



STAFF REPORT

Report To: Board of Supervisors **Meeting Date:** June 18, 2026

Staff Contact: Jeff Coulam, Human Resources Director

Agenda Title: For Possible Action: Discussion and possible action on a proposed collective bargaining agreement (“CBA”) between Carson City and the Carson City Deputy District Attorneys Association (“CCDDAA”), to be effective July 1, 2026, and expiring June 30, 2029, with an estimated fiscal impact of \$600,944 above the three-year projections included in the Fiscal Year (“FY”) 2026 Carson City budget which was previously approved by the Board of Supervisors (“Board”). (Glen Martel, gmartel@carsoncity.gov and Jeff Coulam, jcoulam@carsoncity.gov)

Agenda Action: Formal Action / Motion **Time Requested:** 10 Minutes

Proposed Motion

I move to approve the CBA and to authorize the District Attorney’s Office to make necessary revisions that are clerical and not substantive when finalizing the CBA.

Board's Strategic Goal

Organizational Culture

Previous Action

June 1, 2023 (Item 14.d) – The Board approved the CBA between Carson City and CCDDAA, with a term beginning July 1, 2023, and ending June 30, 2026.

Background/Issues & Analysis

Carson City and CCDDAA have engaged in extensive labor negotiations to reach an agreement for a successor CBA, as the current CBA expires on June 30, 2026. The proposed CBA is for a three-year term, expiring June 30, 2029.

This matter is being considered in accordance with the public hearing process set forth in NRS 288.153, and Glen Martel, Carson City Manager, will report to the Board the fiscal impact of the proposed CBA.

Bargaining representatives for the City and CCDDAA have tentatively agreed to the following changes to the successor CBA, for a proposed three-year term, effective on the date of execution by the City and CCEA for a term beginning on July 1, 2026, and expiring June 30, 2029:

Article 6 (Pay Rates): establishes new pay grade ranges for Deputy District Attorney I, II and III positions; establishes a cost-of-living increase between 1% and 3% depending on annual adjustments to inflation; provides a 5% merit-based pay increase on July 1, 2026, and a 4% merit-based increase on July 1 of each year thereafter.

Article 14 (Legal Consultation Stipend): increases the legal consultation stipend to \$1,400 per week for employees assigned to the Criminal Division and \$500 for employees assigned to the Juvenile Division.

Article 22 (Insurance Benefits): updates language to match current benefits and coverages.

Article 31 (Longevity): establishes longevity pay upon completion of six years of employment.

Article 32 (Bail Reform Stipend): adds language to provide stipend for employees assigned to attend a pretrial release hearing on a Saturday, Sunday or holiday.

Article 33 (Duration): establishes term of the CBA, to be effective July 1, 2026, through June 30, 2029.

Applicable Statute, Code, Policy, Rule or Regulation

NRS Chapter 288

Financial Information

Is there a fiscal impact? Yes

If yes, account name/number: General Fund, District Attorney’s Department 1010500-500XXX (all Salaries and Benefits)

Is it currently budgeted? No

Explanation of Fiscal Impact: If approved, the fiscal impact of the new CBA is an estimated increased cost of \$600,944 more than the three-year projections included in the FY2026 City budget presentation. The three-year projection included increases for each CCDDAA position based on the existing CBA totaling \$8,051,249. Applying the terms of the new proposed CBA to the three-year projection is an estimated \$8,652,193 resulting in an increase of \$600,944 over the three-year term.

All criminal and civil District Attorneys are included in the above fiscal impact. Additionally, there is no fiscal impact for the Public Defender's Office as the City receives reimbursement from the Nevada Department of Indigent Defense Services and Storey County.

Alternatives

Do not approve the proposed CBA and instruct staff to continue negotiations.

Attachment(s):

[CCDDAA CBA 2026-2029 Final.pdf](#)

[CCDDAA CBA 2026-2029 Redline.pdf](#)

[Fiscal Impact CCDDAA.pdf](#)

Motion: _____

- 1) _____
- 2) _____

Aye/Nay

(Vote Recorded By)