



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: *June 21, 2022*

DATE: Tuesday, June 14, 2022

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 Agreement with the Washoe County Sheriff's Deputies Association (WCSDA) bargaining unit for the two (2) 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 [FY22/23 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 [FY23/24 estimated fiscal impact \$2,537,953]; and updated agreement language regarding Crisis Intervention Training Pay, health care subsidy, medical plan, Incline resident differential pay, discipline and grievance, and duration of agreement [estimated fiscal impact \$134,434 for both years]. [Total estimated fiscal impact is \$5,783,315.]. (All Commission Districts.)

SUMMARY

In June 2019, 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, 2019, through June 30, 2022. Since February 2022 Washoe County and the WCSDA have engaged in extensive negotiations for a successor Agreement. This proposed successor CBA with the WCSDA is for the two (2) year period beginning July 1, 2022, through June 30, 2024; including Crisis Intervention Training (CIT) pay of 5% rolled into base pay, and cost of living adjustments (COLAs) in base wages of 5% effective July 1, 2022; and 3.5% beginning July 1, 2023, and a one-time only lump sum payment of \$1,800 effective July 4, 2022; and updated agreement language regarding CIT pay, health care subsidy, medical plan, Incline resident differential pay, discipline and grievance, 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.

AGENDA ITEM # _____

PREVIOUS ACTION

On July 9, 2019, the Board approved a CBA with the WCSDA bargaining unit for the three year period beginning retroactive to July 1, 2019 through June 30, 2022; including COLA(s) of 2.5% effective July 1, 2019; 2.5% beginning July 1, 2020; and 2.5% beginning July 1, 2021; and updated agreement language regarding salaries, rights of association, holidays and holiday pay, medical plan, safety equipment, special pay differential, night shift differential, dues deduction, distribution of contract, resident deputy pay, deferred compensation plan, 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 two (2) years: July 1, 2022, through June 30, 2024.

Exhibit A - Salaries

Exhibit A reflects the Crisis Intervention Training (CIT) pay of 5% rolled into base pay, a 5% COLA effective July 1, 2022, and a one-time only lump sum payment of \$1,800, effective July 4, 2022 (paid on July 22, 2022), for employees hired on or prior to June 30, 2022, and on payroll and in paid status the entire payroll period of PP# 15/22 (July 4 – July 17, 2022), and covered under the WCSDA bargaining agreement in effect at the time of payment; and a 3.5% COLA beginning July 1, 2023.

Article 18 – Medical Plan

New language is added under section C6. Employees hired after June 30, 2010, and on or before June 30, 2040, who retire with twenty (20) years of continuous service with WCSDA and/or WCSSDA, shall receive a subsidy equivalent to the 20-year subsidy provided to Tier 2 retirees. In addition, the composition of the Insurance Negotiation Committee has been updated in Section A.

Article 23 – Special Pay Differential

Crisis Intervention Training (CIT) 5% Pay Differential has been discontinued in this Article and the 5% CIT pay differential is now built into the base wage as shown in Exhibit A-Salary Schedules effective July 1, 2022.

Article 31 – Resident/Remote Deputy Pay

Effective July 4, 2022, this article is updated to reflect employees who are assigned as resident Deputies to the Incline sub-station, who reside at Incline Village, Crystal Bay, Brockway, Kings Beach, Agate Bay, Carnelian Bay, Cedar Flats, Tahoe City, or Tahoe Vista, shall be paid a \$400 biweekly assignment differential (increase from \$385.52 biweekly) to compensate for increased cost of living.

Effective July 4, 2022, employees who are assigned as remote Deputies to the Incline sub-station who do not reside there, use their personal vehicle for travel to and from work, and who do not have access to a County vehicle shall receive \$150.00 transportation allowance per pay period (increase from \$69.10 per pay period).

Article 34 – Investigations / Article 35 – Discipline / Article 36 – Discharge / Article 37 – Probationary Employees / Article 38 – Grievance Procedure

Articles 34, 35, 36, 37, and 38 are combined into procedure for imposition of punitive action. Changes reflect NRS Chapter 289 (Peace Officer Bill of Rights). This article is not intended to supplant or substitute for open and informal communications between command staff and deputies. While each situation must be handled on a case-by-case basis, informal discussions are encouraged.

Article 47 – Duration of Agreement

This Article is updated to reflect the new two-year term of agreement of July 1, 2022, through June 30, 2024.

FISCAL IMPACT

The annual FY 22/23 fiscal impact associated with these recommendations is estimated at \$3,178,145 and a portion is included in the FY 22/23 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 22/23 fiscal impact is broken out as follows:

FY 22/23

Description	WCSDA
COLA	\$2,388,294
Lump Sum	\$658,800
CIT Pay	\$63,834
Health Care	\$45,430
Incline/Gerlach Assignment Differential	\$753
Incline Assignment Personal Vehicle Use	\$21,034
TOTAL FY22/23	\$3,178,145

The annual FY 23/24 fiscal impacts associated with these recommendations are estimated at \$2,605,170 and is broken out as follows:

FY 23/24

Description	WCSDA
COLA	\$2,471,885
Lump Sum	\$-0-
CIT Pay	\$66,068
Health Care	\$45,430
Incline/Gerlach Assignment Differential	\$753
Incline Assignment Personal Vehicle Use	\$21,034
TOTAL FY23/24	\$2,605,170

Notes:

Totals in tables may be off by a dollar or two due to rounding

Estimated FY23 impact of 1.0% COLA per FY22 salaries (incl. PERS) = \$477,659

FY22/23 One-time Lump Sum not PERS Compensable

Estimates do not include additional positions approved for FY23 or estimated PERS changes for FY24

FY24 estimates reflect cumulative impacts based on FY23 increases-not incremental impacts (i.e., FY23 COLA plus FY24 COLA)

Health Care:

FY23 estimated impact of Health Care is based on current information, including current retiree eligibility and retiree plan enrollment. Total estimated cost of \$54,000 is pro-rated between Deputies and Supervising Deputies based on number of eligible positions. It's anticipated that FY24 will have a higher cost, but it's unquantifiable at this time as it's unknown how many eligible retirees will participate.

Upon full implementation, the total annual expense is estimated to be material/significant and exceed \$550,000 per year-based on current costs/enrollment (i.e., not accounting for inflation, increased staffing, etc.). However, future Post Employment Benefit Actuarial Valuations will be updated to reflect the revised provisions to determine required contributions/funding.

RECOMMENDATION

Recommendation to approve Collective Bargaining Agreement with the Washoe County Sheriff's Deputies Association (WCSDA) bargaining unit for the two (2) 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 [estimated fiscal impact \$134,434 for both years]. [Total estimated fiscal impact is \$5,783,315].

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 two (2) 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 [estimated fiscal impact \$134,434 for both years]. [Total estimated fiscal impact is \$5,783,315].”