



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: November 18, 2025

DATE: November 10, 2025

TO: Board of County Commissioners

FROM: Joseph Colacurcio, Captain / Patrol Incline Village Crystal Bay
(775) 328-4104; JColacurcioi@washoecounty.gov

THROUGH: Darin Balaam, Sheriff

SUBJECT: Recommendation to approve a Memorandum of Understanding (MOU) between Washoe County and the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA), modifying provisions related to Article 22 (Special "Assigned" Pay Differentials) of the WCSSDA Collective Bargaining Agreement (CBA), to add the position of Sergeant assigned to the Northern Nevada Regional Intelligence Center (NNRIC) to the list of assignments that are eligible for a 5% special assigned pay differential, and to explain when the NNRIC Sergeant will receive the special assigned pay differential; and to approve modifications to the CBA consistent with the terms set forth in the MOU. The modification to the CBA applies for the four (4) year period of July 1, 2024, through June 30, 2028. This change could increase General Fund expenditures by up to \$23,790.00 over the next three fiscal years if the Incline Captain position remains filled. Sheriff. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

On June 25, 2024, the Washoe County Board of County Commissioners (Board) approved the CBA between Washoe County and WCSSDA, with a term of July 1, 2024, through June 30, 2028. Under Article 22 of the CBA, deputies who serve in certain supervisory assignments receive special assigned pay differentials to compensate them for their special training, experience, and qualifications, and for performing tasks related to the special assignment.

The Sheriff's Office recently created a new NNRIC Sergeant position to meet regional intelligence and counterterrorism priorities at the Sheriff's Office. The Sheriff's Office also recently created a new Captain position to oversee the operations and staff in Incline Village. Following approval of the CBA in June of 2024, Washoe County and WCSSDA engaged in discussions regarding adjustments to the assignments should receive a 5% special assigned pay differential under Article 22 (Special "Assigned" Pay Differentials) of the CBA to account for structural changes within the Sheriff's Office. Washoe County and WCSSDA agree that the Lieutenant assigned to Incline Village should not receive the special assigned pay differential when a Captain is assigned to oversee

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operations and staff at that location. Washoe County and WCSSDA also agree that when a Captain is supervising the operations in Incline Village, the NNRIC Sergeant should receive the special assigned pay differential instead of the Lieutenant assigned to Incline Village.

The parties entered into an MOU to memorialize their agreement and to modify provisions of the CBA related to Article 22 (Special “Assigned” Pay Differentials). The MOU includes the following agreements: (1) establishes the new NNRIC Sergeant position is eligible to receive the special assigned pay differential, (2) specifies the circumstances under which the NNRIC Sergeant and Incline Lieutenant receive the special assigned pay differential, and (3) outlines the specific modifications that will be made to the CBA, if approved.

Washoe county strategic objective supported by this item:

Legal obligation to comply with the requirement that the Board of County Commissioners approve modifications to an existing CBA pursuant to NRS 288.153.

PREVIOUS ACTION

On June 25, 2024, the Board approved the CBA between Washoe County and WCSSDA, with a term of July 1, 2024, through June 30, 2028.

BACKGROUND

On June 25, 2025, the Board approved the CBA between the County and the Association with a term of July 1, 2024, to June 30, 2028.

Currently, under Article 22 of the CBA the Sheriff’s Office Lieutenant who is assigned to Incline Village is eligible for a 5% special assigned pay differential because they are the person who oversees the operations and staff in Incline and represents executive staff. The newly created Captain position assigned to Incline will assume these duties. Therefore, it does not make sense for the Lieutenant to continue to receive a 5% pay incentive when a Captain is overseeing operations and staff in Incline. Based upon the addition of a new Captain position and a new Sergeant position, the parties agreed it made sense to revise what positions should receive assigned pay differential under Article 22. The parties entered into an MOU to memorialize the terms of their agreement. The following is a summary of the terms set forth in the MOU:

1. The NNRIC Sergeant is eligible for special assigned pay differential under Article 22 of the CBA.
2. The eligibility of special assigned pay differential for the Incline Lieutenant is contingent upon whether the Captain position in Incline is vacant. The Lieutenant will qualify for a 5% special assigned pay differential only if there is no Captain assigned to Incline. If a Captain is assigned to Incline, then the Incline Lieutenant is no longer eligible for the special assigned pay differential. If the Captain

position is vacant, then the Lieutenant assigned to Incline will receive the 5% special assigned pay differential.

3. The eligibility of special assigned pay differential for the NNRIC Sergeant is contingent upon whether the Captain position in Incline is vacant. The NNRIC Sergeant will qualify for a 5% special assigned pay differential only if a Captain is appointed to Incline and the Incline Lieutenant is not receiving the special assigned pay differential. If the Incline Captain position is vacant and the Incline Lieutenant is receiving the 5% special assigned pay differential, then the NNRIC Sergeant is no longer eligible for the special assigned pay differential.
4. The Incline Lieutenant and NNRIC Sergeant cannot receive the 5% special assigned pay differential simultaneously. If the Incline Lieutenant and the NNRIC Sergeant are both eligible for the 5% special assigned pay differential, the Lieutenant will receive the special pay and the Sergeant will not receive the special pay.
5. Article 22 (Special “Assigned Pay Differentials”), paragraph B(5) of the CBA will be revised as follows, “Incline Lieutenant only if Incline Captain position is vacant.”
6. A new paragraph B(17) will be added to Article 22 (Special “Assigned Pay Differentials”) of the CBA which states, “NNRIC Sergeant only if Captain is Appointed to Incline.”
7. The persons assigned to the Incline Lieutenant and the NNRIC Sergeant positions are not eligible for the Special “Assigned Pay Differentials” if either position is eliminated due to organizational restructuring.

WCSSDA has officially ratified the MOU in accordance with its bylaws. Pursuant to NRS 288.153(1), modifications to a collective bargaining agreement must be approved by the Board of County Commissioners.

FISCAL IMPACT

Should the board accept these amendments and approve them, the Washoe County Sheriff's Office General Fund expenditures could increase by up to \$23,790.00 over the next three fiscal years, with a yearly breakdown below. This change could increase General Fund expenditures if the Incline Captain position remains filled with no impact to General Fund expenditures if the Incline Captain position remains vacant. Any additional actual costs will be absorbed within the current FY26 Washoe County Sheriff's Office adopted budget.

FY	Wage	5%	Hours	Total
FY26	\$72.94	3.65	2080	\$7,585.76
FY27	\$74.95	3.75	2080	\$7,794.80
FY28	\$80.86	4.04	2080	\$8,409.44

RECOMMENDATION

Recommendation to approve a Memorandum of Understanding between Washoe County and the Washoe County Sheriff's Supervisory Deputies Association, modifying provisions related to Article 22 (Specialty "Assigned" Pay Differentials) of the WCSSDA Collective Bargaining Agreement, to add the position of Sergeant assigned to the Northern Nevada Regional Intelligence Center to the list of assignments that are eligible for a 5% special assigned pay differential, and to explain when the NNRIC Sergeant will receive the special assigned pay differential; and to approve modifications to the CBA consistent with the terms set forth in the MOU. The modification to the CBA applies for the four (4) year period of July 1, 2024, through June 30, 2028. This change could increase General Fund expenditures by up to \$23,790.00 over the next three fiscal years if the Incline Captain position remains filled.

POSSIBLE MOTION

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

"Move to approve the Memorandum of Understanding between Washoe County and the Washoe County Sheriff's Supervisory Deputies Association, modifying provisions related to Article 22 (Specialty "Assigned" Pay Differentials) of the WCSSDA Collective Bargaining Agreement, to add the position of Sergeant assigned to the Northern Nevada Regional Intelligence Center to the list of assignments that are eligible for a 5% special assigned pay differential, and to explain when the NNRIC Sergeant will receive the special assigned pay differential; and to approve modifications to the CBA consistent with the terms set forth in the MOU."