



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 regarding a proposed resolution revising various employment benefits for certain unclassified Carson City employees, to be effective July 1, 2026, and including provisions that (1) provide new salary ranges for certain pay grades; (2) specify certain cost-of-living adjustments; (3) change annual merit pay increases from 3 to 4 percent; and (4) establish longevity pay corresponding to years of employment service. (Glen Martel, gmartel@carsoncity.gov and Jeff Coulam, jcoulam@carsoncity.gov)

Agenda Action: Resolution **Time Requested:** 5 Minutes

Proposed Motion

I move to adopt Resolution No. 2026-R-_____.

Board's Strategic Goal

Organizational Culture

Previous Action

May 24, 2024 (Item 5.b) – The Board approved a compensation and benefits plan for unclassified employees with the adoption of Resolution 2024-R-8.

Background/Issues & Analysis

Carson City and the Carson City Employees Association (“CCEA”) recently engaged in extensive labor negotiations to reach an agreement for a successor CBA, which was approved by the Board of Supervisors on April 2, 2026. The following changes to the current resolution are proposed to provide consistency with the successor CCEA CBA and other existing CBAs between the City and certain employee organizations:

- Allow unclassified employees to use up to ten (10) days of accrued sick leave for the death of an immediate family member.
- Provides catastrophic leave for unclassified employees pursuant to City policy.
- Establish a merit increase of 4% for unclassified employees who receive an annual performance review of “meets expectations” or better.
- Establish longevity pay upon completion of five years of employment.

In addition, Carson City and the Carson City Deputy District Attorneys Association (“CCDDAA”) recently engaged in extensive labor negotiations to reach an agreement for a successor CBA, as the current CBA expires June 30, 2026. As a result, it is proposed to adjust the bottom and top of certain

unclassified pay grades upward by 10% to avoid pay compression. No individual pay increases will be received; this is an adjustment to the salary tables only. It is also proposed to adjust the amounts of cost-of-living increases for pay grades L240 and L301.

In accordance with Carson City Municipal Code (“CCMC”) Section 2.06.010, a written statement describing the proposed changes was delivered to certain public officials in the city and posted in four locations within the period required.

Applicable Statute, Code, Policy, Rule or Regulation

NRS 244.146; Art. 2, sec. 2.330 of the Carson City Charter; CCMC 2.06.010

Financial Information

Is there a fiscal impact? Yes

If yes, account name/number: Affects all unclassified salaries and benefits accounts citywide. Object codes 500101 salaries and 5002XX benefits.

Is it currently budgeted? No

Explanation of Fiscal Impact: If approved, the fiscal impact of the new resolution is an estimated increased cost of \$6,160,929 more than the five-year projections included in the FY2026 City budget presentation. The five-year projection included increases for each unclassified position based on the existing resolution totaling \$139,826,669. Applying the terms of the new proposed resolution to the five-year projection is an estimated \$145,987,598 resulting in an increase of \$6,160,929 over the five-year term.

Note that projections do not account for termination savings.

Alternatives

Do not approve the proposed resolution and/or provide alternative direction to staff.

Attachment(s):

[Unclassified Resolution 7-1-2026 Final.pdf](#)

[Unclassified Resolution 7-1-2026 Posted Redline.pdf](#)

[Fiscal impact Unclassified.pdf](#)

Motion: _____

1) _____

2) _____

Aye/Nay

(Vote Recorded By)