



# WASHOE COUNTY

Integrity Communication Service

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## STAFF REPORT

BOARD MEETING DATE: *May 24, 2022*

**DATE:** Thursday, May 19, 2022

**TO:** Board of County Commissioners

**FROM:** Patricia Hurley, Director, Human Resources Department  
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**THROUGH:** Eric Brown, County Manager

**SUBJECT:** Recommendation to approve Collective Bargaining Agreements with the Washoe County Nurses' Association (WCNA) for the Non-Supervisory and Supervisory bargaining units for the two (2) year period beginning July 1, 2022 through June 30, 2024; including pay grade structure adjustments based on critical labor market study conducted by Korn Ferry [estimated fiscal impact \$53,791]; cost of living adjustments in base wages of 5% effective July 1, 2022 [FY 22/23 estimated fiscal impact \$123,977]; and 3.5% beginning July 1, 2023 [FY 23/24 estimated fiscal impact \$128,316]; and eight (8) hours of personal leave credit effective July 2022; and sixteen (16) hours of personal leave credit in January of each of the calendar years 2023 and 2024 [estimated fiscal impact \$-0-]; and updated agreement language regarding salaries and personal leave, holidays, leaves of absence, career development, bilingual differential, deferred compensation, and duration of agreement [estimated fiscal impact \$10,000]. [Total estimated fiscal impact for all fiscal years is \$316,084.] (All Commission Districts.).

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### SUMMARY

In June 2019 the Board approved the Collective Bargaining Agreements (CBA) with the Washoe County Nurses' Association (WCNA) for the Non-Supervisory and Supervisory bargaining units for the three-year (3) period beginning July 1, 2019 through June 30, 2022; including cost of living adjustments (COLA) of 3% effective July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021; and updated agreement language.

Since February, Washoe County and WCNA have engaged in extensive negotiations for successor Agreements. These proposed successor CBA(s) with WCNA Non-Supervisory and Supervisory bargaining units are for the two (2) year period beginning July 1, 2022 through June 30, 2024; including pay grade structure adjustments based on a critical labor market study conducted by Korn Ferry; COLA(s) of 5% effective July 1, 2022 and 3.5% beginning July 1, 2023; and updated agreement language regarding salaries and personal leave, holidays, leaves of absence, career development, bilingual pay, deferred compensation, and duration of agreement.

AGENDA ITEM # \_\_\_\_\_

**Washoe County Strategic Objective supported by this item:** Legal obligation to comply with our statutory mandate to engage in collective bargaining pursuant to NRS Chapter 288.

### **PREVIOUS ACTION**

On June 25, 2019, the Board approved CBA(s) with WCNA for the Non-Supervisory and Supervisory bargaining units for the three year period beginning July 1, 2019 through June 30, 2022; including COLA(s) of 3% effective July 1, 2019; 2.5% beginning July 1, 2020; and 2.5% beginning July 1, 2021; and updated agreement language regarding salaries of personnel, standby pay, shift differential, holidays, vacation, bereavement leave, health plan, career development, professional license/fees, distribution of contract, on-site child care, duration of agreement, and rights of the association.

### **BACKGROUND**

The parties reached Tentative Agreements on all issues. The Association has voted and ratified the Agreements. Following is a summary explanation of the substantive changes to the Agreements (unless specifically noted, the changes apply to both the Supervisory and Non-Supervisory Agreements):

#### Term

The term of the Agreement is for two (2) years: July 1, 2022, through June 30, 2024.

#### Appendix A – Salary Schedule

The July 1, 2022, salary schedule reflects pay grade structure adjustments based on a critical labor market study conducted by Korn Ferry. Korn Ferry evaluated salaries to match more closely with market rates given a critical labor shortage of nurses nationally. Nurses will not immediately receive a salary adjustment, but instead will continue to receive applicable merit increases on scheduled next merit increase anniversary dates until the maximum of the modified pay grade is reached.

#### Article 7 – Salaries of Personnel

Paragraph A.2. is modified to reflect COLA(s) in base wage of 5% effective July 1, 2022, and 3.5% effective July 1, 2023.

In addition, the County agrees to provide personal leave to each full-time employee or the pro-rated ratio for part-time employees covered by the WCNA contract to be credited and used in accordance with Article 15 – Sick Leave, Section G. – Personal Leave as follows: eight (8) hours of personal leave credit effective July 2022; and sixteen (16) hours of personal leave credit in January of each of the calendar years 2023, and 2024.

#### Article 13 – Holidays

Article 13 has been changed to by removing holidays declared by the President of the United States or day of mourning. Instead, any other day declared as a Nevada State holiday pursuant to NRS 236.015.

#### Article 16 – Leaves of Absence

Article 16 has been updated for to reflect Washoe County Code and current practice by clarifying absence of an employee due to aiding in a public emergency as a volunteer reserve member of a police department or sheriff's office.

Article 21 – Career Development

Continuing Education Reimbursement increased from \$500 to \$1,000 per calendar year for the APRN’s to take non-mandatory online or live trainings related to their current position, as approved by the Department Head or designee.

Article 22 – Bi-lingual Language Skills (new)

This article was added to provide a 5% bilingual differential for actual time spent performing bilingual language skills hour-for-hour with a guaranteed minimum of one (1) hour per day regardless of having performed bilingual skills and to clarify the use of bilingual skills where such skills are not a minimum qualification for the employee’s job.

Article 37 – Deferred Compensation

Article 37 was updated to reflect new employees hired on or after July 1, 2022, will be automatically enrolled at the time of hire with auto-escalation unless the employee opts out of the plan.

**FISCAL IMPACT**

The annual FY 22/23 fiscal impact associated with these recommendations is estimated at \$155,410 (\$125,272 for Non-Supervisory; \$30,138 for Supervisory) and a portion is included in the FY 22/23 approved budget. These cost increases may necessitate a budget adjustment during the fiscal year. The Budget Office will monitor the budget status related to these contracts and propose necessary budget adjustments as needed.

The FY 22/23 fiscal impact is broken out as follows:

**FY 22/23**

Description	WCNA (NS)	WCNA (S)	Total
Salary Adjustment	\$26,433	\$-0-	\$26,433
COLA	\$98,839	\$25,138	\$123,977
Career Development	\$-0	\$5,000	\$5,000
Bi-lingual Pay	\$TBD	\$TBD	\$TBD
<b>TOTAL FY22/23</b>	<b>\$125,272</b>	<b>\$30,138</b>	<b>\$155,410</b>

The annual FY 23/24 fiscal impacts associated with these recommendations are estimated at \$160,674 (\$129,656 for Non-Supervisory; \$31,018 for Supervisory) and are broken out as follows:

**FY 23/24**

Description	WCNA (NS)	WCNA (S)	Total
Salary Adjustment	\$27,358	\$-0-	\$27,358
COLA	\$102,298	\$26,018	\$128,316
Career Development	\$-0	\$5,000	\$5,000
Bi-lingual Pay	\$TBD	\$TBD	\$TBD
<b>TOTAL FY23/24</b>	<b>\$129,656</b>	<b>\$31,018</b>	<b>\$160,674</b>

\*Notes:

Totals in tables may be off by a dollar or two due to rounding

No baseline data to estimate Bi-lingual Pay

Estimated FY23 impact of 1.0% COLA per FY22 salaries (incl. PERS) = \$24,795  
\$19,768 (NS); \$5,028 (S)

Estimates do not include additional positions approved for FY23 or estimated PERS changes for FY24

Personal leave changes don't have a fiscal impact. Positions are budgeted per the approved FTE. Use of personal leave does not increase the cost; it is paid time, just like any other (i.e., vacation, sick, etc.).

FY24 estimates reflect cumulative impacts based on FY23 increases-not incremental impacts (i.e., FY23 salary range update, which reflect as pro-rated incumbent merit increases, plus FY24 COLA)

### **RECOMMENDATION**

Recommendation to approve Collective Bargaining Agreements with the Washoe County Nurses' Association (WCNA) for the Non-Supervisory and Supervisory bargaining units for the two (2) year period beginning July 1, 2022 through June 30, 2024; including pay grade structure adjustments based on critical labor market study conducted by Korn Ferry [estimated fiscal impact \$53,791]; cost of living adjustments in base wages of 5% effective July 1, 2022 [FY 22/23 estimated fiscal impact \$123,977]; and 3.5% beginning July 1, 2023 [FY 23/24 estimated fiscal impact \$128,316]; and eight (8) hours of personal leave credit effective July 2022; and sixteen (16) hours of personal leave credit in January of each of the calendar years 2023 and 2024 [estimated fiscal impact \$-0-]; and updated agreement language regarding salaries and personal leave, holidays, leaves of absence, career development, bilingual differential, deferred compensation, and duration of agreement [estimated fiscal impact \$10,000]. [Total estimated fiscal impact for all fiscal years is \$316,084.] (All Commission Districts.).

### **POSSIBLE MOTION**

Should the Board agree with staff's recommendation, a possible motion would be:

*“Move to approve Collective Bargaining Agreements with the Washoe County Nurses' Association (WCNA) for the Non-Supervisory and Supervisory bargaining units for the two (2) year period beginning July 1, 2022 through June 30, 2024; including pay grade structure adjustments based on critical labor market study conducted by Korn Ferry [estimated fiscal impact \$53,791]; cost of living adjustments in base wages of 5% effective July 1, 2022 [FY 22/23 estimated fiscal impact \$123,977]; and 3.5% beginning July 1, 2023 [FY 23/24 estimated fiscal impact \$128,316]; and eight (8) hours of personal leave credit effective July 2022; and sixteen (16) hours of personal leave credit in January of each of the calendar years 2023 and 2024 [estimated fiscal impact \$-0-]; and updated agreement language regarding salaries and personal leave, holidays, leaves of absence, career development, bilingual differential, deferred compensation, and duration of agreement [estimated fiscal impact \$10,000]. [Total estimated fiscal impact for all fiscal years is \$316,084].”*