

WINNEMUCCA POLICE OFFICER'S ASSOCIATION
COLLECTIVE BARGAINING AGREEMENT

PENDING June 30, 2016 CBA TERMS

CBA Term: July 1, 2016 to June 30, 2018

Article 7: Hours of Work: (1A Detectives): Employees assigned to the Detective Unit shall typically work a forty (40) hour workweek consisting of five (5) consecutive eight hour shifts, followed by two (2) consecutive days off. **Detectives may also work four (4) consecutive ten (10) hour shifts, followed by three (3) consecutive days off.** Employees shall typically receive two (2) fifteen minute breaks during each workday and one (1), one hour meal period during each workday, for which no pay will be received.

Article 16: Salaries: **2.0%** COLA effective 7/1/16
 1.0% COLA effective 7/1/17

Article 17: Step Raises: Step Raises shall **not** apply from 7/1/16 to 6/30/17
 2.5% Step Raises shall apply from 7/1/17 to 6/30/18

Article 21: Health Insurance: (2) Effective 7/1/16 the City provided employee health insurance contribution shall be **\$878.04/month**. (current: \$792.60/mo.)
 The City will increase its employee health insurance contribution to the level required to provide a similar insurance on 7/1/17. (Estimated increase of 6%)

Article 22: Uniform allowance:
 (2) Uniform Stipend: **\$1,750 per year**. (current: \$1,500)
 (7) Cell phone stipend: **\$30/month** (current: \$20/mo.)
 (8) Motorcycle Allowance: **\$1,500** (one time) (current: \$500)

Article 23: Special Pay:

 (1) Shift Differential Payments: Graveyard Shift: **\$2.00 per hour** (current 6%)
 Swing Shift: \$1.00 per hour. (current 3%)

 (2) Detective Pay: Detectives assigned to the Task Force shall receive an 8.5% stipend over their base pay (same as current). Employees assigned to the Detectives Unit shall receive **5%** over their base pay and two dollars per hour when they are assigned to be on call (currently at 8.5% with no on call pay).

 (3) SWAT: Up to **16 hrs/month** of approved comp. time or overtime (employees choice). (current: 8hrs/mo. comp. time)

- (11) Longevity:
- | | | |
|--------------------|----------------|------------------|
| Less than 15 years | \$600/annual | (current: \$500) |
| 15-20 years | \$800/annual | (current: \$700) |
| Over 20 years | \$1,000/annual | (current: \$900) |

Longevity pay shall **not** apply from 7/1/16 to 6/30/17.

Longevity pay shall apply from 7/1/17 to 6/30/18.

Article 24: Educational:

(2) The City shall compensate an employee for completion of degree in criminal justice or another similar degree, which specifically benefits the City's law enforcement function (at the City's determination), as follows: (same amounts found in previous contract)

FISCAL IMPACT SUMMARY
WPOA AGREEMENT FOR FY 16/17

June 22, 2016

FY 16/17:

Health Insurance: Contribution increase from \$792 to \$878 per month

$\$85/\text{mo} \times 12 \text{ mo.} = \$1,025/\text{officer} \times 19 \text{ officers} =$ \$19,475

Cost of Living: 2.0 % COLA: $\$1,080,497 \times 0.02 =$ \$21,610

Merit: No Step raises \$0

Retirement: PERS @ 40.5%: $\$21,610 \times 0.405 =$ \$8,752

Uniform Allowance: Increase from \$1,500 to \$1,750/year

$\$250 \times 19 \text{ officers} =$ \$4,750

Cell Phone Stipend: Increase from \$20 to \$30/month

$\$10/\text{mo.} \times 12 \text{ mo.} \times 19 \text{ officers} =$ \$2,280

SWAT Pay: OT/Comp allowance increased from 8 hours to 16 hours \$0

Longevity: \$100 per topped out employee: $\$100 \times 2 \text{ employees}$ \$200

TOTAL FY 16/17 IMPACT **\$57,067**

FISCAL IMPACT SUMMARY
WPOA AGREEMENT FOR FY 17/18

June 22, 2016

FY 17/18:

Health Insurance: Estimated contribution increase of 6% from \$878 to \$930/mo.

$\$52/\text{mo} \times 12 \text{ mo.} = \$624/\text{employee} \times 19 \text{ employees} =$ \$11,856

Cost of Living: 1.0 % COLA: $\$1,102,107 \times 0.01 =$ \$11,021

Merit: 2.5% Step raises: $(\$1,102,107 - \$130,574) \times 0.025$ \$24,288

Retirement: PERS @ 40.5%: $\$35,309 \times 0.405 =$ \$14,300

Uniform Allowance: Increase from \$1,500 to \$1,750/year

$\$250 \times 19 \text{ officers} =$ \$4,750

Cell Phone Stipend: Increase from \$20 to \$30/month

$\$10/\text{mo.} \times 12 \text{ mo.} \times 19 \text{ officers} =$ \$2,280

SWAT Pay: OT/Comp allowance increased from 8 hours to 16 hours \$0

Longevity: \$100 per topped out employee: $\$100 \times 2 \text{ employees}$ \$200

TOTAL FY 16/17 IMPACT **\$68,695**