



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 revisions to Article 27, Section E, Retiree Health Insurance, of the Collective Bargaining Agreements between Washoe County and the Washoe County District Attorney's Investigator Association for the Non-Supervisory and Supervisory bargaining units for the four (4) year period of July 1, 2024 through June 30, 2028; revisions include establishing tiers, adding language that specifies that any overages will go into the retiree's Health Reimbursement Arrangement, establishing a tier that outlines the County Retiree Health Insurance Program enrollment criteria for employees hired between July 1, 2010, and June 30, 2040, and adding language to specify that if any member of the bargaining unit is killed in the line of duty, his/her surviving spouse and/or child(ren) remain eligible to receive the County's health insurance coverage; and to approve the same retiree health insurance provisions for the non-represented Chief Investigator of the Washoe County District Attorney's Office [FY 24/25 estimated fiscal impact of \$50,400.00; FY 25/26 estimated fiscal impact of \$51,660.00; FY 26/27 estimated fiscal impact of \$52,955.00; FY 27/28 estimated fiscal impact of \$54,278.00]. [Total estimated fiscal impact for the four-year period is \$209,293.00]. Human Resources. (All Commission Districts.) **FOR POSSIBLE ACTION**

SUMMARY

In June 2024, the Board of County Commissioners approved Collective Bargaining Agreements (CBAs) between Washoe County and the Washoe County District Attorney's Investigator Association (WCDAIA) for the Non-Supervisory and Supervisory bargaining units for the four (4) year period of July 1, 2024 through June 30, 2028. At the time the CBAs were approved, the County and WCDAIA entered into a memorandum of agreement stating that they would continue negotiations regarding Article 27, Section E, Retiree Health Insurance. That memorandum was included in the approved CBA.

Since August 2024, Washoe County and the WCDAIA have engaged in negotiations regarding Article 27, Section E, Retiree Health Insurance, and have reached a tentative agreement.

AGENDA ITEM # _____

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 County 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 retiree health insurance benefits that are contained in the proposed CBA with the WCDAIA Supervisory bargaining unit be approved for the Chief Investigator of the District Attorney's Office.

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 CBAs between Washoe County and the WCDAIA for the Non-Supervisory and Supervisory bargaining units for the four (4) year period of July 1, 2024 through June 30, 2028. At the time the CBAs were approved, Washoe County and the WCDAIA had not yet reached an agreement on Article 27, Section E, Retiree Health Insurance. Accordingly, the County and WCDAIA agreed to continue to engage in negotiations on Article 27, Section E, Retiree Health Insurance. This agreement was memorialized in a memorandum that was included in the approved CBA.

On June 25, 2024, the Board approved the same salary and benefits provisions that were contained in the CBA for the Chief Investigator of the District Attorney's Office.

BACKGROUND

WCDAIA

The parties reached a Tentative Agreement on Article 27, Section E. Members of the WCDAIA voted and ratified the Agreement. The following is a summary explanation of the substantive changes to the CBA (changes apply to both the Supervisory and Non-Supervisory Agreements):

Article 27 – Insurance

Section E has been updated to establish tiers. Section E.5.A has been added to establish that any overages will go into the retiree's Health Reimbursement Arrangement (HRA). Section E.6 has been modified to add a Tier 3 and outlines the County Retiree Health Insurance Program enrollment criteria for employees hired between July 1, 2010, and June 30, 2040. Section 7 has been added to clarify that employees hired on or after July 1, 2040, shall not receive a direct subsidy or premium contribution made by the County. Additionally, language has been added to specify that if any member of the bargaining unit is killed in the line of duty, his/her surviving spouse and/or child(ren) remain eligible to receive the County's health insurance coverage in accordance with Nevada law.

Chief Investigator (DA)

In the past, the Board has adopted the same salary and benefits for the Chief Investigator (DA) as those contained in the CBA(s) with the WCDAIA Supervisory bargaining unit

FISCAL IMPACT

The forecasted fiscal impact for these recommendations over the next four (4) years are estimated at a total of \$209,293.00 for WCDAIA. The fiscal impact for each fiscal year is set forth below:

FY	WCDAIA Supervisory	WCDAIA Non- Supervisory	Total Supervisory and Non- Supervisory FY Impact
FY25	\$7,200.00	\$43,200.00	\$50,400.00
FY26	\$7,380.00	\$44,280.00	\$51,660.00
FY27	\$7,565.00	\$45,390.00	\$52,955.00
FY28	\$7,754.00	\$46,524.00	\$54,278.00
Four-Year Totals	\$29,899.00	\$179,394.00	\$209,293.00

Any increased costs associated with this benefit will be reflected within the Other Postemployment Benefits (OPEB) actuarial valuation report as part of the Actuarial Determined Contribution (ADC) during the next valuation period.

RECOMMENDATION

Recommendation to approve revisions to Article 27, Section E, Retiree Health Insurance, of the Collective Bargaining Agreements between Washoe County and the Washoe County District Attorney's Investigator Association for the Non-Supervisory and Supervisory bargaining units for the four (4) year period of July 1, 2024 through June 30, 2028; revisions include establishing tiers, adding language that specifies that any overages will go into the retiree's Health Reimbursement Arrangement, establishing a tier that outlines the County Retiree Health Insurance Program enrollment criteria for employees hired between July 1, 2010, and June 30, 2040, and adding language to specify that if any member of the bargaining unit is killed in the line of duty, his/her surviving spouse and/or child(ren) remain eligible to receive the County's health insurance coverage; and to approve the same retiree health insurance provisions for the non-represented Chief Investigator of the Washoe County District Attorney's Office [FY 24/25 estimated fiscal impact of \$50,400.00; FY 25/26 estimated fiscal impact of \$51,660.00; FY 26/27 estimated fiscal impact of \$52,955.00; FY 27/28 estimated fiscal impact of \$54,278.00]. [Total estimated fiscal impact for the four-year period is \$209,293.00].

POSSIBLE MOTION

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

“Move to approve revisions to Article 27, Section E, Retiree Health Insurance, of the Collective Bargaining Agreements between Washoe County and the Washoe County District Attorney’s Investigator Association for the Non-Supervisory and Supervisory bargaining units for the four (4) year period of July 1, 2024 through June 30, 2028; revisions include establishing tiers, adding language that specifies that any overages will go into the retiree’s Health Reimbursement Arrangement, establishing a tier that outlines the County Retiree Health Insurance Program enrollment criteria for employees hired between July 1, 2010, and June 30, 2040, and adding language to specify that if any member of the bargaining unit is killed in the line of duty, his/her surviving spouse and/or child(ren) remain eligible to receive the County’s health insurance coverage; and to approve the same retiree health insurance provisions for the non-represented Chief Investigator of the Washoe County District Attorney’s Office [FY 24/25 estimated fiscal impact of \$50,400.00; FY 25/26 estimated fiscal impact of \$51,660.00; FY 26/27 estimated fiscal impact of \$52,955.00; FY 27/28 estimated fiscal impact of \$54,278.00]. [Total estimated fiscal impact for the four-year period is \$209,293.00].”