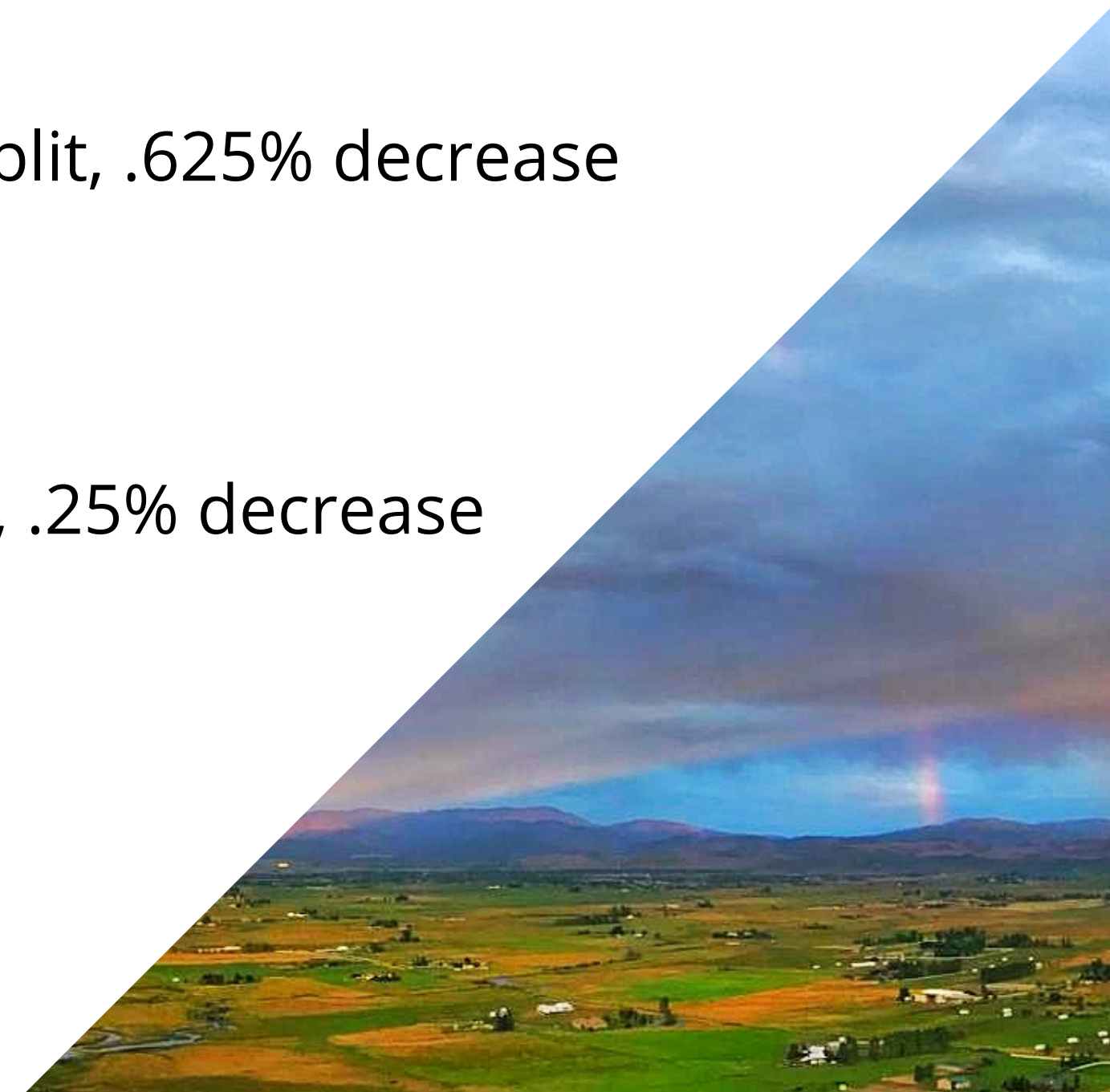
FY 2019/2020- Merit 0-3%, COLA 2%, PERS 1.25% cost split, .625% decrease

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



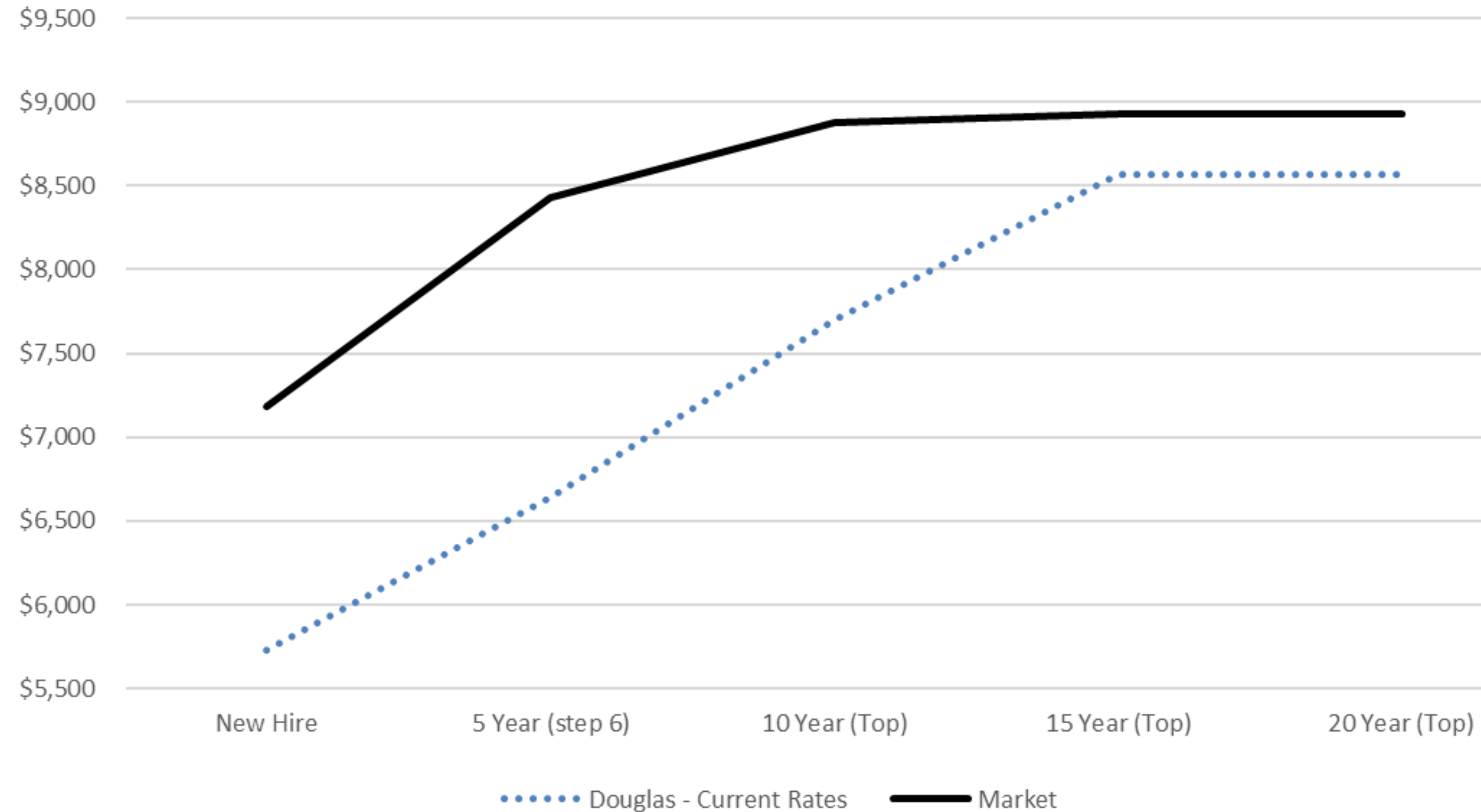
Current Pay Range

Pay Grade	Title	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
PS5	Sergeant	33.04	41.23	49.43	68,723.20	85,758.40	102,814.40



Updated Market Compensation Data

Current Wages (SBU)



Northern Nevada Area Public Sector Employer Survey

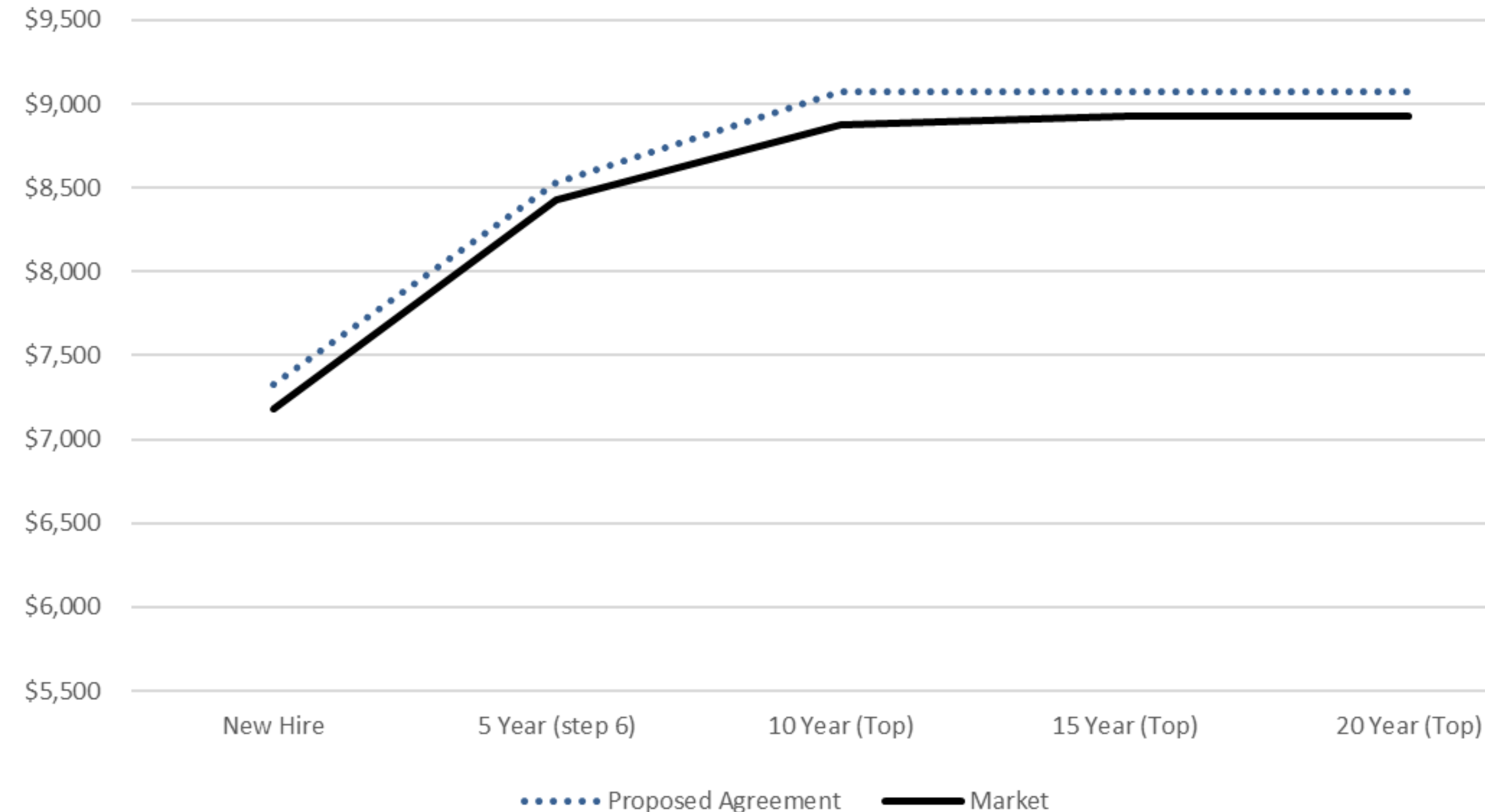
Participants

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



Proposed Agreement

SBU 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

APPENDIX "A"

DOUGLAS COUNTY PAY PLAN - DCSPA SBU Positions

Sergeant	Step 1	2	3	4	5	6	7	8
Effective following approval	\$42.28	\$43.59	\$44.94	\$46.33	\$47.76	\$49.24	\$50.76	52.33
July 2023		46.21	47.64	49.11	50.63	52.19	53.81	55.47

Starting Salary for Sergeant on July 1, 2023 will be \$87,942.40 (an increase of \$19,219.20, 28%)

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)
- 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 \$16,000 for six employees placed in steps 1-4, \$8,000 for employees placed in steps 5-8 (average \$11,000 per employee)

*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	\$40
10-14	\$65
15-19	\$115
20 or more	\$175

*see agenda packet for a complete list of substantial changes



Financial Impact (SBU Only)

Fiscal Year 2022-2023 \$232,913

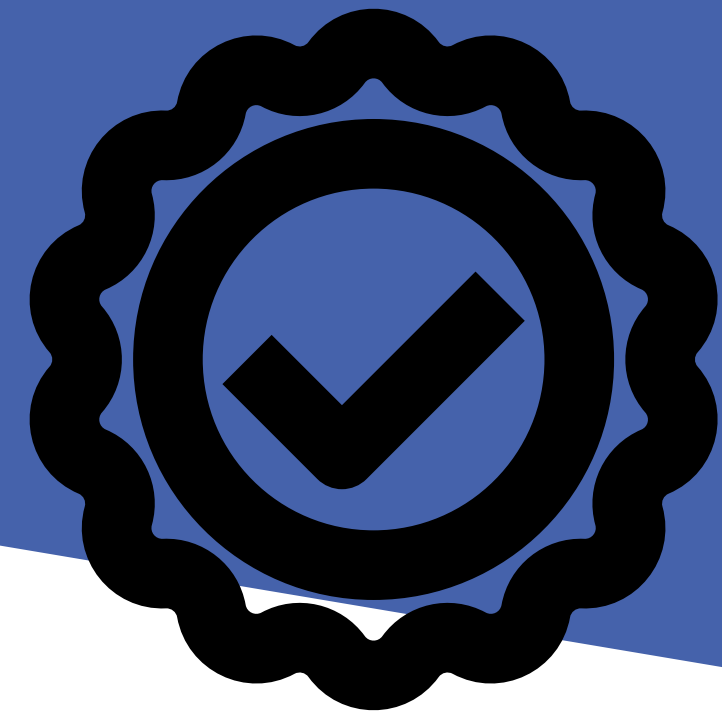
Fiscal Year 2023-2024 \$714,832

Total \$947,745

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 Sergeant's Bargaining Unit as presented.

