



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: *April 8, 2025*

DATE: Thursday, April 03, 2025

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 a Memorandum of Understanding between Washoe County and the Washoe County Sheriff Deputies Association (WCSDA) modifying provisions related to Article 14 (Job-Connected Injuries) and Exhibit A (Salary Schedules) of the WCSDA Collective Bargaining Agreement (CBA) for the four (4) year period of July 1, 2024 through June 30, 2028. The Memorandum of Understanding stemmed from an increase in the Public Employees' Retirement System of Nevada (PERS) contribution rate and includes the following agreements: the County will absorb 2% of the 4.375% PERS contribution rate increase that WCSDA members would otherwise be responsible for per NRS 286.421 effective July 14, 2025; paragraph 14(F) of the CBA which requires monthly meetings for Washoe County and WCSDA to discuss workers' compensation improvements is null and void; and negotiations will be reopened to determine the parties' respective contributions if there is an additional change to the PERS contribution rate for the Employer Pay Contribution Plan for July 14, 2025. [Total estimated fiscal impact for all years is \$1,804,992; FY 25/26 = \$584,930, FY 26/27 = \$601,016; FY 27/28 = \$619,046]. (All Commission Districts.)

SUMMARY

On June 25, 2024, the Washoe County Board of County Commissioners approved the CBA between Washoe County and WCSDA, with a term of July 1, 2024, to June 30, 2028. On December 2, 2024, PERS informed employers about changes to the contribution rates. For Police/Fire members under the Employer-Pay Contribution (EPC) plan, which Washoe County adheres to, the contribution rate will increase from 50.00% to 58.75% beginning July 1, 2025. Due to the PERS notification of the rate increase above 4%, Washoe County and WCSDA have engaged in negotiations to determine how much each party would contribute to the PERS rate increase. The parties reached an agreement and signed a Memorandum of Understanding (MOU).

The MOU memorializes modifications to provisions related to Article 14 (Job-Connected Injuries) and Exhibit A (Salary Schedules) of the WCSDA CBA for the four (4) year period of July 1, 2024, through June 30, 2028. The MOU includes the following

AGENDA ITEM # _____

agreements: the County will absorb 2% of the 4.375% PERS contribution rate increase that WCSDA members would otherwise be responsible for per NRS 286.421 effective July 14, 2025; paragraph 14(F) of the CBA which requires monthly meetings for Washoe County and WCSDA to discuss workers' compensation improvements is null and void; and negotiations will be reopened to determine the parties' respective contributions if there is an additional change to the PERS contribution rate for the EPC Plan for July 14, 2025.

Washoe County Strategic Objective supported by this item: Legal obligation to engage in collective bargaining pursuant to NRS 288.150 and to comply with the requirement that the Board of County Commissioners approve modifications to an existing CBA pursuant to NRS 288.153.

PREVIOUS ACTION

On June 25, 2025, the Washoe County Board of County Commissioners approved the CBA between the County and WCSDA, with a term of July 1, 2024, to June 30, 2028; including a salary adjustment of approximately 10% plus a cost of living adjustment in base wages of 3% effective July 1, 2024; a cost of living adjustment in base wages of 3.25% plus the addition of a new pay Step 8 effective July 1, 2025; a cost of living adjustment in base wages of 2.75% effective July 1, 2026; a cost of living adjustment in base wages of 3% plus the addition of a new pay Step 9 effective July 1, 2027; and updated agreement language regarding rights of association, holidays, sick leave, job connected injuries, longevity, safety equipment, education incentives, promotional exams, and duration of agreement.

BACKGROUND

Under Article 14 of the CBA, the parties agreed to continue discussions aimed at improving the workers' compensation process, and if they were unable to reach an agreement, the article would be reopened for negotiations. The parties have participated in multiple meetings to discuss the workers' compensation process.

Under Exhibit A of the CBA, if the PERS contribution rate for Police/Fire members increased by more than 4%, the parties agreed to reopen negotiations for the purpose of determining the parties' respective contribution to the PERS increase. Due to the notification by PERS that contribution rates were increasing by more than 4%, Washoe County and WCSDA engaged in negotiations to determine how much each party would contribute to the PERS rate increase. The parties reached an agreement and signed an MOU to memorialize the terms.

The following is a summary of the terms set forth in the MOU:

- a. The County will apply the approved 3.25% Cost of Living Adjustment (COLA) effective July 1, 2025. Effective July 14, 2025, the County will absorb 2% of the 4.375% PERS contribution rate increase that WCSDA would otherwise be responsible for per NRS 286.421. Accordingly, effective July 14, 2025, WCSDA salaries will be reduced by 2.375% resulting in a net cost of living increase of approximately 0.875% for Fiscal Year 2026.

- b. In exchange for the County absorbing 2% of WCSDA’s share of the PERS contribution rate increase, WCSDA agrees that paragraph 14(F) of the CBA is null and void effective the date that the Memorandum of Understanding is signed by the parties. Both parties agree that they waive their ability to initiate any and all grievances, appeals, lawsuits (in law and equity), complaints, or proceedings of any kind which arise out of paragraph 14(F) of the CBA; and to remove paragraph 14(F) from the CBA during the next round of negotiations for a successor CBA.
- c. Both parties agree to continue to meet periodically, as mutually agreed upon, and have meaningful discussions with the goal of improving the Workers’ Compensation process.
- d. 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.

WCSDA has officially ratified the MOU under the procedures set forth in its bylaws.

Pursuant to NRS 288.153(1), modifications to a CBA must be approved by the Board of County Commissioners.

FISCAL IMPACT

The fiscal impact associated with these recommendations for Fiscal Year 25/26 is estimated at \$584,930.

FY 25/26

Description	WCSDA
2% County Absorption	\$584,930
TOTAL FY 25/26	\$584,930

Note: a 2% County Absorption of the PERS increase equates to a net salary increase of 0.875% (3.25% COLA less 2.375% PERS contribution adjustment).

The fiscal impact associated with these recommendations for Fiscal Year 26/27 is estimated at \$601,016.

FY 26/27

Description	WCSDA
2% County Absorption	\$601,016
TOTAL FY 26/27	\$601,016

The fiscal impact associated with these recommendations for Fiscal Year 27/28 is estimated at \$619,046.

FY 27/28

Description	WCSDA
2% County Absorption	\$619,046
TOTAL FY 27/28	\$619,046

If approved, these costs will be included in the Fiscal Year 25/26 Recommended Budget.

Estimated Fiscal Year 25/26 impact of 1.0% COLA (incl. PERS) = \$668,491.

The impacts above reflect additional costs, over and above those identified and approved in the Fiscal Year 24/25 through Fiscal Year 27/28 WCSDA CBA (approved June 25, 2024; Item #19).

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

Estimates do not include additional positions or estimated PERS changes for Fiscal Year 27/28.

Fiscal Year 26/27 and Fiscal Year 27/28 estimates reflect cumulative impacts based on Fiscal Year 25/26 increase-not incremental impacts (i.e., Fiscal Year 25/26 County Absorption plus Fiscal Year 26/27 & Fiscal Year 27/28 COLAs).

The total fiscal impact for all years is estimated at \$1,804,992.

RECOMMENDATION

Recommendation to approve a Memorandum of Understanding between Washoe County and the Washoe County Sheriff Deputies Association (WCSDA) modifying provisions related to Article 14 (Job-Connected Injuries) and Exhibit A (Salary Schedules) of the WCSDA Collective Bargaining Agreement (CBA) for the four (4) year period of July 1, 2024 through June 30, 2028. The Memorandum of Understanding stemmed from an increase in the Public Employees Retirement System of Nevada (PERS) contribution rate and includes the following agreements: the County will absorb 2% of the 4.375% PERS contribution rate increase that WCSDA members would otherwise be responsible for per NRS 286.421 effective July 14, 2025; paragraph 14(F) of the CBA which requires monthly meetings for Washoe County and WCSDA to discuss workers' compensation improvements is null and void; and negotiations will be reopened to determine the parties' respective contributions if there is an additional change to the PERS contribution rate for the Employer Pay Contribution Plan for July 14, 2025. [Total estimated fiscal impact for all years is \$1,804,992; FY 25/26 = \$584,930, FY 26/27 = \$601,016; FY 27/28 = \$619,046]. (All Commission Districts.)

POSSIBLE MOTION

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

“Move to approve the Memorandum of Understanding between Washoe County and the Washoe County Sheriff Deputies Association (WCSDA) modifying provisions related to Article 14 (Job-Connected Injuries) and Exhibit A (Salary Schedules) of the WCSDA Collective Bargaining Agreement (CBA) for the four (4) year period of July 1, 2024 through June 30, 2028. The Memorandum of Understanding stemmed an increase in the Public Employees Retirement System of Nevada (PERS) contribution rate and includes the following agreements: the County will absorb 2% of the 4.375% PERS contribution rate increase that WCSDA members would otherwise be responsible for per NRS 286.421 effective July 14, 2025; paragraph 14(F) of the CBA which requires monthly meetings for

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