



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: July 24, 2018

DATE: Monday, July 9, 2018

TO: Board of County Commissioners

FROM: John Listinsky, Director of Human Resources/Labor Relations
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THROUGH: Christine Vuletich, Assistant County Manager
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SUBJECT: Approve a Fiscal Year 2019 cost of living adjustment of two and one-half percent (2.5%) to the base wage of the Incline Constable effective retroactive to July 1, 2018 [estimated fiscal impact of \$2,390].
(Commission District 1)

SUMMARY

Direction and possible action to increase the Fiscal Year 2019 compensation of the elected Incline Constable by two and a half percent (2.5%) effective retroactive to July 1, 2018, consistent with the compensation increase of other non-represented employees.

Washoe County Strategic Objective supported by this item: Stewardship of our Community.

PREVIOUS ACTION

On June 13, 2017, the Board approved a three percent salary increase for the Incline Constable for Fiscal Year 2018, effective July 2, 2017.

On June 23, 2015, the Board approved a three percent salary increase to other elected county officers as required by Senate Bill Number 482 (2015).

On February 24, 2015, the Board approved a reorganization of the Incline Justice Court and Incline Constable's Office which included deletion of a Bailiff Supervisor position and assignment of the court security function to the Constable. To compensate the Constable's position for this shift of duties, the base salary of the Constable was increased by \$19,261.

BACKGROUND

Senate Bill Number 482 (2015) amended NRS 245.043 to provide three percent salary increases to elected county officers. However, this bill did not include the elected constable position in the list of elected officials to receive three percent cost of living adjustments. NRS 258.040 allows the Board of County Commissioners of any county to fix the minimum compensation of the constables within their respective townships for the

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ensuing term, either by stated salaries or by fees, as provided by law, at the regular meeting in July of any year in which an election of constables is held. NRS 258.040 also allows the Board to “thereafter increase or change such compensation during the term but shall not reduce it below the minimum so established.” Therefore, the Board has the authority to increase the Incline Constable’s salary at any point.

This item is being submitted retroactively due to not being included with the other personnel changes approved by the Board as part of the FY 2019 Budget on May 22, 2018.

FISCAL IMPACT

The cost of a two and one-half percent (2.5%) cost of living adjustment for the Incline Constable and associated benefits is \$2,390. This cost was included in the Fiscal Year 2019 General Fund final budget in cost center 126100 approved by the Board on May 22, 2018.

RECOMMENDATION

It is recommended that the Board approve a Fiscal Year 2019 cost of living adjustment of two and one-half percent (2.5%) to the base wage of the Incline Constable effective retroactive to July 1, 2018.

POSSIBLE MOTION

Should the Board agree with staff’s recommendation, a possible motion would be: *“move to approve a Fiscal Year 2019 cost of living adjustment of two and one-half percent (2.5%) to the base wage of the Incline Constable effective retroactive to July 1, 2018.”*