



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 (CBA) with the Washoe County District Attorney's Investigator Association (WCDAIA) for the Non-Supervisory and Supervisory bargaining units for the four (4) year period beginning July 1, 2024 through June 30, 2028; including a salary adjustment plus a cost of living adjustment in base wages of 3% effective July 1, 2024 [FY 24/25 estimated fiscal impact \$259,495 Non-Supervisory; \$51,899 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$267,929 Non-Supervisory; \$53,586 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$277,306 Non-Supervisory; \$55,461 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$286,319 Non-Supervisory; \$57,263 Supervisory]; and updated agreement language regarding work hours, annual leave, sick leave, salaries, holidays, bilingual pay, training, insurance, grievance, classifications, and term of agreement [estimated fiscal impact \$199,042 for all fiscal years]; and approve same salaries, annual leave, sick leave, bi-lingual pay, training and holidays for the non-represented Chief Investigator (DA) [FY 24/25 estimated fiscal impact \$48,915; 25/26 estimated fiscal impact \$50,504; FY 26/27 estimated fiscal impact \$52,272; FY 27/28 estimated fiscal impact \$53,970; and \$55,585 for updated education incentive for all years]. [Total estimated fiscal impact is \$1,769,546]. (All Commission Districts.)

SUMMARY

In May 2022, the Board approved Collective Bargaining Agreements (CBA) with the Washoe County District Attorney's Investigator Association (WCDAIA) for the Non-Supervisory and Supervisory bargaining units for the two (2) year period beginning July 1, 2022, through June 30, 2024; including COLA(s) of 5% effective July 1, 2022; and 3.5% beginning July 1, 2023, plus a one-time only lump sum payment of \$2,000 for Non-Supervisory, \$3,000 for Supervisory, effective July 4, 2022 and July 3, 2023; updated

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stand-by, safety equipment, and bi-lingual pay; and updated agreement language regarding salaries, holidays discipline and grievance, and term of agreement.

Since February 2024, Washoe County and the WCDAIA have engaged in extensive negotiations for successor Agreements. These proposed successor CBA(s) with the WCDAIA Non-Supervisory and Supervisory bargaining units are for the four (4) year period beginning July 1, 2024 through June 30, 2028; include a salary adjustment plus a 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; and updated agreement language regarding work hours, annual leave, sick leave, salaries, holidays, bilingual pay, training, insurance, grievance, classifications, and term of agreement.

Represented employees' employment provisions are primarily governed by provisions within their negotiated contracts; unrepresented employees are primarily governed by the Washoe County Personnel Handbook. The Board of County Commissioners has in the past adopted the same salary and benefits for unrepresented employees as have been negotiated for represented employees. The recommendation for salaries, annual leave, sick leave, bi-lingual pay, training, and holidays for the Chief Investigator (DA) is the same as the applicable provisions in the proposed CBA with the WCDAIA Supervisory bargaining unit.

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 May 24, 2022, the Board approved CBA(s) with the WCDAIA for the Non-Supervisory and Supervisory bargaining units for the two year period beginning July 1, 2022, through June 30, 2024; including COLA(s) of 5% effective July 1, 2022; and 3.5% beginning July 1, 2023, plus a one-time only lump sum payment of \$2,000 for Non-Supervisory, \$3,000 for Supervisory, effective July 4, 2022 and July 3, 2023; updated stand-by, safety equipment, and bi-lingual pay; and updated agreement language regarding salaries, holidays discipline and grievance, and term of agreement.

BACKGROUND

WCDAIA:

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 7 – Work Hours

Article 7 has been updated to clarify section B on meal periods.

Article 8 – Annual Leave

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

Article 9 – Sick Leave

Article 9 has been modified to clarify bereavement leave. A new section outlining Parental Leave has been added as section L. 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 – Salaries and Retirement

Paragraph A.2. is modified to reflect COLA(s) of 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 for employees covered under this CBA in effect at the time of the payment. These COLA's are also applicable for the non-represented Chief Investigator (DA). Additional language has been added to reopen discussion in the event that the NV Public Employees Retirement System contribution rate for Police/Fire increases by more than 4%.

Article 15 – Holidays and Holiday Pay

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

Article 21 – Bilingual Language Skills

Section B. has been added to outline language certification requirements needed to receive a Level I certification and a 2% differential pay or a Level II certification and a 3% differential pay. Section C. has been added to establish further parameters relating to bilingual differential pay and bilingual certification pay.

Article 26 – Training

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

- Intermediate P.O.S.T.: From 1.25% to 2.5% (Non-Supervisory only)
- Advanced P.O.S.T.: From 1.25% to 5% (Chief Investigator eligible)
- Supervisor P.O.S.T.: From 1.25% to 2.5% (Supervisory; and Chief Investigator only)

Article 27 – Insurance

A Memorandum of Agreement has been added to the end of the proposed CBA to continue negotiations regarding Article 27, Section E.

Article 36 – Grievance Procedure

The American Arbitration Association has been removed from section III.

Article 43 – Grades, Classifications and Titles

Article 43 has been removed.

Article 45 – Term of Agreement (previously Article 46)

This Article is updated to reflect the new 4-year term of agreement of July 1, 2024 through June 30, 2028.

Chief Investigator (DA):

The recommendations for salary and benefits for the Chief Investigator (DA) are the same COLA's, annual leave, sick leave, bi-lingual pay, training, and holidays as the applicable provisions in the proposed CBA(s) with the WCDAIA. In the past, the Board has adopted the same salary and benefits for the Chief Investigator (DA) as those contained in the CBA(s) with the WCDAIA Supervisory bargaining unit.

FISCAL IMPACT

The annual FY 24/25 fiscal impact associated with these recommendations is estimated at \$420,869 (\$298,495 for Non-Supervisory; \$59,789 for Supervisory) for WCDAIA, and \$62,135 for the Chief Investigator (DA) 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	WCDAIA (NS)	WCDAIA (S)	Chief Investigator	Total
COLA	\$259,495	\$51,899	\$48,915	\$360,309
POST Pay (increase)	\$39,450	\$7,890	\$13,220	\$60,560
TOTAL FY 24/25	\$298,945	\$59,789	\$62,135	\$420,869

The annual FY 25/26 fiscal impacts associated with these recommendations are estimated at \$434,547 (\$308,661 for Non-Supervisory; \$61,732 for Supervisory) for WCDAIA; and \$64,154 for Chief Investigator (DA) and are broken out as follows:

FY 25/26

Description	WCDAIA (NS)	WCDAIA (S)	Chief Investigator	Total
COLA	\$267,929	\$53,586	\$50,504	\$372,019
POST Pay (increase)	\$40,732	\$8,146	\$13,650	\$62,528
TOTAL FY 25/26	\$308,661	\$61,732	\$64,154	\$434,547

The annual FY 26/27 fiscal impacts associated with these recommendations are estimated at \$449,756 (\$319,464 for Non-Supervisory; \$63,893 for Supervisory) for WCDAIA; and \$66,399 for Chief Investigator (DA) and are broken out as follows:

FY 26/27

Description	WCDAIA (NS)	WCDAIA (S)	Chief Investigator	Total
COLA	\$277,306	\$55,461	\$52,272	\$385,039
POST Pay (increase)	\$42,158	\$8,432	\$14,128	\$64,717
TOTAL FY 26/27	\$319,464	\$63,893	\$66,399	\$449,756

The annual FY 27/28 fiscal impacts associated with these recommendations are estimated at \$464,373 (\$329,847 for Non-Supervisory; \$65,969 for Supervisory) for WCDAIA; and \$68,557 for Chief Investigator (DA) and are broken out as follows:

FY 27/28

Description	WCDAIA (NS)	WCDAIA (S)	Chief Investigator	Total
COLA	\$286,319	\$57,263	\$53,970	\$397,552
POST Pay (increase)	\$43,528	\$8,706	\$14,587	\$66,821
TOTAL FY 27/28	\$329,847	\$65,969	\$68,557	\$464,373

*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.).

No employees currently eligible for bi-lingual pay certification

Estimated FY 25 impact of 1.0% COLA per FY24 salaries (incl. PERS) = \$19,476
\$14,027 (NS); \$2,805 (S); \$2,644 (Chief)

Estimates do not include additional positions or estimated PERS changes for FY 26 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)

RECOMMENDATION

Recommendation to approve Collective Bargaining Agreements (CBA) with the Washoe County District Attorney’s Investigator Association (WCDAIA) for the Non-Supervisory and Supervisory bargaining units for the four (4) year period beginning July 1, 2024

through June 30, 2028; including a salary adjustment plus a cost of living adjustment in base wages of 3% effective July 1, 2024 [FY 24/25 estimated fiscal impact \$259,495 Non-Supervisory; \$51,899 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$267,929 Non-Supervisory; \$53,586 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$277,306 Non-Supervisory; \$55,461 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$286,319 Non-Supervisory; \$57,263 Supervisory]; and updated agreement language regarding work hours, annual leave, sick leave, salaries, holidays, bilingual pay, training, insurance, grievance, classifications, and term of agreement [estimated fiscal impact \$199,042 for all fiscal years]; and approve same salaries, annual leave, sick leave, bi-lingual pay, training and holidays for the non-represented Chief Investigator (DA) [FY 24/25 estimated fiscal impact \$48,915; 25/26 estimated fiscal impact \$50,504; FY 26/27 estimated fiscal impact \$52,272; FY 27/28 estimated fiscal impact \$53,970; and \$55,585 for updated education incentive for all years]. [Total estimated fiscal impact is \$1,769,546].

POSSIBLE MOTION

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

“Move to approve Collective Bargaining Agreements (CBA) with the Washoe County District Attorney’s Investigator Association (WCDAlA) for the Non-Supervisory and Supervisory bargaining units for the four (4) year period beginning July 1, 2024 through June 30, 2028; including a salary adjustment plus a cost of living adjustment in base wages of 3% effective July 1, 2024 [FY 24/25 estimated fiscal impact \$259,495 Non-Supervisory; \$51,899 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$267,929 Non-Supervisory; \$53,586 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$277,306 Non-Supervisory; \$55,461 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$286,319 Non-Supervisory; \$57,263 Supervisory]; and updated agreement language regarding work hours, annual leave, sick leave, salaries, holidays, bilingual pay, training, insurance, grievance, classifications, and term of agreement [estimated fiscal impact \$199,042 for all fiscal years]; and approve same salaries, annual leave, sick leave, bi-lingual pay, training and holidays for the non-represented Chief Investigator (DA) [FY 24/25 estimated fiscal impact \$48,915; 25/26 estimated fiscal impact \$50,504; FY 26/27 estimated fiscal impact \$52,272; FY 27/28 estimated fiscal impact \$53,970; and \$55,585 for updated education incentive for all years]. [Total estimated fiscal impact is \$1,769,546].”