



WASHOE COUNTY

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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 Amended Collective Bargaining Agreements with the Washoe County Nurses' Association (WCNA) for the Non-Supervisory and Supervisory bargaining units to include updated career incentive language to increase Career Incentive for parity with Washoe County Employees Association (WCEA). [Total estimated fiscal impact \$18,944.] (All Commission Districts.)

SUMMARY

In May 24, 2022 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 two-year (2) period beginning July 1, 2022 through June 30, 2024; including pay grade structure adjustments based on critical labor market study conducted by Korn Ferry; Cost of Living Adjustment (COLA) of 5% effective July 1, 2022; and 3.5% beginning July 1, 2023; eight hours of personal leave credit effective July 2022; and sixteen hours of personal leave credit in January of each of the calendar years 2023 and 2024; and updated agreement language.

Washoe County and WCNA have since engaged in discussions regarding parity with other Associations to include an increase in Career Incentive. This is a request to amend the approved CBA(s) to include an increase in Career Incentive and related updated agreement language. WCNA Career Incentive has not been updated since 2011.

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 May 24, 2022 the Board approved CBA(S) with WCNA for the Non-Supervisory and Supervisory bargaining units for the two year period July 1, 2022 through June 30, 2024; including pay grade structure adjustments based on critical labor market study conducted by Korn Ferry; COLA of 5% effective July 1, 2022; and 3.5% beginning July 1, 2023; eight hours of personal leave credit effective July 2022; and sixteen hours of personal leave credit in January of each of the calendar years 2023 and 2024; and updated agreement language regarding salaries and personal leave, holidays, leaves of absence,

AGENDA ITEM # _____

career development, bilingual differential, deferred compensation, and duration of agreement.

BACKGROUND

The final agreements negotiated with WCEA and recommended for approval on this June 21, 2022, agenda includes changes to Career Incentive not included in the WCNA CBA(s) approved by the Board on May 24, 2022. Approval of these changes will maintain parity between WCNA and other County employees.

The parties reached Tentative Agreements. The Association has voted and ratified the Amended Agreements. Following is a summary explanation of the substantive changes to both the Supervisory and Non-Supervisory Agreements and is also applicable for the Confidential Non-Represented Nurses.

Article 12 – Career Incentive

Current Career Incentive tiers have been increased by \$1,000 per year of service beginning at five (5) years of continuous service through nine (9) years of continuous service; and by \$2,000 per year of service beginning at ten (10) years of continuous service through a maximum of \$5,000 for thirty or more (30+) years of service. (See Attachment A). (See Attachment A) Amounts were adjusted to encourage employee retention; and it is important to note that Career Incentive was last updated in 2011.

FISCAL IMPACT

The annual FY 22/23 fiscal impact associated with these recommendations is estimated at \$8,823 (\$5,125 for Non-Supervisory; \$3,698 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 Division will monitor the budget status related to these contracts and propose necessary budget adjustments as needed.

The annual FY 23/24 fiscal impacts associated with these recommendations are estimated at \$10,121 (\$6,423 for Non-Supervisory; \$3,698 for Supervisory).

Note:

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

RECOMMENDATION

Recommendation to approve Amended Collective Bargaining Agreements with the Washoe County Nurses' Association (WCNA) for the Non-Supervisory and Supervisory bargaining units to include updated career incentive language to increase Career Incentive for parity with Washoe County Employees Association (WCEA). [Total estimated fiscal impact \$18,944.]

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:
“Move to approve Amended Collective Bargaining Agreements with the Washoe County Nurses' Association (WCNA) for the Non-Supervisory and Supervisory bargaining units to include updated career incentive language to increase Career Incentive for parity with Washoe County Employees Association (WCEA). [Total estimated fiscal impact \$18,944.]”

Board of County Commission Meeting of June 21, 2022
 WCNA Amended Collective Bargaining Agreements
 ATTACHMENT A

CAREER INCENTIVE TIERS

Total Years of Full-Time Service	Annual Longevity Payment Effective July 1, 2022	Annual Longevity Payment Current (approved in 1994)
5 - 6 Yrs	\$1,500	\$500
6 - 7 Yrs	\$1,600	\$600
7 - 8 Yrs	\$1,700	\$700
8 - 9 Yrs	\$1,800	\$800
9 - 10 Yrs	\$1,900	\$900
10 - 11 Yrs	\$3,000	\$1,000
11 - 12 Yrs	\$3,100	\$1,100
12 - 13 Yrs	\$3,200	\$1,200
13 - 14 Yrs	\$3,300	\$1,300
14 - 15 Yrs	\$3,400	\$1,400
15 - 16 Yrs	\$3,500	\$1,500
16 - 17 Yrs	\$3,600	\$1,600
17 - 18 Yrs	\$3,700	\$1,700
18 - 19 Yrs	\$3,800	\$1,800
19 - 20 Yrs	\$3,900	\$1,900
20 - 21 Yrs	\$4,000	\$2,000
21 - 22 Yrs	\$4,100	\$2,100
22 - 23 Yrs	\$4,200	\$2,200
23 - 24 Yrs	\$4,300	\$2,300
24 - 25 Yrs	\$4,400	\$2,400
25 - 26 Yrs	\$4,500	\$2,500
26 - 27 Yrs	\$4,600	\$2,600
27 - 28 Yrs	\$4,700	\$2,700
28 - 29 Yrs	\$4,800	\$2,800
29 - 30 Yrs	\$4,900	\$2,900
30 + Yrs	\$5,000	\$3,000

An employee's eligibility for longevity pay is reviewed as of June 1 and December 1 of each year with payment in equal semiannual installments payable on the first payday of June and December immediately following a determination of eligibility. For qualifying employees retiring or resigning in good standing before the due date of any semiannual increment, the amount of the payment is prorated.