



# 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 Collective Bargaining Agreement with the Washoe County Sheriff's Deputies Association (WCSDA) 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 \$1,187,029]; 2.5% beginning July 1, 2020 [FY 20/21 estimated fiscal impact \$1,216,615]; and 2.5% beginning July 1, 2021 [FY 21/22 estimated fiscal impact \$1,246,940]; and updated agreement language regarding salaries, rights of association, holidays and holiday pay, medical plan, safety equipment, special pay differential, night shift differential, dues deduction, distribution of contract, resident deputy pay, deferred compensation plan, and duration of agreement. [Total estimated fiscal impact is \$3,650,584.] (All Commission Districts.)

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### SUMMARY

In December 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, 2017 through June 30, 2019. Since February 2019 Washoe County and the WCSDA have engaged in extensive negotiations for successor Agreements. These proposed successor CBAs with the WCSDA are for the three (3) year period beginning July 1, 2019 through June 30, 2022; including cost of living adjustments (COLAs) 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, safety equipment, special pay differential, night shift differential, dues deduction, distribution of contract, resident deputy pay, deferred compensation plan, 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.

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

## **PREVIOUS ACTION**

On December 13, 2016 the Board approved WCSDA CBA for a two (2) year COLA of 3.5% effective July 1, 2017; and 2.5% beginning July 1, 2018; and updated agreement language regarding longevity pay, safety equipment, special pays, and salaries.

On September 27, 2016 the Board ratified the WCSDA labor agreement for the period July 1, 2016 through June 30, 2017, approving a 3% (COLA) retroactive to July 1, 2016.

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

Section I. 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.

### Article 11 – 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 office are required to be closed.

### Article 18 – 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; adding in Section D. that the Retiree Health Insurance benefit is based on the employee's original date of hire and total years of County service; in Section D.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; and updating that dependent children shall be covered up to the age of twenty-six (26) vs. the age of eighteen (18).

#### Article 21 – Safety Equipment

The list of County furnished safety equipment was revised to include a tourniquet. The Sheriff's Office will provide rechargeable flashlights in each of the Housing Units and Intake for Deputies to use as needed.

#### Article 23 – Special Pay Differential

This Article is updated to reflect that the County must be consulted prior to the Sheriff or designee revising the negotiated number of special long-term assignments. The "Regional Gang Unit Officer" (maximum of two (2) employees) was added to the list of assignments that qualify for a ten percent (10%) pay differential.

#### Article 24 – 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.

#### Article 28 – 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 30 – Distribution of Contract

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

#### Article 31 – Resident Deputy Pay

Language was added to pay a \$150 per month utility allowance to Deputies who reside at County-provided residences in Gerlach.

#### Article 46 – Deferred Compensation Plan

Section C. of this Article was updated to include automatic escalation. Deputy Sheriffs hired on or after July 1, 2016 are automatically enrolled into the County provided \$457 Deferred Compensation Plan as described in the Article, with an initial deferral rate of 3% of the employee's eligible gross base wages. Additionally, Deputy Sheriffs hired on or after July 1, 2019 shall be subject to the Plan's Automatic Contribution Increase provision which allows for an additional 1% of the employee's gross base wages to be deferred each year for a period of not more than seven (7) years and not to exceed 10% of the employee's gross base wages, unless directed to do otherwise by the employee.

#### Article 47 – 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 \$1,187,029 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	WCSDA
COLA	\$1,053,363
Special Pay 10% *	\$24,085
Shift Differential	\$105,981
Utility Allowance (Gerlach)	\$3,600
Total:	\$1,187,029

The annual FY 20/21 and FY 21/22 fiscal impacts associated with these recommendations are estimated at \$1,216,615 and \$1,246,940 and are broken out as follows:

**FY 20/21**

Description	WCSDA
COLA	\$1,079,697
Special Pay 10% *	\$24,687
Shift Differential	\$108,631
Utility Allowance (Gerlach)	\$3,600
Total:	\$1,216,615

**FY 21/22**

Description	WCSDA
COLA	\$1,106,690
Special Pay 10% *	\$25,304
Shift Differential	\$111,346
Utility Allowance (Gerlach)	\$3,600
Total:	\$1,246,940

\*Regional Gang Unit Officer (max. of 2 employees)

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

**RECOMMENDATION**

Recommendation to approve Collective Bargaining Agreement with the Washoe County Sheriff's Deputies Association (WCSDA) 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 \$1,187,029]; 2.5% beginning July 1, 2020 [FY 20/21 estimated fiscal impact \$1,216,615]; and 2.5% beginning July 1, 2021 [FY 21/22 estimated fiscal impact \$1,246,940]; and updated agreement language regarding salaries, rights of association, holidays and holiday pay, medical plan, safety equipment, special pay differential, night shift differential, dues deduction, distribution of contract, resident deputy pay, deferred compensation plan, and duration of agreement.

**POSSIBLE MOTION**

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

**Move to** approve Collective Bargaining Agreement with the Washoe County Sheriff's Deputies Association (WCSDA) 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 \$1,187,029]; 2.5% beginning July 1, 2020 [FY 20/21 estimated fiscal impact \$1,216,615]; and 2.5% beginning July 1, 2021 [FY 21/22 estimated fiscal impact \$1,246,940]; and updated agreement language regarding salaries, rights of association, holidays and holiday pay, medical plan, safety equipment, special pay differential, night shift differential, dues deduction, distribution of contract, resident deputy pay, deferred compensation plan, and duration of agreement.