



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: July 9, 2019

DATE: Tuesday, July 2, 2019

TO: Board of County Commissioners

FROM: Patricia Hurley, Director, Human Resources
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THROUGH: Christine Vuletich, Assistant County Manager

SUBJECT: Recommendation to approve the Collective Bargaining Agreement with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) bargaining unit for the three (3) year period beginning retroactive to July 1, 2019 through June 30, 2022; including cost of living adjustments in base wages of 2.5% effective July 1, 2019 [FY 19/20 estimated fiscal impact \$935,778]; 2.5% beginning July 1, 2020 [FY 20/21 estimated fiscal impact \$959,173]; and 2.5% beginning July 1, 2021 [FY 21/22 estimated fiscal impact \$983,152]; and updated agreement language regarding salaries, rights of association, holidays and holiday pay, medical plan, night shift differential, special pay differential, dues deduction, distribution of contract, and duration of agreement. [Total estimated fiscal impact is \$2,878,103.] (All Commission Districts.)

SUMMARY

In September 2016 the Board approved the Collective Bargaining Agreement (CBA) with the Washoe County Sheriff's Deputies Association (WCSDA) bargaining unit for a period beginning July 1, 2016 through June 30, 2019. Since February 2019 Washoe County and the WCSDA have engaged in extensive negotiations for a successor Agreement. This proposed successor CBA with the WCSDA is for the three (3) year period beginning July 1, 2019 through June 30, 2022; including cost of living adjustments in base wages of 2.5% effective July 1, 2019; 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021; and updated agreement language regarding salaries, rights of association, holidays and holiday pay, medical plan, night shift differential, special pay differential, dues deduction, distribution of contract, and duration of agreement.

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 September 13, 2016 the Board approved WCSSDA CBA for a three (3) year period beginning July 1, 2016 through June 30, 2019 including COLA of 3% retroactive to July 1, 2016; 3.5% beginning July 1, 2017, and 2.5% beginning July 1, 2018; and updated agreement language regarding holiday pay, sick leave/personal leave, salaries, longevity, health plans, uniform & safety equipment, assignment differential, and resident assignments.

AGENDA ITEM # _____

On August 23, 2016 the Board approved a 32-day extension of existing Collective Bargaining Agreements beyond the August 29, 2016 expiration date to September 30, 2016 as it affects NRS 288.

BACKGROUND

The parties reached Tentative Agreements on all issues. The Association has voted and ratified the Agreement. Following is a summary explanation of the substantive changes to the Agreement:

Term

The term of the Agreement is for three (3) years: July 1, 2019 through June 30, 2022.

Exhibit A - Salaries

Exhibit A reflects cost of living adjustments (COLA's) in base wage of 2.5% effective July 1, 2019; 2.5% beginning July 1, 2020; and 2.5% beginning July 1, 2021.

Article 5 – Rights of Association

This Article was modified to include Sections D., E., & F. from the WCSDA contract to be consistent amongst both the WCSDA and WCSSDA contracts. Section G. was revised to indicate that both parties have agreed the full cost of release time for Association business for the term of this Agreement has been offset by the value of concessions made by the Association during the course of negotiations of this Agreement as required by NRS 288.255.

Article 9 – Holidays and Holiday Pay

The language for “day of mourning” is re-written to reiterate that under NRS 236.015 when a President declares a day of mourning it is not considered a County holiday unless the local government offices are required to be closed.

Article 16 – Medical Plan

This Article is cleaned-up to remove outdated information and to update the language to reflect current information and practice. Substantial changes include: removing the reference to a Vice Chairperson; updating Section D. on the handling of a dispute over a medical claim; adding in Section E. that the Retiree Health Insurance benefit is based on the employee's original date of hire and total years of County service; in Section E.4. replacing the reference to the State PEBP Retiree Health plan subsidy with the County subsidy; clarifying that employees hired after June 30, 2010, that elect to remain in the County Retiree Health Plan, must, upon eligibility, enroll in Medicare Parts A and B with Medicare becoming the primary coverage; adding that the County agrees to provide health insurance coverage and pay 100% of the premium for spouses and dependent children of any member of the bargaining unit who is killed in the line of duty; and updating that dependent children shall be covered up to the age of twenty-six (26).

Article 21 – Night Shift Differential Pay/Education Incentive Pay

Shift differential pay for performing work between the hours of 7:00 p.m. and 7:00 a.m., as defined in this Article, has been increased from six (6%) to seven (7%) of base salary.

Added a new five percent (5%) of base pay education incentive for Sergeants, Lieutenants, and Captains who have attended Crisis Intervention Training (CIT) and been certified by the Sheriff's Office as qualified.

Article 22 – Assignment Differential Pay

This Article is cleaned-up to be consistent with the WCSDA contract – Article 23. Supervisory Deputies are restricted to receiving payment for a maximum of two (2) Special “Assigned” Pay Differentials. Language was added that the County must be consulted prior to the Sheriff or designee revising the negotiated number of special long-term assignments. The “Consolidated Bomb Squad Team” assignment was moved from receiving a 2% differential to a 5% differential and renamed “Explosive Ordinance Disposal (EOD) Sergeant”; “Motor/MAIT Sergeants” were removed from receiving a 2% differential and placed as separate assignments in the 5% differential category; “K9 Sergeant” and “Background Sergeant” are new assignments added to the 5% differential category. The assignment as “FTO Coordinator” was revised to now include Lieutenants and moved under the 5% differential category. The FTO Coordinator pay may not be combined with the per diem FTO pay. All new assignments have a maximum of one (1) assigned Sergeant, excluding the FTO Coordinator which may have up to two (2) Sergeants and two (2) Lieutenants assigned.

Article 23 – Dues Deduction

This Article was modified to clarify that any change in the rate of membership dues must be made in writing to the County Comptroller and must take effect on the first day of the start of a pay period.

Article 25 – Copy of Contract

This Article was modified to remove the necessity to reproduce Agreements and provide these copies of the Agreement to employees within thirty (30) days after signing with the costs to be borne equally by the County and Association. Language was added to reflect the current process of posting agreements to the Washoe County Human Resources website within thirty (30) days.

Article 42 – Duration of Agreement

This Article is updated to reflect the new 3-year term of agreement of July 1, 2019 through June 30, 2022. Another change to this Article is the removal of the outdated SB 241 “evergreen” compromise language which was included in the previous contracts. In its place is revised renewal language, written by both parties, which will expire upon the effective date of the succeeding agreement.

FISCAL IMPACT

The annual FY 19/20 fiscal impact associated with these recommendations is estimated at \$935,778 and a portion is included in the FY 19/20 approved budget. These cost increases may necessitate a budget adjustment during the fiscal year. The Budget Office will monitor the budget status related to these contracts and propose necessary budget adjustments as needed.

The FY 19/20 fiscal impact is broken out as follows:

FY 19/20

Description	WCSSDA
COLA	\$289,813
Shift Differential	\$-0-
5% CIT/Education Pay	\$579,625
Special Assignment Pays*	\$66,340
Total:	\$935,778

The annual FY 20/21 and FY 21/22 fiscal impacts associated with these recommendations are estimated at \$959,173 and \$983,152 and are broken out as follows:

FY 20/21

Description	WCSSDA
COLA	\$297,058
Shift Differential	\$-0-
5% CIT/Education Pay	\$594,116
Special Assignment Pays*	\$67,999
Total:	\$959,173

FY 21/22

Description	WCSSDA
COLA	\$304,484
Shift Differential	\$-0-
5% CIT/Education Pay	\$608,969
Special Assignment Pays*	\$69,699
Total:	\$983,152

*EOD Sergeant (max. of 1 Sergeant)
K9 Sergeant (max. of 1 Sergeant)
Background Sergeant (max. of 1 Sergeant)
FTO Lieutenant (max. of 2 Lieutenants)

These cost increases for future years will be included in the budget for each fiscal year.

RECOMMENDATION

It is recommended that the Board of County Commissioners approve the Collective Bargaining Agreement with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) bargaining unit for the three (3) year period beginning July 1, 2019 through June 30, 2022; including cost of living adjustments in base wages of 2.5% effective July 1, 2019 [FY 19/20 estimated fiscal impact \$935,778]; 2.5% beginning July 1, 2020 [FY 20/21 estimated fiscal impact \$959,173]; and 2.5% beginning July 1, 2021 [FY 21/22 estimated fiscal impact \$983,152]; and updated agreement language regarding salaries, rights of association, holidays and holiday pay, medical plan, night shift differential, special pay differential, dues deduction, distribution of contract, and duration of agreement. [Total estimated fiscal impact is \$2,878,103.]

POSSIBLE MOTION

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

Move to approve the Collective Bargaining Agreement with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) bargaining unit for the three (3) year period beginning July 1, 2019 through June 30, 2022; including cost of living adjustments in base wages of 2.5% effective July 1, 2019 [FY 19/20 estimated fiscal impact \$935,778]; 2.5% beginning July 1, 2020 [FY 20/21 estimated fiscal impact \$959,173]; and 2.5% beginning July 1, 2021 [FY 21/22 estimated fiscal impact \$983,152]; and updated agreement language regarding salaries, rights of association, holidays and holiday pay, medical plan, night shift differential, special pay differential, dues deduction, distribution of contract, and duration of agreement. [Total estimated fiscal impact is \$2,878,103.]