WASHOE COUNTY

Integrity Communication Service
www.washoecounty.us

STAFF REPORT
BOARD MEETING DATE: *July 9, 2019*

DATE: Tuesday, July 02, 2019

TO: Board of County Commissioners

FROM: Patricia Hurley, Director, Human Relations Department
775.328.2087, phurley@washoecounty.us

THROUGH: Christine Vuletich, Assistant County Manager

SUBJECT: Recommendation to approve Cost of Living Adjustment in base wage of 2.5% effective retroactive to July 1, 2019 [FY 19/20 estimated fiscal impact $71,974]; 2.5% beginning July 1, 2020 [FY 20/21 estimated fiscal impact $73,773]; and 2.5% beginning July 1, 2021 [FY 21/22 estimated fiscal impact $75,618]; updated medical plan changes; and add eligibility for a new five percent (5%) of base pay Crisis Intervention Training (CIT) education incentive for the Confidential Undersheriff and Chief Deputy Sheriffs. [Total estimated fiscal impact is $221,365.] (All Commission Districts.)

SUMMARY

The Board has in the past adopted the same salary increases and similar benefits as those provided to the WCSDA and WCSSDA for the Undersheriff and Chief Deputy Sheriffs who are confidential employees not covered by a bargaining agreement. If approved, a Cost of Living Adjustment (COLA) in base wage of 2.5% effective July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021; updated medical plan changes; and add eligibility for a new five percent (5%) of base pay Crisis Intervention Training (CIT) education incentive for the Confidential Undersheriff and Chief Deputy Sheriffs.

The COLA in base wage of 2.5% effective July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021; updated medical plan changes; and eligibility for a new five percent (5%) of base pay Crisis Intervention Training (CIT) education incentive are commensurate with the COLA's and CIT pay benefit negotiated with the Washoe County Supervisory Deputies Association (WCSSDA).

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 for the Confidential Undersheriff and Chief Deputy Sheriffs COLAs of 3% retroactive to July 1, 2016; 3.5% beginning July 1, 2017, and 2.5% beginning July 1, 2018; and updated sick leave/personal leave and health plans; Ballistic Vest allowance; Safety Equipment allowance; Duty Weapon Replacement Allowance; education

AGENDA ITEM # _____

incentive for attaining a Nevada Executive P.O.S.T. certification; and longevity pay per classification.

On September 22, 2015, the Board approved a 2.5% Cost of Living Adjustment for the Confidential Undersheriff, Chief Deputy Sheriffs, and Supervisory Deputies effective July 1, 2015.

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 COLAs in base wage of 2.5% effective July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021.

Also, the Board is requested to approve changes to the health plan language; and to add a new five percent (5%) of base pay Crisis Intervention Training (CIT) education incentive for the Confidential Undersheriff and Chief Deputy Sheriffs who have attended Crisis Intervention Training (CIT) and been certified by the Sheriff's Office as qualified.

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 Washoe County Supervisory Deputies Association (WCSSDA):

Medical Plan

The Medical Plan 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).

Crisis Intervention Training (CIT) - Education Incentive Pay

Add a new five percent (5%) of base pay education incentive for the Confidential Undersheriff and Chief Deputies who have attended Crisis Intervention Training (CIT) and been certified by the Sheriff's Office as qualified.

FISCAL IMPACT

The annual FY 19/20 fiscal impact associated with these recommendations is estimated at $71,974 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	U/S & Chief Deputies	Total
COLA	$23,598	$23,598
5% CIT/Education Pay	$48,376	$48,376
Total:	$71,974	$71,974

The annual FY 20/21 and 21/22 fiscal impacts associated with these recommendations are estimated at $73,773 and $75,618 and are broken out as follows:

FY 20/21

Description	U/S & Chief Deputies	Total
COLA	$24,188	$24,188
5% CIT/Education Pay	$49,585	$49,585
Total:	$73,773	$73,773

FY 21/22

Description	U/S & Chief Deputies	Total
COLA	$24,793	$24,793
5% CIT/Education Pay	$50,825	$50,825
Total:	$75,618	$75,618

RECOMMENDATION

It is recommended that the Board of County Commissioners approve Cost of Living Adjustment in base wage of 2.5% effective retroactive to July 1, 2019 [FY 19/20 estimated fiscal impact $71,974]; 2.5% beginning July 1, 2020 [FY 20/21 estimated fiscal impact $73,773]; and 2.5% beginning July 1, 2021 [FY 21/22 estimated fiscal impact $75,618]; updated medical plan changes; and add eligibility for a new five percent (5%) of base pay Crisis Intervention Training (CIT) education incentive for the Confidential Undersheriff and Chief Deputy Sheriffs.

POSSIBLE MOTION

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

Move to approve Cost of Living Adjustment in base wage of 2.5% effective retroactive to July 1, 2019 [FY 19/20 estimated fiscal impact $71,974]; 2.5% beginning July 1, 2020 [FY 20/21 estimated fiscal impact $73,773]; and 2.5% beginning July 1, 2021 [FY 21/22 estimated fiscal impact $75,618]; updated medical plan changes; and add eligibility for a new five percent (5%) of base pay Crisis Intervention Training (CIT) education incentive for the Confidential Undersheriff and Chief Deputy Sheriffs.