



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: *November 19, 2024*

DATE: Thursday, November 14, 2024

TO: Board of County Commissioners

FROM: Patricia Hurley, Director, Human Resources Department
775.328.2087, phurley@washoecounty.gov

THROUGH: Eric Brown, County Manager

SUBJECT: Recommendation to approve language clarifying the eligibility start date and that benefit contributions are employer contributions to Article 23 - Insurance Plans, of the Collective Bargaining Agreement between Washoe County and the Washoe County Public Attorneys' Association for the four (4) year period of July 1, 2024 through June 30, 2028; and to approve the same revisions for the unrepresented confidential attorneys. [No fiscal impact]. Human Resources. (All Commission Districts.) **FOR POSSIBLE ACTION**

SUMMARY

In June 2024, the Board of County Commissioners approved a Collective Bargaining Agreement (CBA) between Washoe County and the Washoe County Public Attorneys' Association (WCPAA) for the four (4) year period of July 1, 2024 through June 30, 2028.

In working with the Comptroller's Office to effectuate the new retiree benefits agreed to in Article 23(E)(6) of the CBA, it came to light that the approved language would have unintended income and tax implications to the affected employees upon their retirement. Based on this internal interpretation of the language currently contained in Article 23(E)(6), it was determined that new clarifying language was necessary to address the unintended income and tax implication. In October 2024, Washoe County Human Resources confirmed the mutual understanding of the intended benefit of Article 23(E)(6) with WCPAA and worked with the Association to revise the language of the article to address the income and tax implications. Washoe County and WCPAA reached a tentative agreement on the revised language for Article 23(E)(6).

Employment provisions for employees represented by a labor organization are primarily governed by their negotiated contracts; and unrepresented employees are primarily governed by the Washoe Personnel Handbook. The Board of County Commissioners has in the past adopted the same salary and benefits for unrepresented employees that has been negotiated for represented employees. It is recommended that the revisions to the retiree health insurance benefits that are contained in the proposed WCPAA CBA be approved for the unrepresented confidential attorneys.

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, 2024 the Board approved a CBA between the County and the WCPAA for a four (4) year period of July 1, 2024 through June 30, 2028.

BACKGROUND

The following is a summary explanation of the substantive changes to the Agreement:

Article 23 – Insurance Plans

Section (E)(6) has been modified to clarify the eligibility start date of the health insurance benefit and to specify the relevant Nevada Revised Statute that sets forth requirements for the benefit. The revisions also clarify that benefit contributions are employer contributions, and not additional income or benefits which are taxable to the employee.

Confidential Attorneys

In the past, the Board has adopted the same salary and benefits for the unrepresented confidential attorneys as those contained in the CBA with WCPAA.

FISCAL IMPACT

No fiscal impact.

RECOMMENDATION

Recommendation to approve language clarifying the eligibility start date and that benefit contributions are employer contributions to Article 23 - Insurance Plans, of the Collective Bargaining Agreement between Washoe County and the Washoe County Public Attorneys' Association for the four (4) year period of July 1, 2024 through June 30, 2028; and to approve the same revisions for the unrepresented confidential attorneys.

POSSIBLE MOTION

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

“Move to approve language clarifying the eligibility start date and that benefit contributions are employer contributions to Article 23 - Insurance Plans, of the Collective Bargaining Agreement between Washoe County and the Washoe County Public Attorneys' Association for the four (4) year period of July 1, 2024 through June 30, 2028; and to approve the same revisions for the unrepresented confidential attorneys.”