



WASHOE COUNTY

Integrity Communication Service

www.washoecounty.gov

STAFF REPORT

BOARD MEETING DATE: *June 21, 2022*

DATE: Tuesday, June 14, 2022

TO: Board of County Commissioners

FROM: Patricia Hurley, Director, Human Resources Department
775.328.2087, phurley@washoecounty.gov

THROUGH: Eric Brown, County Manager

SUBJECT: Recommendation to approve for the Confidential Undersheriff and Chief Deputy Sheriffs 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 [FY 22/23 estimated fiscal impact \$96,328]; and a one-time only lump sum payment of \$1,800 effective July 4, 2022 [FY 22/23 estimated fiscal impact \$7,200]; and 3.5% beginning July 1, 2023 [FY 23/24 estimated fiscal impact \$99,700-including CIT and pay structure adjustment]; and updated health care subsidy, medical plan, retiring deputy ID card and badge, education incentive pay, safety equipment allowance [estimated fiscal impact \$4,132 for both years]. [Total estimated fiscal impact is \$207,360.] (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 2022-2024 Collective Bargaining Agreement (CBA) is on the agenda for approval. If approved, this agenda item recommends one-time pay structure adjustment, the current Crisis Intervention Training (CIT) pay of 5% rolled into base pay, and a Cost of Living Adjustment (COLA) in base wage 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 health care subsidy, medical plan, retiring deputy ID card and badge, education incentive pay, and safety equipment allowance 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 July 9, 2019 the Board approved COLA in base wage of 2.5% effective retroactive to July 1, 2019; 2.5% beginning July 1, 2020; and 2.5% beginning July 1, 2021; updated

AGENDA ITEM # _____

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.

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 5% effective July 1, 2022, and 3.5% beginning July 1, 2023.

Also, the Board is requested to approve changes to update health care subsidy, medical plan, retiring deputy ID card and badge, education incentive pay, and safety equipment allowance 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 Crisis Intervention Training (CIT) pay of 5% rolled into base pay, a 5% COLA, and one-time pay structure adjustment effective July 1, 2022; a one-time only lump sum payment of \$1,800, effective July 4, 2022 (paid on July 22, 2022), for employees hired on or prior to June 30, 2022, and on payroll and in paid status the entire payroll period of PP# 15/22 (July 4 – July 17, 2022); and a 3.5% COLA beginning July 1, 2023.

Medical Plan

Employees hired after June 30, 2010, and on or before June 30, 2040, who retire with twenty (20) years of continuous service with WCSDA and/or WCSSDA, shall receive a subsidy equivalent to the 20-year subsidy provided to Tier 2 retirees. In addition, composition of the Insurance Negotiation Committee has been updated.

Uniform Items and Safety Equipment

Increase safety equipment allowance from \$150 to \$250 per quarter.

Education Incentive Pay

Crisis Intervention Training (CIT) 5% Pay Differential has been discontinued and the 5% CIT pay differential is now built into the base wage.

Retiring Deputy

New article provides that when a Deputy Sheriff is "honorably retired" after 15-years of continuous County service in the Sheriff's Office, the employee shall receive one retired identification card and one retired badge.

FISCAL IMPACT

The annual FY 22/23 fiscal impact associated with these recommendations is estimated at \$105,594 and a portion is included in the FY 22/23 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 22/23 fiscal impact is broken out as follows:

FY 22/23	
Description	Chief Deputy & Undersheriff
COLA	\$58,257
Lump Sum	\$7,200
Salary Structure Adjustment	\$32,822
CIT Pay	\$5,249
Safety Allowance	\$1,600
Health Care	\$466
TOTAL FY22/23	\$105,594

The FY 23/24 fiscal impact associated with these recommendations is estimated at \$101,766 and is broken out as follows:

FY 23/24	
Description	Chief Deputy & Undersheriff
COLA	\$60,296
Lump Sum	\$-0-
Salary Structure Adjustment	\$33,971
CIT Pay	\$5,433
Safety Allowance	\$1,600
Health Care	\$466
TOTAL FY23/24	\$101,766

Notes:

Totals in tables may be off by a dollar or two due to rounding

Estimated FY23 impact of 1.0% COLA per FY22 salaries (incl. PERS) = \$11,651

Estimated Salary Structure Adjustment and POST includes impact of 5.0% COLA and 5.0% CIT included in Base Pay

FY22/23 One-time Lump Sum not PERS Compensable

Estimates do not include additional positions approved for FY23 or estimated PERS changes for FY24

FY24 estimates reflect cumulative impacts based on FY23 increases-not incremental impacts (i.e., FY23 COLA plus FY24 COLA)

Health Care:

FY23 estimated impact of Health Care is based on current information, including current retiree eligibility and retiree plan enrollment. Total estimated cost of \$54,000 is pro-rated between Deputies, Supervising Deputies, Chief Deputies and Undersheriff based on number of eligible positions. It's anticipated that FY24 will have a higher cost, but it's unquantifiable at this time as it's unknown how many eligible retirees will participate.

Upon full implementation, the total annual expense is estimated to be material/significant and exceed \$550,000 per year-based on current costs/enrollment (i.e., not accounting for inflation, increased staffing, etc.). However, future Post Employment Benefit Actuarial Valuations will be updated to reflect the revised provisions to determine required contributions/funding.

RECOMMENDATION

Recommendation to approve for the Confidential Undersheriff and Chief Deputy Sheriffs 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 [FY 22/23 estimated fiscal impact \$96,328]; and a one-time only lump sum payment of \$1,800 effective July 4, 2022 [FY 22/23 estimated fiscal impact \$7,200]; and 3.5% beginning July 1, 2023 [FY 23/24 estimated fiscal impact \$99,700-including CIT and pay structure adjustment]; and updated health care subsidy, medical plan, retiring deputy ID card and badge, education incentive pay, safety equipment allowance [estimated fiscal impact \$4,132 for both years]. [Total estimated fiscal impact is \$207,360.]

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 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 [FY 22/23 estimated fiscal impact \$96,328]; and a one-time only lump sum payment of \$1,800 effective July 4, 2022 [FY 22/23 estimated fiscal impact \$7,200]; and 3.5% beginning July 1, 2023 [FY 23/24 estimated fiscal impact \$99,700-including CIT and pay structure adjustment]; and updated health care subsidy, medical plan, retiring deputy ID card and badge, education incentive pay, safety equipment allowance [estimated fiscal impact \$4,132 for both years]. [Total estimated fiscal impact is \$207,360.]”