

Memorandum of Understanding

Between Washoe County
And
The Washoe County Sheriff Deputies Association (Non-Supervisory)
February 20, 2025

I. Purpose

The purpose of this Memorandum of Understanding is to memorialize an agreement between Washoe County ("County") and the Washoe County Sheriff Deputies Association ("WCSDA") concerning provisions related to Article 14 (Job-Connected Injuries) and Exhibit A (Salary Schedules) due to any potential increase in the NV Public Employees Retirement System (PERS) contribution rate, as outlined in the collective bargaining agreement between the two parties.

II. Background

On June 25, 2025, the Washoe County Board of County Commissioners approved the collective bargaining agreement ("CBA") between the County and the WCSDA, with a term of July 1, 2024, to June 30, 2028.

Under Article 14 – Job Connected Injuries; the parties agreed to continue discussions aimed at improving the workers' compensation process, and if they were unable to reach an agreement, the article would be reopened for negotiations. Article 14(F) of the CBA specifically states as follows:

"After July 1, 2024, the Sheriff or designee, Human Resources, Risk Management and the Association will meet at least monthly in good faith and have meaningful discussions related to this article with the intention of improving the workers compensation process. If an agreement is not reached by April 1, 2025, this article will be reopened for negotiations unless all parties mutually agree to extend the date."

Under Article 15 of the CBA, salaries are subject to change due to changes in the retirement contribution for PERS, and the County and the WCSDA equally share in PERS contribution rate increases in accordance with NRS 286.421. However, as set forth in Exhibit A – Salary Schedules of the CBA, the parties agreed to reopen negotiations for the purpose of determining the parties' contributions if PERS increased the contribution rates by more than 4%. Exhibit A of the CBA specifically states as follows:

"In the event that the NV Public Employees Retirement System (PERS) contribution rate for Police/Fire increases by more than 4%, the parties mutually agree to reopen negotiations focused solely on the parties' respective contribution to the PERS increase."

On December 2, 2024, NV PERS informed employers about changes to the contribution rates. For Police/Fire members under the Employer-Pay Contribution (EPC) plan, which Washoe County adheres to, the contribution rate will increase from 50.00% to 58.75% beginning July 1, 2025. Because the County and the WCSDA equally share the contribution

rate increase of 8.75%, WCSDA salaries will need to be reduced by 4.375% on July 14, 2025, representing their half of the contribution for the rate increase.

III. Mutual Understandings

It is mutually agreed upon and understood by and among the County and WCSDA that:

- a. The County will apply the approved 3.25% COLA effective July 1, 2025. Effective July 14, 2025, the County will absorb 2% of the 4.375% PERS contribution rate increase that WCSDA would otherwise be responsible for per NRS 286.421. Accordingly, effective July 14, 2025, WCSDA salaries will be reduced by 2.375% resulting in a net cost of living increase of approximately 0.875% for Fiscal Year 2026. Below is an illustration of the parties' agreement:

	Police/Fire (Employer-Pay Contribution Plan)
Current PERS Rate	50.000%
New PERS Rate	58.750%
Effective 7/1/25:	
FY 26 Approved COLA Applied	3.250%
Effective 7/14/25:	
PERS Contribution Rate Increase	8.750%
Employee 50% Cost Share Split	4.375%
County Absorbs 2% of the 4.375%	<u>2.000%</u>
Final FY 26 PERS Salary Reduction	2.375%
FY 26 Approved COLA (7/1/25)	3.250%
FY 26 Salary Reduction (7/14/25)	<u>2.375%</u>
FY 26 Approx. Net COLA	0.875%

- b. In exchange for the County absorbing 2% of WCSDA's share of the PERS contribution rate increase, WCSDA agrees that paragraph 14(F) of the CBA is null and void effective the date that this Memorandum of Understanding is signed by the parties. The parties further agree that the following language contained in paragraph 14(F) will no longer be recognized:

“After July 1, 2024, the Sheriff or designee, Human Resources, Risk Management and the Association will meet at least monthly in good faith and have meaningful discussions related to this article with the intention of improving the workers compensation process. If an agreement is not reached by April 1, 2025, this article will be reopened for negotiations unless all parties mutually agree to extend the date.”

WCSDA and the County further agree that they waive their ability to initiate any and all grievances, appeals, lawsuits (in law and equity), complaints, or proceedings of any kind which arise out of paragraph 14(F) of the CBA. WCSDA and the County also agree to remove paragraph 14(F) from the CBA during the next round of negotiations for a successor CBA.

- c. The County and WCSDA acknowledge that discussions aimed at improving the Workers' Compensation process have been productive and have led to many positive changes. Both parties agree to continue to meet periodically, as mutually agreed upon, and have meaningful discussions with the goal of improving the Workers' Compensation process.
- d. If any action by the Nevada Legislature or NV PERS results in a change to the PERS contribution rate for Police/Fire members under the EPC plan for 7/14/25, either party may reopen negotiations only on the parties' respective contribution to the PERS rate change.

Patricia Hurley

Patricia Hurley
For the County

Richard Spaulding
Richard Spaulding
For WCSDA

3-5-2025

Date

05 March 2025

Date