

Memorandum of Understanding
Between Washoe County
And
The Washoe County Sheriff's Supervisory Deputies Association
October 7, 2025

I. Purpose

The purpose of this Memorandum of Understanding is to memorialize a tentative agreement between Washoe County ("County") and the Washoe County Sheriff's Supervisory Deputies Association ("Association") to modify Article 22 of the collective bargaining agreement (Assignment Differential Pay) regarding what special assignments will receive special assigned pay differential due to the creation of a new Captain position and a Sergeant position.

II. Background

On June 25, 2025, the Washoe County Board of County Commissioners approved the collective bargaining agreement ("CBA") between the County and the Association with a term of July 1, 2024, to June 30, 2028.

On July 15, 2025, Dave and Cheryl Duffield, long-time residents of Incline Village, have generously offered to provide a private grant to fund the Incline Law Enforcement Team operations beginning in FY26 in the amount of up to \$3,300,401.14 annually. The grant intends to continue funding in future fiscal years, contingent upon mutual agreement between the parties that the program remains effective and aligned with its original purpose. These grant monies include additional positions of (1) Captain, (1) Lieutenant, (4) Sergeants, and (5) Deputies at top step wages.

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.

Currently, the Lieutenant who is assigned to Incline is eligible for a 5% special assigned pay differential because they are the people 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 that it made sense to revise what positions should receive assigned pay differential under Article 22.

III. Mutual Understandings

It is mutually agreed upon and understood by and among the County and the Association:

1. The eligibility of special assigned pay differential for the Lieutenant assigned to Incline is contingent upon whether the Captain position in Incline is vacant. The Lieutenant assigned to Incline shall qualify for a special 5% 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, and therefore the Lieutenant's 5% special assigned pay differential will cease during the period that a Captain is serving in Incline. If the Captain position is vacant, the Lieutenant assigned to Incline will receive the 5% special assigned pay differential.
2. The eligibility of special assigned pay differential for the Sergeant assigned to the Northern Nevada Regional Intelligence Center ("NNRIC") is contingent upon whether the Captain position in Incline is vacant. The Sergeant assigned to NNRIC shall 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, and therefore the Sergeant's 5% special assigned pay differential will cease during the period of time that the Incline Captain position is vacant and the Lieutenant is receiving the 5% special assigned pay differential.
3. The Incline Lieutenant and NNRIC Sergeant cannot receive the 5% special assigned pay differential simultaneously. If for some reason both the Incline Lieutenant and the NNRIC Sergeant are eligible for the 5% special assigned pay differential, the Lieutenant will receive the special pay, and the Sergeant will not receive the special pay.
4. 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."
5. 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."
6. 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.

7. The terms of this tentative agreement are contingent upon approval by the Board of County Commissioners. Accordingly, the terms of this agreement will be effective on the date the Board of County Commissioners approves this memorandum of understanding and the modifications to Article 22 of the CBA.

Patricia Hurley

10/14/2025

Patricia Hurley
For Washoe County

Date

Cameron Wagner

10/14/25

Cameron Wagner,
President of the Washoe County Sheriff's
Supervisory Deputies Association

Date