



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: *June 25, 2024*

DATE: Thursday, June 20, 2024

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 for the Confidential Undersheriff and Chief Deputy Sheriffs a salary adjustment effective July 1, 2024 [FY 24/25 estimated fiscal impact \$260,730; FY 25/26 estimated fiscal impact \$260,730]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$267,900]; and a salary adjustment of approx. 4.75% plus a cost of living adjustment in base wages of 3% effective July 1, 2027 [FY 27/28 estimated fiscal impact \$288,662]; and updated agreement language regarding holidays, sick leave, longevity, and education incentive pay [estimated fiscal impact \$3,721 for four (4) years]. [Total estimated fiscal impact is \$1,081,743]. (All Commission Districts.)

SUMMARY

The Board has in the past adopted the same salary increases and similar benefits as those provided to the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) for the Undersheriff and Chief Deputy Sheriffs who are confidential employees not covered by a bargaining agreement. WCSSDA's 2024-2028 Collective Bargaining Agreement (CBA) is on the agenda for approval. If approved, this agenda item recommends a salary adjustment in base wages effective July 1, 2024, a cost of living adjustment (COLA) in base wages of 2.75% effective July 1, 2026, and a salary adjustment in base wages of approx. 4.75% plus a 3% cost of living adjustment (COLA) in base wages of 3% beginning July 1, 2027; and updated holidays, sick leave, longevity, and education incentive pay for the Confidential Undersheriff and Chief Deputy Sheriffs, commensurate with the COLA's and updates negotiated with the WCSSDA.

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 21, 2022 the Board approved a one-time pay structure adjustment, current Crisis Intervention Training (CIT) pay of 5% rolled into base pay, and Cost of Living Adjustments in base wages of 5% effective July 1, 2022; and a one-time only lump sum payment of \$1,800 effective July 4, 2022; and 3.5% beginning July 1, 2023; and updated

AGENDA ITEM # _____

health care subsidy, medical plan, retiring deputy ID card and badge, education incentive pay, safety equipment allowance for the Confidential Undersheriff and Chief Deputy Sheriffs.

BACKGROUND

Represented employees' salaries are primarily governed by provisions within their negotiated contracts; unrepresented employees are primarily governed by the Washoe County Code Sections 5.109 through 5.147. The Board of County Commissioners has in the past adopted the same salary increases and similar benefits for unrepresented employees as have been negotiated for represented employees. The recommendation for increases to salaries for the Confidential Undersheriff and Chief Deputy Sheriffs are a salary adjustment in base wages effective July 1, 2024, a cost of living adjustment (COLA) in base wages of 2.75% effective July 1, 2026, and a salary adjustment in base wages of approx. 4.75% plus a 3% cost of living adjustment (COLA) in base wages of 3% beginning July 1, 2027.

Also, the Board is requested to approve changes to holidays, sick leave, longevity, and education incentive pay for the Confidential Undersheriff and Chief Deputy Sheriffs.

The recommendation for salaries and noted benefits for the Confidential Undersheriff and Chief Deputy Sheriffs are the same as the applicable provisions in the proposed Collective Bargaining Agreement with the WCSSDA:

Salaries

Salaries changed by a salary adjustment in base wages effective July 1, 2024, a cost of living adjustment (COLA) in base wages of 2.75% effective July 1, 2026, and a salary adjustment in base wages of approx. 4.75% plus a 3% cost of living adjustment (COLA) in base wages of 3% beginning July 1, 2027.

Holidays

June 19 (Juneteenth Day) has been added to the list of recognized holidays.

Sick Leave

Bonding Leave: Language added to allow annual leave and compensatory leave in addition to sick leave for purposes of bonding after the birth or placement of a child due to adoption or foster care, leave is available pursuant to the Family and Medical Leave Act (FMLA) regardless of the gender of the employee.

Donations: Updated to allow employees to donate up to eighty (80) hours of their accumulated vacation leave or compensatory leave* (*new) to another employee, and also change the verbiage from "has no accumulated sick hours" to "has less than eighty (80) hours of combined sick leave, vacation, personal leave, and compensatory leave", but who is otherwise eligible to take paid sick leave in accordance with the provisions of this section.

Parental Leave: Add up to four (4) weeks of paid parental leave following the birth of a child of the employee or the placement of a child with an employee for adoption or foster care for employees who are eligible for leave under the Family and Medical Leave Act (FMLA). Paid parental leave will not exceed four (4) weeks in any rolling twelve (12) month period; will run concurrently with any applicable FMLA leave; and must be taken in one continuous period that falls entirely within twelve (12) months of the birth or

placement of the child. Any unused paid parental leave will be forfeited twelve (12) months after the birth or placement of the child and upon termination of employment for any reason, an employee will not be paid for any unused paid parental leave for which they were eligible.

Longevity

Updated to increase the current longevity pay cap by \$200.00 for the Chief Deputy Sheriffs. The new annual maximum amount is \$20,200 for the Chief Deputy Sheriffs.

Education Incentive Pay

Education incentive for P.O.S.T. certification has increased to the following:

- Executive P.O.S.T.: From 1.25% to 3%

FISCAL IMPACT

The annual FY 24/25 fiscal impact associated with these recommendations is estimated at \$261,630 and a portion is included in the FY 24/25 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 FY 24/25 fiscal impact is broken out as follows:

FY 24/25	
Description	WCSSDA
Salary Structure Adjustment FY25	\$260,730
Longevity	\$900
TOTAL FY 24/25	\$261,630

The annual FY 25/26 fiscal impacts associated with these recommendations are estimated at \$261,630 and is broken out as follows:

FY 25/26	
Description	WCSSDA
Salary Structure Adjustment FY25	\$260,730
Longevity	\$900
TOTAL FY 25/26	\$261,630

The annual FY 26/27 fiscal impacts associated with these recommendations are estimated at \$268,824 and is broken out as follows:

FY 26/27	
Description	WCSSDA
Cost of Living Adjustment (COLA) FY27	\$267,900
Longevity	\$925
TOTAL FY 26/27	\$268,824

The annual FY 27/28 fiscal impacts associated with these recommendations are estimated at \$289,658 and is broken out as follows:

FY 27/28

Description	WCSSDA
Salary Structure Adjustment & Cost of Living Adjustment (COLA) FY28	\$288,662
Longevity	\$996
TOTAL FY 27/28	\$289,658

Notes:

Totals in tables may be off due to rounding.

Estimates do not include certain pay types based on employee assignment (i.e., Overtime, Holiday Worked, Standby Pay, Call Back Pay, etc.).

Estimated FY 25 impact of 1.0% COLA per FY24 salaries (incl. PERS) = \$14,151.

Estimates do not include additional positions or estimated PERS changes for FY26 or FY 28.

FY 27-FY 28 estimates reflect cumulative impacts based on FY 26 increases-not incremental impacts (i.e., FY 26 Salary Adjustment plus FY 27 COLA).

RECOMMENDATION

Recommendation to approve for the Confidential Undersheriff and Chief Deputy Sheriffs a including a salary adjustment effective July 1, 2024 [FY 24/25 estimated fiscal impact \$260,730; FY 25/26 estimated fiscal impact \$260,730]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$267,900]; and a salary adjustment of approx. 4.75% plus a cost of living adjustment in base wages of 3% effective July 1, 2027 [FY 27/28 estimated fiscal impact \$288,662]; and updated agreement language regarding holidays, sick leave, longevity, and education incentive pay [estimated fiscal impact \$3,721for four (4) years]. [Total estimated fiscal impact is \$1,081,743].

POSSIBLE MOTION

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

“Move to approve for the Confidential Undersheriff and Chief Deputy Sheriffs a including a salary adjustment effective July 1, 2024 [FY 24/25 estimated fiscal impact \$260,730; FY 25/26 estimated fiscal impact \$260,730]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$267,900]; and a salary adjustment of approx. 4.75% plus a cost of living adjustment in base wages of 3% effective July 1, 2027 [FY 27/28 estimated fiscal impact \$288,662]; and updated agreement language regarding holidays, sick leave, longevity, and education incentive pay [estimated fiscal impact \$3,721for four (4) years]. [Total estimated fiscal impact is \$1,081,743].”