

Memorandum of Understanding

Between Washoe County

And

The Washoe County District Attorney Investigator's Association (Non-Supervisory and Supervisory)

April 29, 2025

I. Purpose

The purpose of this Memorandum of Understanding is to memorialize an agreement between Washoe County ("County") and the Washoe County District Attorney Investigator's Association ("WCDAIA") concerning provisions related to Article 14 (Salaries and Retirement) and Appendix A (Salary Schedules) due to any potential increase in the NV Public Employees Retirement System (PERS) contribution rate, as outlined in the collective bargaining agreements between the parties.

II. Background

On June 25, 2025, the Washoe County Board of County Commissioners approved the collective bargaining agreements ("CBAs") between the County and the WCDAIA (Non-Supervisory and Supervisory), with a term of July 1, 2024, to June 30, 2028.

Under Article 14 of the CBAs, salaries are subject to change due to changes in the retirement contribution for PERS, and the County and the WCDAIA equally share in PERS contribution rate increases in accordance with NRS 286.421. However, as set forth in Article 14 – Salaries and Retirement 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%. Article 14 of the CBAs specifically state 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 (EPC) plan, which Washoe County adheres to, the rate will increase from 50.00% to 58.75% beginning July 1, 2025. Because the County and the WCDAIA equally share the contribution rate increase of 8.75%, WCDAIA members' 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 WCDAIA 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 WCDAIA members would otherwise be responsible for per NRS 286.421. Accordingly, effective July 14, 2025, WCDAIA salaries will be reduced by 2.375% resulting in a net

cost of living increase of 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 WCDAIA's share of the PERS contribution rate increase, WCDAIA agrees that the language contained in section 14(A)(2)(d)(1) will be amended as follows:

“In the event that the NV Public Employees Retirement System (PERS) contribution rate for Police/Fire increases by more than 4.875%, the parties mutually agree to reopen discussions focused solely on the parties' respective contribution to the PERS increase.”

- c. 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 Washoe County

4/29/2025
Date

Ron J. Dreher
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Counsel for Washoe County

04/29/2025
Date

District Attorney Investigators' Association
(Non-Supervisory and Supervisory Employees
Bargaining Units)