



# WASHOE COUNTY

Integrity Communication Service

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## STAFF REPORT

BOARD MEETING DATE: *June 21, 2022*

**DATE:** Tuesday, June 14, 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 the Collective Bargaining Agreement with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) bargaining unit for the two (2) year period beginning July 1, 2022, through June 30, 2024; including a one-time pay structure adjustment, and Crisis Intervention Training (CIT) pay of 5% rolled into base pay, and cost of living adjustments in base wages of 5 % effective July 1, 2022 [FY22/23 estimated fiscal impact \$1,171,329]; and a one-time only lump sum payment of \$1,800 effective July 4, 2022 [FY22/23 estimated fiscal impact \$131,400], and 3.5% effective July 1, 2023 [FY23/24 estimated fiscal impact \$1,212,325 including CIT and pay structure adjustment]; and updated agreement language regarding salaries, Crisis Intervention Training Pay (CIT) pay, health care subsidy, medical plan, Incline resident differential pay, temporary supervisory pay, retiring deputy ID card and badge, education incentive pay, safety equipment allowance, and duration of agreement [estimated fiscal impact \$75,957 for both years]. [Total estimated fiscal impact is \$2,591,011]. (All Commission Districts.)

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### SUMMARY

In July 2019, the Board approved the Collective Bargaining Agreement (CBA) with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) bargaining unit for a period beginning July 1, 2019, through June 30, 2022.

Since February 2022, Washoe County and the WCSSDA have engaged in extensive negotiations for a successor Agreement. This proposed successor CBA with the WCSSDA is for the two (2) year period beginning July 1, 2022 through June 30, 2024; including a one-time pay structure adjustment, and Crisis Intervention Training (CIT) pay of 5% rolled into base pay, and cost of living adjustments (COLAs) in base wages of 5% effective July 1, 2022, and 3.5% beginning July 1, 2023; and one-time only lump sum payment of \$1,800 effective July 4, 2022, and updated agreement language regarding salaries, CIT, health care subsidy, medical plan, Incline resident differential pay, temporary supervisory pay, retiring deputy ID card and badge, education incentive pay, safety equipment allowance, 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 July 9, 2019, the Board approved the CBA with the WCSSDA bargaining unit for the three (3) year period beginning retroactive to July 1, 2019, through June 30, 2022; including COLA of 2.5% effective July 1, 2019; 2.5% beginning July 1, 2020; and 2.5% beginning July 1, 2021; and updated agreement language regarding salaries, rights of association, holidays and holiday pay, medical plan, night shift differential, special pay differential, dues deduction, distribution of contract, and duration of agreement.

### **BACKGROUND**

The parties reached Tentative Agreements on all issues. The Association has voted and ratified the Agreement. Following is a summary explanation of the substantive changes to the Agreement:

#### Term

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

#### Exhibit A - Salaries

Exhibit A reflects the Crisis Intervention Training (CIT) pay of 5% rolled into base pay, a 5% COLA, and one-time pay structure adjustment (outlined below) effective July 1, 2022; a one-time only lump sum payment of \$1,800, effective July 4, 2022 (paid on July 22, 2022), for employees hired on or prior to June 30, 2022, and on payroll and in paid status the entire payroll period of PP# 15/22 (07/04/22 - 07/17/22), and covered under the WCSDA bargaining agreement in effect at the time of payment; and a 3.5% COLA beginning July 1, 2023.

One-time pay structure adjustment includes:

- Approx. 2.5% - 4.5% salary increase (structure adjustment)
- 20% increase between Step 7 Deputy to Step 1 Sergeant.
- 5% between steps.
- 8% between classifications.

#### Article 16 – Medical Plan

New language is added under section C6. Employees hired after June 30, 2010, and on or before June 30, 2040, who retire with twenty (20) years of continuous service with WCSDA and/or WCSSDA, shall receive a subsidy equivalent to the 20-year subsidy provided to Tier 2 retirees. In addition, Insurance Negotiation Committee Section A composition of the INC has been updated.

#### Article 19 – Uniform Items and Safety Equipment

This article is modified to increase safety equipment allowance from \$150 to \$250 per quarter.

Article 21 – Night Shift Differential Pay/Education Incentive Pay

Paragraph B.3. Supervisory Police Officer Standard Training (P.O.S.T.) pay is added effective July 1, 2022. Supervisory Deputies who attain a Nevada Supervisory P.O.S.T. certificate will qualify for the one point two five (1.25%) of base pay education incentive. Article is updated to reflect Supervisory Deputies that attain the Nevada Advanced P.O.S.T. certificate, and either the Nevada Supervisory P.O.S.T. or Management P.O.S.T. certificate are eligible for both education incentive pays (not to exceed 2.5%).

Paragraph B.4. Crisis Intervention Training (CIT) 5% Pay Differential has been discontinued in this Article and the 5% CIT pay differential is now built into the base wage as shown in Exhibit A-Salary Schedules effective July 1, 2022.

Article 26 – Resident/Remote Deputy Pay

Effective July 4, 2022, this article is updated to reflect employees who are assigned as resident Deputies to the Incline sub-station, who reside at Incline Village, Crystal Bay, Brockway, Kings Beach, Agate Bay, Carnelian Bay, Cedar Flats, Tahoe City, or Tahoe Vista shall be paid a \$400 biweekly assignment differential (increase from \$385.52 biweekly) to compensate for increased cost of living.

Effective July 4, 2022, employees who are assigned as remote Deputies to the Incline sub-station who do not reside there, use their personal vehicle for travel to and from work, and who do not have access to a County vehicle shall receive \$150.00 transportation allowance per pay period (increase from \$69.10 per pay period).

Article 29 – Discipline, Suspension & Demotion / Article 30 – Discharge / Article 31 – Probationary Employees / Article 32 – Grievance Procedure

Articles 29, 30, 31, and 32 are combined into procedure for imposition of punitive action. Changes reflect NRS Chapter 289 (Peace Officer Bill of Rights). This article is not intended to supplant or substitute for open and informal communications between command staff and deputies. While each situation must be handled on a case-by-case basis, informal discussions are encouraged.

Article 39 - Temporary Supervisory Pay

A.5. Temporary assignment of higher level duties, as outlined in this article, is increased from 5% to 7% of the employee’s regular pay. Acting Watch Commander is not included in this increase and remains at 5%.

Article 40 – Retiring Deputy

New article provides that when a Deputy Sheriff is “honorably retired” after 15-years of continuous County service in the Sheriff’s Office, the employee shall receive one retired identification card and one retired badge.

Article 42 – Duration of Agreement

This Article is updated to reflect the new two-year term of agreement of July 1, 2022, through June 30, 2024.

**FISCAL IMPACT**

The annual FY 22/23 fiscal impact associated with these recommendations is estimated at \$1,340,704 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 Division 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:

<b>FY 22/23</b>	
Description	WCSSDA
COLA	\$713,209
Lump Sum	\$131,400
Salary Structure Adjustment	\$434,581
CIT Pay	\$23,539
Safety Allowance	\$29,200
Health Care	\$8,570
Acting Supervisor Pay	\$205
Incline/Gerlach Assignment Differential	\$-0-
Incline Assignment Personal Vehicle Use	\$-0-
<b>TOTAL FY22/23</b>	<b>\$1,340,704</b>

The annual FY 23/24 fiscal impacts associated with these recommendations are estimated at \$1,250,307 and is broken out as follows:

<b>FY 23/24</b>	
Description	WCSSDA
COLA	\$738,171
Lump Sum	\$-0-
Salary Structure Adjustment	\$449,791
CIT Pay	\$24,363
Safety Allowance	\$29,200
Health Care	\$8,570
Acting Supervisor Pay	\$212
Incline/Gerlach Assignment Differential	\$-0-
Incline Assignment Personal Vehicle Use	\$-0-
<b>TOTAL FY23/24</b>	<b>\$1,250,307</b>

## Notes:

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

Estimated FY23 impact of 1.0% COLA per FY22 salaries (incl. PERS) = \$142,642

FY22/23 One-time Lump Sum not PERS Compensable

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

FY24 estimates reflect cumulative impacts based on FY23 increases-not incremental impacts (i.e., FY23 COLA plus FY24 COLA)

**Health Care:**

FY23 estimated impact of Health Care is based on current information, including current retiree eligibility and retiree plan enrollment. Total estimated cost of \$54,000 is pro-rated between Deputies and Supervising Deputies based on number of eligible positions. It's anticipated that FY24 will have a higher cost, but it's unquantifiable at this time as it's unknown how many eligible retirees will participate.

Upon full implementation, the total annual expense is estimated to be material/significant and exceed \$550,000 per year-based on current costs/enrollment (i.e., not accounting for inflation, increased staffing, etc.).

However, future Post Employment Benefit Actuarial Valuations will be updated to reflect the revised provisions to determine required contributions/funding.

**RECOMMENDATION**

Recommendation to approve the Collective Bargaining Agreement with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) bargaining unit for the two (2) year period beginning July 1, 2022, through June 30, 2024; including a one-time pay structure adjustment, and Crisis Intervention Training (CIT) pay of 5% rolled into base pay, and cost of living adjustments in base wages of 5 % effective July 1, 2022 [FY22/23 estimated fiscal impact \$1,171,329]; and a one-time only lump sum payment of \$1,800 effective July 4, 2022 [FY22/23 estimated fiscal impact \$131,400], and 3.5% effective July 1, 2023 [FY23/24 estimated fiscal impact \$1,212,325 including CIT and pay structure adjustment]; and updated agreement language regarding salaries, Crisis Intervention Training Pay (CIT) pay, health care subsidy, medical plan, Incline resident differential pay, temporary supervisory pay, retiring deputy ID card and badge, education incentive pay, safety equipment allowance, and duration of agreement [estimated fiscal impact \$75,957 for both years].

**POSSIBLE MOTION**

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

*“Move to approve the Collective Bargaining Agreement with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) bargaining unit for the two (2) year period beginning July 1, 2022, through June 30, 2024; including a one-time pay structure adjustment, and Crisis Intervention Training (CIT) pay of 5% rolled into base pay, and cost of living adjustments in base wages of 5 % effective July 1, 2022 [FY22/23 estimated fiscal impact \$1,171,329]; and a one-time only lump sum payment of \$1,800 effective July 4, 2022 [FY22/23 estimated fiscal impact \$131,400], and 3.5% effective July 1, 2023 [FY23/24 estimated fiscal impact \$1,212,325 including CIT and pay structure adjustment]; and updated agreement language regarding salaries, Crisis Intervention Training Pay (CIT) pay, health care subsidy, medical plan, Incline resident differential pay, temporary supervisory pay, retiring deputy ID card and badge, education incentive pay, safety equipment allowance, and duration of agreement [estimated fiscal impact \$75,957 for both years].”*