



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: *June 25, 2024*

DATE: May 8, 2024

TO: Board of County Commissioners

FROM: Patricia Hurley, Director, Human Resources Department
775.328.2087, phurley@washoecounty.gov

THROUGH: Eric Brown, County Manager

SUBJECT: Recommendation to approve Collective Bargaining Agreements with the Washoe County Alternative Sentencing Officers Association (WCASOA) 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 \$26,575 Non-Supervisory; \$10,310 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$27,439 Non-Supervisory; \$10,645 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$28,399 Non-Supervisory; \$11,017 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$29,322 Non-Supervisory; \$11,376 Supervisory]; and changes to retiree medical premiums [estimated fiscal impact \$-0- Non-Supervisory; \$-0- Supervisory for all years], and updated agreement language regarding rights of the association, work hours, annual leave, sick leave, holidays, training, classifications, and term of agreement [estimated fiscal impact \$286,965 for all years], and for the non-represented Chief Alternative Sentencing Officer [FY 24/25 estimated fiscal impact \$6,998; 25/26 estimated fiscal impact \$7,225; FY 26/27 estimated fiscal impact \$7,478; FY 27/28 estimated fiscal impact \$7,721; and \$73,553 for updated education incentive for all years]. [Total estimated fiscal impact for all fiscal years is \$545,023]. (All Commission Districts.)

SUMMARY

In June 2022, the Board approved the Collective Bargaining Agreements (CBA) with the Washoe County Alternative Sentencing Officers Association (WCASOA) for the Non-Supervisory and Supervisory bargaining units for a two (2) year period beginning July 1, 2022 through June 30, 2024; including cost of living adjustments in base wages of 5.0% effective July 1, 2022 and 3.5% beginning July 1 2023; including updated safety

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equipment allowance, shift differential, career incentive, instructor differential, POST pay; and approve same cost of living adjustments, and updated safety equipment, career incentive, and POST pay, and for the non-represented Chief Alternative Sentencing Officer.

Since February 2024, Washoe County and WCASOA have engaged in extensive negotiations for successor Agreements. These proposed successor CBA(s) with the WCASOA Non-Supervisory and Supervisory bargaining units are 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; 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 rights of the association, work hours, annual leave, sick leave, holidays, training, 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 COLA(s), updated retiree medical premiums, work hours, annual leave, sick leave, holidays, and training for the non-represented Chief Alternative Sentencing Officer is the same as the applicable provisions in the proposed CBA(s) with WCASOA Supervisory.

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 September 22, 2015, the Board approved additional pays for Assistant Alternative Sentencing Officers, Assistant Alternative Sentencing Officer Supervisor and Chief Alternative Sentencing Officer effective retroactive to July 1, 2015, including \$250/quarter uniform allowance, \$125/quarter safety equipment allowance, one time only \$525 towards the purchase of a weapon, and a five percent (5%) Field Training Officer differential while assigned duties specifically related to a Field Training and Evaluation Program.

On August 9, 2016, the Board approved additional pays for non-represented confidential employees in the classification of Assistant Alternative Sentencing Officer and Assistant Alternative Sentencing Officer Supervisor at the Washoe County Department of Alternative Sentencing (DAS) including standby pay and callback pay and to allow the Chief Alternative Sentencing Officer or designee to schedule and assign said additional pays to the full-time staff in this classification, as needed.

On June 11, 2019, the Board approved COLA(s) of 3% effective July 1, 2019; 2.5% effective July 1, 2020; and 2.5% effective July 1, 2021; for Unclassified Management and Non-Represented Confidential employees including Alternative Sentencing Officer (classification 15926) and Alternative Sentencing Sergeant (classification 17550).

On November 9, 2021 the Board, pursuant to NRS 288.160, recognized the WCASOA as having the right to represent and be the exclusive bargaining agent of the full-time Alternative Sentencing Officer and full-time Department of Alternative Sentencing Sergeants (excludes intermittent-hourly), and approved WCASOA as the exclusive bargaining unit to commence bargaining for a contract effective July 1, 2022.

On May 24, 2022 the Board approved a CBA with WCASOA for a two (2) year period beginning July 1, 2022 through June 30, 2024; including cost of living adjustments in base wages of 5.0% effective July 1, 2022 and 3.5% beginning July 1 2023; including updated safety equipment allowance, shift differential, career incentive, instructor differential, POST pay; and approve same cost of living adjustments, and updated safety equipment, career incentive, and POST pay, and for the non-represented Chief Alternative Sentencing Officer.

BACKGROUND

The parties reached Tentative Agreements on all issues. The Association has voted and ratified the Agreements.

Following is a summary explanation of the Agreements (unless specifically noted, the information applies 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 – Rights of the Association

Language updated to allow time approval for managers or department heads in addition to the employee's supervisor.

Article 7 – Work Hours

This article is updated to include language addressing alternative work schedule agreements.

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 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 9 – Sick Leave

Article 9 has been modified to clarify bereavement leave and time donation requirements. 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 12 – Salaries and Retirement

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.

Article 13 – Holidays and Holiday Pay

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

Article 20 – 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%
- Advanced P.O.S.T.: From 1.25% to 5%

Article 21 – Insurance

Section E.5. has been added to establish a Health Reimbursement Arrangement (HRA) for the County to provide the previously established 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.7. has been added to establish a Post Employment Health Reimbursement Arrangement (PEHRA) with a County provided one-time lump sum payment for employees who meet the specified criteria.

Article 38 – Grades, Classifications and Titles

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

Article 41 – Term of Agreement

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

Chief Alternative Sentencing Officer:

The recommendations for salary and benefits for the non-represented Chief Alternative Sentencing Officer are the same COLA(s) and updated retiree medical premiums, work hours, annual leave, sick leave, holidays, and training, Human Resources recommends the Board adopt the same salary and benefits for the Chief Alternative Sentencing Officer as those contained in the Collective Bargaining Agreement with the WCASOA Supervisory bargaining unit.

FISCAL IMPACT

The annual FY 24/25 fiscal impact associated with these recommendations is estimated at \$129,628 (\$81,939 Non-Supervisory; \$23,197 for Supervisory) for WCASOA, and \$24,492 for the Chief Alternative Sentencing Officer 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 | WCASOA (NS) | WCASOA (S) | Chief Alternative Sentencing Officer | Total |
|-----------------------|-----------------|-----------------|--------------------------------------|------------------|
| COLA | \$26,575 | \$10,310 | \$6,998 | \$43,882 |
| Education Incentive | \$55,365 | \$12,887 | \$17,494 | \$85,746 |
| TOTAL FY 24/25 | \$81,939 | \$23,197 | \$24,492 | \$129,628 |

The annual FY 25/26 fiscal impacts associated with these recommendations are estimated at \$133,841 (\$84,603 for Non-Supervisory; \$23,951 for Supervisory) for WCASOA, and \$25,287 for the Chief Alternative Sentencing Officer) and are broken out as follows:

FY 25/26

| Description | WCASOA (NS) | WCASOA (S) | Chief Alternative Sentencing Officer | Total |
|--|-----------------|-----------------|--------------------------------------|------------------|
| COLA | \$27,439 | \$10,645 | \$7,225 | \$45,309 |
| Education Incentive | \$57,164 | \$13,306 | \$18,062 | \$88,532 |
| Post Employment Health Retirement Arrangement (PEHRA) – FY26 | \$-0- | \$-0- | \$-0- | \$-0- |
| TOTAL FY 25/26 | \$84,603 | \$23,951 | \$25,287 | \$133,841 |

The annual FY 26/27 fiscal impacts associated with these recommendations are estimated at \$138,526 (\$87,564 for Non-Supervisory; \$24,789 for Supervisory) for WCASOA, and \$26,173 for the Chief Alternative Sentencing Officer) and are broken out as follows:

FY 26/27

| Description | WCASOA (NS) | WCASOA (S) | Chief Alternative Sentencing Officer | Total |
|--|-----------------|-----------------|--------------------------------------|------------------|
| COLA | \$28,399 | \$11,017 | \$7,478 | \$46,894 |
| Education Incentive | \$59,165 | \$13,772 | \$18,695 | \$91,632 |
| Post Employment Health Retirement Arrangement (PEHRA) – FY27 | \$-0- | \$-0- | \$-0- | \$-0- |
| TOTAL FY 26/27 | \$87,564 | \$24,789 | \$26,173 | \$138,526 |

The annual FY 27/28 fiscal impacts associated with these recommendations are estimated at \$143,028 (\$90,409 for Non-Supervisory; \$25,596 for Supervisory) for WCASOA, and \$27,023 for the Chief Alternative Sentencing Officer) and are broken out as follows:

FY 26/27

| Description | WCASOA (NS) | WCASOA (S) | Chief Alternative Sentencing Officer | Total |
|--|-----------------|-----------------|---|------------------|
| COLA | \$29,322 | \$11,376 | \$7,721 | \$48,419 |
| Education Incentive | \$61,087 | \$14,220 | \$19,302 | \$94,609 |
| Post Employment Health Retirement Arrangement (PEHRA) – FY27 | \$-0- | \$-0- | \$-0- | \$-0- |
| TOTAL FY 26/27 | \$90,409 | \$25,596 | \$27,023 | \$143,028 |

*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) = \$14,627
\$8,858 (NS); \$3,437 (S); \$2,333 (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)

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 Alternative Sentencing Officers Association (WCASOA) 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 \$26,575 Non-Supervisory; \$10,310 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$27,439 Non-Supervisory; \$10,645 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$28,399 Non-Supervisory; \$11,017 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$29,322 Non-Supervisory; \$11,376 Supervisory]; and changes to retiree medical premiums [estimated fiscal impact \$-0- Non-Supervisory; \$-0- Supervisory for all years], and updated agreement language regarding rights of the association, work hours, annual leave, sick leave, holidays, training, classifications, and term of agreement [estimated fiscal impact \$286,965 for all years], and for the non-represented Chief Alternative Sentencing Officer [FY 24/25 estimated fiscal impact \$6,998; 25/26 estimated fiscal impact \$7,225; FY 26/27 estimated fiscal impact \$7,478; FY 27/28 estimated fiscal impact \$7,721; and \$73,553 for updated education incentive for all years]. [Total estimated fiscal impact for all fiscal years is \$545,023].

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 Alternative Sentencing Officers Association (WCASOA) 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 \$26,575 Non-Supervisory; \$10,310 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$27,439 Non-Supervisory; \$10,645 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$28,399 Non-Supervisory; \$11,017 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$29,322 Non-Supervisory; \$11,376 Supervisory]; and changes to retiree medical premiums [estimated fiscal impact \$-0- Non-Supervisory; \$-0- Supervisory for all years], and updated agreement language regarding rights of the association, work hours, annual leave, sick leave, holidays, training, classifications, and term of agreement [estimated fiscal impact \$286,965 for all years], and for the non-represented Chief Alternative Sentencing Officer [FY 24/25 estimated fiscal impact \$6,998; 25/26 estimated fiscal impact \$7,225; FY 26/27 estimated fiscal impact \$7,478; FY 27/28 estimated fiscal impact \$7,721; and \$73,553 for updated education incentive for all years]. [Total estimated fiscal impact for all fiscal years is \$545,023].”