



# WASHOE COUNTY

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## 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  
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**THROUGH:** Eric Brown, County Manager

**SUBJECT:** Recommendation to approve Collective Bargaining Agreement with the Washoe County Sheriff's Deputies Association (WCSDA) bargaining unit for the four (4) year period beginning July 1, 2024 through 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 [FY 24/25 estimated fiscal impact \$7,280,061]; a cost of living adjustment in base wages of 3.25% plus the addition of a new pay Step 8 effective July 1, 2025 [FY 25/26 estimated fiscal impact \$9,157,034]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$9,561,925]; a cost of living adjustment in base wages of 3% plus the addition of a new pay Step 9 effective July 1, 2027 [FY 27/28 estimated fiscal impact \$10,082,038]; 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 [estimated fiscal impact \$1,305,148 for all years]. [Total estimated fiscal impact is \$37,386,206]. (All Commission Districts.)

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### SUMMARY

In June 2022, 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, 2022, through June 30, 2024.

Since February 2024 Washoe County and the WCSDA have engaged in extensive negotiations for a successor Agreement. This proposed successor CBA with the WCSDA is for the four (4) year period beginning July 1, 2024, through 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 [FY 24/25 estimated fiscal impact \$7,280,061]; a cost of living adjustment in base wages of 3.25% plus the addition of a new pay Step 8 effective July 1, 2025 [FY 25/26 estimated fiscal impact \$9,157,034]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$9,561,925]; a cost of living adjustment in base wages of 3% plus the addition of a new pay Step 9 effective July 1, 2027 [FY 27/28 estimated fiscal impact \$10,082,038]; and

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

updated agreement language regarding rights of association, holidays, sick leave, job connected injuries, longevity, safety equipment, education incentives, promotional exams, 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.

### **PREVIOUS ACTION**

On June 21, 2022, the Board approved a CBA with the WCSDA bargaining unit for the two year period beginning July 1, 2022 through June 30, 2024; including Crisis Intervention Training 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 \$2,452,128]; a one-time only lump sum payment of \$1,800 effective July 4, 2022 [FY22/23 estimated fiscal impact \$658,800]; and 3.5% beginning July 1, 2023 [FY 23/24 estimated fiscal impact \$2,537,953]; and updated agreement language regarding Crisis Intervention Training (CIT) Pay, health care subsidy, medical plan, Incline resident differential pay, discipline and grievance, 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 5 – Rights of Association

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

#### Article 11 – Holidays and Holiday Pay

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

#### Article 13 – Sick Leave

New language is added under section B to include bonding leave pursuant to the Family and Medical Leave Act (FMLA). Section C and has been updated to include language on bereavement leave. Adjustments to employee sick leave donation eligibility has been made to section H. A new section outlining Parental Leave has been added as section J. 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 14 – Job-Connected Injuries

Section F added to establish monthly meeting with the Sheriff or designee, Human Resources, Risk Management, and the association to discuss potential workers compensation process improvements.

#### Article 17 – Longevity

This article is updated to increase the longevity cap by two thousand dollars on July 1, 2024 and an additional two thousand dollars cap increase on July 1, 2026.

Article 21 – Safety Equipment

Uniform quantities have been updated and language has been added to address ballistic vest reimbursement, inclement weather gear, and tourniquet replacement.

Article 24 - Night Shift Differential Pay / Education Incentive Pay

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

- Intermediate P.O.S.T.: From 1.25% to 1.5%
- Advanced P.O.S.T.: From 1.25% to 2%

An education incentive of 4% has been added for Deputies who attain a Bachelor's degree in specific fields as determined by the Sheriff or his designee. Deputies with both a Bachelor's degree and Advanced P.O.S.T. certificate may combine the two education incentive pays, not to exceed six (6%).

Article 26 – Promotional Examinations

Language is added to specify promotional study material and exam notice expectations.

Article 44 – 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, one retired badge, and one ID badge case.

Article 45 – Duration of Agreement

This article is updated to reflect the new four year term of agreement of July 1, 2024 through June 30, 2028.

**FISCAL IMPACT**

The annual FY 24/25 fiscal impact associated with these recommendations is estimated at \$7,588,657 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:

<b>FY 24/25</b>	
Description	WCSDA
Salary Structure Adjustment & Cost of Living Adjustment (COLA) FY25	\$7,280,061
Longevity	\$21,000
Education Incentive (Increases & New)	\$287,596
<b>TOTAL FY 24/25</b>	<b>\$7,588,657</b>

The annual FY 25/26 fiscal impacts associated with these recommendations are estimated at \$9,474,977 and is broken out as follows:

**FY 25/26**

Description	WCSDA
Cost of Living Adjustment (COLA) FY26	\$7,516,663
New Step 8	\$1,640,371
Longevity	\$21,000
Education Incentive (Increases & New)	\$296,943
<b>TOTAL FY 25/26</b>	<b>\$9,474,977</b>

The annual FY 26/27 fiscal impacts associated with these recommendations are estimated at \$9,897,034 and is broken out as follows:

**FY 26/27**

Description	WCSDA
Cost of Living Adjustment (COLA) FY27	\$7,723,371
New Step 8	\$1,838,554
Longevity	\$30,000
Education Incentive (Increases & New)	\$305,109
<b>TOTAL FY 26/27</b>	<b>\$9,897,034</b>

The annual FY 27/28 fiscal impacts associated with these recommendations are estimated at \$10,425,538 and is broken out as follows:

**FY 27/28**

Description	WCSDA
Cost of Living Adjustment (COLA) FY28	\$7,955,072
New Step 9	\$2,126,966
Longevity	\$30,000
Education Incentive (Increases & New)	\$313,500
<b>TOTAL FY 27/28</b>	<b>\$10,425,538</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) = \$555,730.

Estimates do not include additional positions or estimated PERS changes for FY26 or FY 28.

FY 26-FY 28 estimates reflect cumulative impacts based on FY 25 increases-not incremental impacts (i.e., FY 25 Salary Adjustment/COLA plus FY 26 COLA).

**RECOMMENDATION**

Recommendation to approve Collective Bargaining Agreement with the Washoe County Sheriff’s Deputies Association (WCSDA) bargaining unit for the four (4) year period beginning July 1, 2024 through 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 [FY 24/25 estimated fiscal impact \$7,280,061]; a cost of living adjustment in base wages of 3.25% plus the addition of a new pay Step 8 effective July 1, 2025 [FY 25/26

estimated fiscal impact \$9,157,034]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$9,561,925]; a cost of living adjustment in base wages of 3% plus the addition of a new pay Step 9 effective July 1, 2027 [FY 27/28 estimated fiscal impact \$10,082,038]; 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 [estimated fiscal impact \$1,305,148 for all years]. [Total estimated fiscal impact is \$37,386,206].

### **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 four (4) year period beginning July 1, 2024 through 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 [FY 24/25 estimated fiscal impact \$7,280,061]; a cost of living adjustment in base wages of 3.25% plus the addition of a new pay Step 8 effective July 1, 2025 [FY 25/26 estimated fiscal impact \$9,157,034]; a cost of living adjustment in base wages of 2.75% effective July 1, 2026 [FY 26/27 estimated fiscal impact \$9,561,925]; a cost of living adjustment in base wages of 3% plus the addition of a new pay Step 9 effective July 1, 2027 [FY 27/28 estimated fiscal impact \$10,082,038]; 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 [estimated fiscal impact \$1,305,148 for all years]. [Total estimated fiscal impact is \$37,386,206].”*