



# WASHOE COUNTY

Integrity Communication Service

[www.washoecounty.gov](http://www.washoecounty.gov)

## 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  
775.328.2087, [phurley@washoecounty.gov](mailto:phurley@washoecounty.gov)

**THROUGH:** Eric Brown, County Manager

**SUBJECT:** Recommendation to approve the Collective Bargaining Agreement with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) bargaining unit for the four (4) year period beginning July 1, 2024, through June 30, 2028; including a salary adjustment effective July 1, 2024 [FY 24/25 estimated fiscal impact \$3,535,296; FY 25/26 estimated fiscal impact \$3,535,296]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$3,632,517]; 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 \$4,031,458]; and updated agreement language regarding preamble, rights of association, holidays, sick leave, longevity, education incentive pay, assignment differential pays, and duration of agreement [estimated fiscal impact \$1,345,367 for four (4) years]. [Total estimated fiscal impact is \$16,079,934]. (All Commission Districts.)

---

### SUMMARY

In June 2022, the Board approved the Collective Bargaining Agreement (CBA) with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) bargaining unit for a period beginning July 1, 2022, through June 30, 2024.

Since February 2024, Washoe County and the WCSSDA have engaged in extensive negotiations for a successor Agreement. This proposed successor CBA with the WCSSDA is for the four (4) year period beginning July 1, 2024 through June 30, 2028; including 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 agreement language regarding preamble, rights of association, holidays, sick leave, longevity, education incentive pay, assignment differential pays and duration of agreement.

**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.

AGENDA ITEM # \_\_\_\_\_

## **PREVIOUS ACTION**

On June 21, 2022, the Board approved the CBA with the WCSSDA bargaining unit for the two (2) year period beginning July 1, 2022, through June 30, 2024; including a one-time pay structure adjustment, and 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% effective July 1, 2023; and updated agreement language regarding salaries, Crisis Intervention Training Pay (CIT) pay, health care subsidy, medical plan, Incline resident differential pay, temporary supervisory pay, retiring deputy ID card and badge, education incentive pay, safety equipment allowance, and duration of agreement.

## **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 four (4) years: July 1, 2024, through June 30, 2028.

### Article 1 – Preamble

The Agreement entered into date has been updated to reflect July 1, 2024.

### Article 5 – Rights of Association

Section C has been updated to clarify Association Representative leave requirements when attending Association business.

### Article 9 – Holidays and Holiday Pay

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

### Article 11 – Sick Leave

New language is added under section B to include bonding leave pursuant to the Family and Medical Leave Act (FMLA). Sections C and D have been updated to include language on bereavement leave. Adjustments to employee sick leave donation eligibility has been made to section J. A new section outlining Parental Leave has been added as section K. Employees eligible for leave under FMLA may be eligible for 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. Parental leave runs concurrently with FMLA leave.

### Article 15 – Longevity

This article is updated to increase the current longevity pay cap by \$2,000 for Sergeants, Lieutenants, and Captains. The new annual maximum amounts are \$15,100 for Sergeants, \$17,500 for Lieutenants, and \$20,200 for Captains.

### Article 21 – Night Shift Differential Pay / Education Incentive Pay

Education incentives for P.O.S.T. certifications have increased to the following:

- Advanced P.O.S.T.: From 1.25% to 1.5%

- Supervisory P.O.S.T.: From 1.25% to 2%
- Management P.O.S.T.: From 1.25% to 3%

An education incentive of 5% has been added for Supervisory Deputies who attain a Bachelor's degree in specific fields as determined by the Sheriff or his designee. Supervisory Deputies with both a Bachelor's degree and Management P.O.S.T. certificate may combine the two education incentive pays, not to exceed eight (8%).

Article 22 – Assignment Differential Pay

Special Weapons and Tactics (S.W.A.T.) and the Detention Response Team (D.R.T.) have been moved from section A (2% differential) to section B (5% differential). Additionally, one (1) Detention Services Sergeant, one (1) Classification/Inmate Management Unit Sergeant, and one (1) HOPE Sergeant have been added to section B (5% differential).

**FISCAL IMPACT**

The annual FY 24/25 fiscal impact associated with these recommendations is estimated at \$3,860,686 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	\$3,535,296
Longevity	\$36,000
Education Incentive (Increases & New)	\$194,508
Assignment Differential (Increases & New)	\$94,882
<b>TOTAL FY24/25</b>	<b>\$3,860,686</b>

The annual FY 25/26 fiscal impacts associated with these recommendations are estimated at \$3,860,686 and is broken out as follows:

**FY 25/26**

Description	WCSSDA
Salary Structure Adjustment FY26	\$3,535,296
Longevity	\$36,000
Education Incentive (Increases & New)	\$194,508
Assignment Differential (Increases & New)	\$94,882
<b>TOTAL FY25/26</b>	<b>\$3,860,686</b>

The annual FY 26/27 fiscal impacts associated with these recommendations are estimated at \$3,966,855 and is broken out as follows:

**FY 26/27**

Description	WCSSDA
Cost of Living Adjustment (COLA) FY27	\$3,632,517
Longevity	\$36,990
Education Incentive (Increases & New)	\$199,857
Assignment Differential (Increases & New)	\$97,491
<b>TOTAL FY26/27</b>	<b>\$3,966,855</b>

The annual FY 27/28 fiscal impacts associated with these recommendations are estimated at \$4,391,707 and is broken out as follows:

**FY 27/28**

Description	WCSSDA
Salary Structure Adjustment & Cost of Living Adjustment (COLA) FY28	\$4,031,458
Longevity	\$39,857
Education Incentive (Increases & New)	\$215,345
Assignment Differential (Increases & New)	\$105,047
<b>TOTAL FY27/28</b>	<b>\$4,391,707</b>

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) = \$170,787.

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 the Collective Bargaining Agreement with the Washoe County Sheriff’s Supervisory Deputies Association (WCSSDA) bargaining unit for the four (4) year period beginning July 1, 2024, through June 30, 2028; including a salary adjustment effective July 1, 2024 [FY 24/25 estimated fiscal impact \$3,535,296; FY 25/26 estimated fiscal impact \$3,535,296]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$3,632,517]; 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 \$4,031,458]; and updated agreement language regarding preamble, rights of association, holidays, sick leave, longevity, education incentive pay, assignment differential pays, and duration of agreement [estimated fiscal impact \$1,345,367 for four (4) years]. [Total estimated fiscal impact is \$16,079,934].

**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 four (4) year period beginning July 1, 2024, through June 30, 2028; including a salary adjustment effective July 1, 2024 [FY 24/25 estimated fiscal impact \$3,535,296; FY 25/26 estimated fiscal impact \$3,535,296]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$3,632,517]; 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 \$4,031,458]; and updated agreement language regarding preamble, rights of association, holidays, sick leave, longevity, education incentive pay, assignment differential pays, and duration of agreement [estimated fiscal impact \$1,345,367 for four (4) years]. [Total estimated fiscal impact is \$16,079,934].”*