



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 Agreements with the Washoe County Employees Association (WCEA) for the Non-Supervisory and Supervisory bargaining units for the four (4) year period beginning July 1, 2024 through June 30, 2028; including cost of living adjustment in base wages of 3% effective July 1, 2024 [FY 24/25 estimated fiscal impact \$4,282,197 Non-Supervisory; \$1,737,793 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$4,421,368 Non-Supervisory; \$1,794,272 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$4,576,116 Non-Supervisory; \$1,857,071 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$4,724,840 Non-Supervisory; \$1,917,426 Supervisory]; and changes to retiree medical premiums [estimated fiscal impact \$600,000 Non-Supervisory; \$330,000 Supervisory for all years], and updated agreement language regarding employee representatives, salaries of personnel, meal periods and breaks, overtime, holidays, vacation, sick and parental leave, health plan, shift bidding, examinations, uniform and clothing, job classification, assignment differential, and duration of agreement [estimated fiscal impact \$224,832 for all years]. [Total estimated fiscal impact for all fiscal years is \$26,465,915]. (All Commission Districts.)

SUMMARY

In June 2022, the Board approved the Collective Bargaining Agreements (CBA) with the Washoe County Employees Association (WCEA) for the Non-Supervisory and Supervisory bargaining units for a two-year period beginning July 1, 2022, through June 30, 2024, including cost of living adjustment in base wages of 5% effective July 1, 2022 plus a one-time only lump sum payment of \$500.00 effective July 4, 2022, (paid on July 22, 2022) for full-time employees covered under these Collective Bargaining Agreements in effect at the time of the payment; changes to career incentive, bi-lingual pay, and resident remote area pay; a cost of living adjustment in base wages of 3.5% beginning

AGENDA ITEM # _____

July 1, 2023; changes to career incentive, bi-lingual pay, and resident remote area pay, and updated agreement language.

Since February 2024, Washoe County and WCEA have engaged in extensive negotiations for successor Agreements. These proposed successor CBA(s) with the WCEA Non-Supervisory and Supervisory bargaining units are for the four (4) year period beginning July 1, 2024 through June 30, 2028; including: including cost of living adjustment in base wages of 3% effective July 1, 2024; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027; changes to retiree medical premiums, and updated agreement language regarding employee representatives, salaries of personnel, meal periods and breaks, overtime, holidays, vacation, sick and parental leave, health plan, shift bidding, examinations, uniform and clothing, job classification, assignment differential, 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 the Collective Bargaining Agreements (CBA) with the Washoe County Employees Association (WCEA) for the Non-Supervisory and Supervisory bargaining units for a two-year period beginning July 1, 2022, through June 30, 2024, including cost of living adjustment in base wages of 5% effective July 1, 2022 plus a one-time only lump sum payment of \$500.00 effective July 4, 2022, (paid on July 22, 2022) for full-time employees covered under these Collective Bargaining Agreements in effect at the time of the payment; changes to career incentive, bi-lingual pay, and resident remote area pay; a cost of living adjustment in base wages of 3.5% beginning July 1, 2023; changes to career incentive, bi-lingual pay, and resident remote area pay, and updated agreement language.

BACKGROUND

The parties reached Tentative Agreements on all issues. The Association has voted and ratified the Agreements. Following is a summary explanation of the substantive changes to the Agreements (unless specifically noted, the changes apply to both the Supervisory and Non-Supervisory Agreements):

Term

The term of the Agreement is for four (4) years: July 1, 2024, through June 30, 2028.

Article 5 – Employee Representatives & Release Time

Article 5 has been rewritten to further define the roles of the County and Association Representatives as it relates to matters of the Collective Bargaining Agreement or other Association business, and to now include release time parameters.

Article 8 – Salaries of Personnel

Paragraph 2 is modified to reflect a 3% COLA effective July 1, 2024; a 3.25% COLA effective July 1, 2025; a 3.5% COLA effective July 1, 2026; and a 3.25% COLA effective July 1, 2027. Section F has been added to include a 5% Criminalist Specialty Pay.

Article 9 – Meal Period/Rest Breaks

Language addressing alternative work schedule agreements has been added.

Article 12 – Shift Differential/Shift Bidding

Shift Bidding positions listed in section B have been updated to remove the Communications Specialist Trainee and add the Communications Specialist Supervisor.

Article 13 – Overtime, Work Day, Workweek

Non-Supervisory: Article 13 has been updated to reflect position title changes.

Supervisory: Article 13 has been updated to provide clarification on determining overtime rates for classifications covered by the CBA.

Article 15 – Holidays

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

Article 16 – Vacation

Vacation accrual rates have been increased for new full-time employees upon the completion of 6-months of continuous County service. Employees will be eligible to earn 60 hours of vacation leave increased from 48 hours. Annual vacation earning rate tiers have been condensed and adjusted to the following:

- Employees of less than three years is increased from 96 hours to 120 hours.
- Employees of three but less than five years is increased to from 136 hours to 160 hours.
- Employees of five but less than twenty years is increased to from 152 hours to 200 hours.
- Employees of twenty years or more is increased from 200 hours to 240 hours.

Article 17 – Sick Leave and Parental Leave

Section A has been updated to clarify sick leave accrual. Section D and E have been updated to include language on bereavement leave. Adjustments to employee sick leave donation eligibility has been made to section F. 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 19 – Health Plan

Article 19 has been modified to remove language regarding the Insurance Negotiating Committee. Section E.5. has been added to establish a medical insurance premium

subsidy for employees hired on or after September 17, 1997 through June 30, 2010, and retiring on or after July 1, 2025 and who meet the criteria further outlined in the article. Section E.6. has been modified to establish a Post Employment Health Reimbursement Arrangement (PEHRA) for employees who meet the specified criteria.

Article 22 – Position Openings and Examinations

Language was added to allow employees to complete examinations and job interviews for county positions while on duty and in regular paid status, given that they provide 3 days’ notice to their immediate supervisor.

Article 25 – Uniforms, Clothing, Equipment and Utilities

The job classifications included in the monthly uniform maintenance allowance have been updated and language has been added to allow the Director of Human Resources to approve additional job classifications for the uniform allowance after the agreement goes into effect.

Article 28 – Job Classification, Pay Grades and Out of Class Assignments

Language was added to clarify procedures related to job evaluations, classification studies, temporary assignment, and reclassifications.

Article 35 – Notice of Accrued Sick Leave and Vacation Leave

Article 35 has been removed. All following articles have been updated to reflect new numbering.

Article 36 (35) – Assignment Differential/Incline Transportation Allowance

This article is updated to specify that travel time from an employee’s home or non-work location to work and back shall not be considered as work time. This Article number has been updated to Article 35.

Article 49 (48) – Duration of Agreement

This Article is updated to reflect the new 4-year term of agreement of July 1, 2024 through June 30, 2028 and will now be labeled as Article 48.

FISCAL IMPACT

The annual FY 24/25 fiscal impact associated with these recommendations is estimated at \$6,073,943 (\$4,328,202 for Non-Supervisory; \$1,745,741 for Supervisory) 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 Office 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	WCEA (NS)	WCEA (S)	Total
Cost of Living Adjustment (COLA) FY25	\$4,282,197	\$1,737,793	\$6,019,990
Uniform Allowance (New Classifications)	\$8,040	\$1,800	\$9,840
Criminalist Special Pay (New)	\$37,965	\$6,147	\$44,113
TOTAL FY 24/25	\$4,328,202	\$1,745,741	\$6,073,943

The annual FY 25/26 fiscal impact associated with these recommendations is estimated at \$6,451,026 (\$4,573,607 for Non-Supervisory; \$1,877,419 for Supervisory)

FY 25/26

Description	WCEA (NS)	WCEA (S)	Total
Cost of Living Adjustment (COLA) FY26	\$4,421,368	\$1,794,272	\$6,215,640
Uniform Allowance (New Classifications)	\$8,040	\$1,800	\$9,840
Criminalist Special Pay (New)	\$39,199	\$6,347	\$45,546
Post Employment Health Reimbursement Arrangement (PEHRA) – FY26	\$105,000	\$75,000	\$180,000
TOTAL FY 25/26	\$4,573,607	\$1,877,419	\$6,451,026

The annual FY 26/27 fiscal impact associated with these recommendations is estimated at \$6,745,168 (\$4,789,727 for Non-Supervisory; \$1,955,441 for Supervisory)

FY 26/27

Description	WCEA (NS)	WCEA (S)	Total
Cost of Living Adjustment (COLA) FY27	\$4,576,116	\$1,857,071	\$6,433,187
Uniform Allowance (New Classifications)	\$8,040	\$1,800	\$9,840
Criminalist Special Pay (New)	\$40,571	\$6,569	\$47,140
Post Employment Health Reimbursement Arrangement (PEHRA) – FY27	\$165,000	\$90,000	\$255,000
TOTAL FY 26/27	\$4,789,727	\$1,955,441	\$6,745,168

The annual FY 27/28 fiscal impact associated with these recommendations is estimated at \$7,195,778 (\$5,104,769 for Non-Supervisory; \$2,091,009 for Supervisory)

FY 27/28

Description	WCEA (NS)	WCEA (S)	Total
Cost of Living Adjustment (COLA) FY28	\$4,724,840	\$1,917,426	\$6,642,266
Uniform Allowance (New Classifications)	\$8,040	\$1,800	\$9,840
Criminalist Special Pay (New)	\$41,890	\$6,783	\$48,672
Post Employment Health Reimbursement Arrangement (PEHRA) – FY28	\$330,000	\$165,000	\$495,000
TOTAL FY 27/28	\$5,104,769	\$2,091,009	\$7,195,778

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 FY 24 salaries (incl. PERS) = \$2,006,663
\$1,427,399 (WCEA-NS); \$579,264 (WCEA-Supervisory)

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 COLA plus FY 26 COLA)

PEHRA estimates assume the eligible employee receives the contribution in the first year of eligibility. Actual contributions may be more, or less, in any fiscal year. Estimates only reflect the term of the agreement; additional costs are expected in future years.

RECOMMENDATION

Recommendation to approve Collective Bargaining Agreements with the Washoe County Employees Association (WCEA) for the Non-Supervisory and Supervisory bargaining units for the four (4) year period beginning July 1, 2024 through June 30, 2028 including cost of living adjustment in base wages of 3% effective July 1, 2024 [FY 24/25 estimated fiscal impact \$4,282,197 Non-Supervisory; \$1,737,793 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$4,421,368 Non-Supervisory; \$1,794,272 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$4,576,116 Non-Supervisory; \$1,857,071 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$4,724,840 Non-Supervisory; \$1,917,426 Supervisory]; and changes to retiree medical premiums [estimated fiscal impact \$600,000 Non-Supervisory; \$330,000 Supervisory for all years], and updated agreement language regarding employee representatives, salaries of personnel, meal periods and breaks, overtime, holidays, vacation, sick and parental leave, health plan, shift bidding, examinations, uniform and clothing, job classification, assignment differential, and duration of agreement [estimated fiscal impact \$224,832 for all years]. [Total estimated fiscal impact for all fiscal years is \$26,465,915].

POSSIBLE MOTION

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

“Move to approve Collective Bargaining Agreements with the Washoe County Employees Association (WCEA) for the Non-Supervisory and Supervisory bargaining units for the four (4) year period beginning July 1, 2024 through June 30, 2028; including cost of living adjustment in base wages of 3% effective July 1, 2024 [FY 24/25 estimated fiscal impact \$4,282,197 Non-Supervisory; \$1,737,793 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$4,421,368 Non-Supervisory; \$1,794,272 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$4,576,116 Non-Supervisory; \$1,857,071 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$4,724,840 Non-Supervisory; \$1,917,426 Supervisory]; and changes to retiree medical premiums [estimated fiscal impact \$600,000 Non-Supervisory; \$330,000 Supervisory for all years], and updated agreement language regarding employee representatives, salaries of personnel, meal periods and breaks, overtime, holidays, vacation, sick and parental leave, health plan, shift bidding, examinations, uniform and clothing, job classification, assignment differential, and duration of agreement [estimated fiscal impact \$224,832 for all years]. [Total estimated fiscal impact for all fiscal years is \$26,465,915].”

