



# WASHOE COUNTY

Integrity Communication Service

[www.washoecounty.gov](http://www.washoecounty.gov)

## 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  
775.328.2087, [phurley@washoecounty.gov](mailto:phurley@washoecounty.gov)

**THROUGH:** Eric Brown, County Manager

**SUBJECT:** Recommendation to approve Collective Bargaining Agreements with the Washoe County Nurses' Association (WCNA) 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 [FY24/25 estimated fiscal impact \$75,667 Non-Supervisory; \$20,576 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY25/26 estimated fiscal impact \$78,126 Non-Supervisory; \$21,244 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY26/27 estimated fiscal impact \$80,860 Non-Supervisory; \$21,988 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY27/28 estimated fiscal impact \$83,488 Non-Supervisory; \$22,703 Supervisory]; and changes to retiree medical premiums [estimated fiscal impact \$-0- Non-Supervisory; \$-0- Supervisory]; and eight (8) hours of personal leave credit effective July 2024, and sixteen (16) hours of personal leave credit in January of each of the calendar years 2025, 2026, 2027, and 2028 [estimated fiscal impact \$-0-]; and updated agreement language regarding salaries including the addition of a 5% Hazard Duty Pay, standby, holidays, vacation, sick leave, health plan, perquisite pay, classifications, and duration of agreement [estimated fiscal impact \$21,600]. [Total estimated fiscal impact for all fiscal years is \$426,252.] (All Commission Districts.).

---

### SUMMARY

In May and June 2022 the Board approved the Collective Bargaining Agreements (CBA) with the Washoe County Nurses' Association (WCNA) for the Non-Supervisory and Supervisory bargaining units for the two (2) year period beginning July 1, 2022 through June 30, 2024; including pay grade structure adjustments based on critical labor market study conducted by Korn Ferry; cost of living adjustments in base wages of 5% effective July 1, 2022, 3.5% beginning July 1, 2023, eight (8) hours of personal leave credit effective July 2022; and sixteen (16) hours of personal leave credit in January of each of the calendar years 2023 and 2024; and updated agreement language.

AGENDA ITEM # \_\_\_\_\_

Since February 2024, Washoe County and WCNA have engaged in extensive negotiations for successor Agreements. These proposed successor CBA(s) with WCNA 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; eight (8) hours of personal leave credit effective July 2024, and sixteen (16) hours of personal leave credit in January of each of the calendar years 2025, 2026, 2027, and 2028; and updated agreement language regarding salaries including the addition of a 5% Hazard Duty Pay, standby, holidays, vacation, sick leave, health plan, prerequisite pay, classifications, 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.

### **PREVIOUS ACTION**

On May 24, 2022, the Board approved CBA(s) with WCNA for the Non-Supervisory and Supervisory bargaining units for the two (2) year period beginning July 1, 2022 through June 30, 2024; including pay grade structure adjustments based on critical labor market study conducted by Korn Ferry; cost of living adjustments in base wages of 5% effective July 1, 2022; and 3.5% beginning July 1, 2023; and eight (8) hours of personal leave credit effective July 2022; and sixteen (16) hours of personal leave credit in January of each of the calendar years 2023 and 2024; and updated agreement language regarding salaries and personal leave, holidays, leaves of absence, career development, bilingual differential, deferred compensation, and duration of agreement.

On June 21, 2022, the Board approved Amended Collective Bargaining Agreements with the Washoe County Nurses' Association (WCNA) for the Non-Supervisory and Supervisory bargaining units to include updated career incentive language to increase Career Incentive for parity with Washoe County Employees Association (WCEA).

### **BACKGROUND**

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 – Salaries of Personnel**

Paragraph A.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. Section G has been added to include a 5% Hazard Duty Pay.

In addition, the County agrees to provide personal leave to each full-time employee or the pro-rated ratio for part-time employees covered by the WCNA contract to be credited and used in accordance with Article 15 – Sick Leave, Section G. – Personal Leave in the

amount of eight (8) hours of personal leave credit effective July 2024; and sixteen (16) hours of personal leave credit in January of each of the calendar years 2025, 2026, 2027, and 2028.

#### Article 9 – Standby, Irregular or Flexed Schedule, and Work at Home

Language has been added to clarify when work time begins and ends for Standby Pay.

#### Article 13 – Holidays

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

#### Article 14 – Vacation

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 15 – Sick Leave

New language is added under section D to include bonding leave pursuant to the Family and Medical Leave Act (FMLA). Sections D and E have been updated to include language on bereavement leave. A new section outlining Parental Leave has been added as section J. 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 17 – Health Plan

Article 17 has been modified to remove language regarding the Insurance Negotiating Committee. Section E.5. has been added to establish a Health Reimbursement Arrangement (HRA) for the County provided 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 specified criteria. Additionally, Section E.7 for those employees hired on or after July 1, 2010, the retiree health insurance is modified 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 31 – Professional License Fees/ Perquisite Pay

Section 2 added to establish a quarterly perquisite pay of \$75 for employees covered by these contracts to receive in addition to their regular salary.

Article 35 – Grades, Classifications and Titles

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

Article 38 – Duration of Agreement

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

**FISCAL IMPACT**

The annual FY 24/25 fiscal impact associated with these recommendations is estimated at \$101,943 (\$80,167 for Non-Supervisory; \$21,766 for Supervisory) 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 Office 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	WCNA (NS)	WCNA (S)	Total
COLA	\$75,667	\$20,576	\$96,243
Perquisite Pay (New)	\$4,500	\$1,200	\$5,700
<b>TOTAL FY 24/25</b>	<b>\$80,167</b>	<b>\$21,776</b>	<b>\$101,943</b>

The annual FY 25/26 fiscal impacts associated with these recommendations are estimated at \$105,070 (\$82,626 for Non-Supervisory; \$22,444 for Supervisory) and are broken out as follows:

**FY 25/26**

Description	WCNA (NS)	WCNA (S)	Total
COLA	\$78,126	\$21,244	\$99,370
Perquisite Pay (New)	\$4,500	\$1,200	\$5,700
Post Employment Health Reimbursement Arrangement (PEHRA) – FY26	\$-0-	\$-0-	\$-0-
<b>TOTAL FY 25/26</b>	<b>\$82,626</b>	<b>\$22,444</b>	<b>\$105,070</b>

The annual FY 26/27 fiscal impacts associated with these recommendations are estimated at \$108,548 (\$85,360 for Non-Supervisory; \$23,188 for Supervisory) and are broken out as follows:

**FY 26/27**

Description	WCNA (NS)	WCNA (S)	Total
COLA	\$80,860	\$21,988	\$102,848
Perquisite Pay (New)	\$4,500	\$1,200	\$5,700
Post Employment Health Reimbursement Arrangement (PEHRA) – FY27	\$-0-	\$-0-	\$-0-
<b>TOTAL FY 26/27</b>	<b>\$85,360</b>	<b>\$23,188</b>	<b>\$108,548</b>

The annual FY 27/28 fiscal impacts associated with these recommendations are estimated at \$111,891 (\$87,988 for Non-Supervisory; \$23,903 for Supervisory) and are broken out as follows:

**FY 27/28**

Description	WCNA (NS)	WCNA (S)	Total
COLA	\$83,488	\$22,703	\$106,191
Perquisite Pay (New)	\$4,500	\$1,200	\$5,700
Post Employment Health Reimbursement Arrangement (PEHRA) – FY28	\$-0-	\$-0-	\$-0-
<b>TOTAL FY 27/28</b>	<b>\$87,988</b>	<b>\$23,903</b>	<b>\$111,891</b>

\*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 FY25 impact of 1.0% COLA per FY24 salaries (incl. PERS) = \$32,081 \$25,222 (NS); \$6,859 (S)

Estimates do not include additional positions or estimated PERS changes for FY26 or FY 28.

Personal leave changes don't have a fiscal impact. Positions are budgeted per the approved FTE. Use of personal leave does not increase the cost; it is paid time, just like any other (i.e., vacation, sick, etc.).

FY 26-FY 28 estimates reflect cumulative impacts based on FY 25 increases-not incremental impacts (i.e., FY 25 COLA plus FY26 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 Nurses' Association (WCNA) 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 [FY24/25 estimated fiscal impact \$75,667 Non-Supervisory; \$20,576 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY25/26 estimated fiscal impact \$78,126 Non-Supervisory; \$21,244 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY26/27 estimated fiscal impact \$80,860 Non-Supervisory; \$21,988 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY27/28 estimated fiscal impact \$83,488 Non-Supervisory; \$22,703 Supervisory]; and changes to retiree medical premiums [estimated fiscal impact \$-0- Non-Supervisory; \$-0- Supervisory]; and eight (8) hours of personal leave credit effective July 2024, and sixteen (16) hours of personal leave credit in January of each of the calendar years 2025, 2026, 2027, and 2028 [estimated fiscal impact \$-0-]; and updated agreement language regarding salaries including the addition of a 5% Hazard Duty Pay, standby, holidays, vacation, sick leave, health plan, perquisite pay, classifications, and duration of agreement [estimated fiscal impact \$21,600]. [Total estimated fiscal impact for all fiscal years is \$426,252.]

## **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 Nurses' Association (WCNA) 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 [FY24/25 estimated fiscal impact \$75,667 Non-Supervisory; \$20,576 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY25/26 estimated fiscal impact \$78,126 Non-Supervisory; \$21,244 Supervisory]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY26/27 estimated fiscal impact \$80,860 Non-Supervisory; \$21,988 Supervisory]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY27/28 estimated fiscal impact \$83,488 Non-Supervisory; \$22,703 Supervisory]; and changes to retiree medical premiums [estimated fiscal impact \$-0- Non-Supervisory; \$-0- Supervisory]; and eight (8) hours of personal leave credit effective July 2024, and sixteen (16) hours of personal leave credit in January of each of the calendar years 2025, 2026, 2027, and 2028 [estimated fiscal impact \$-0-]; and updated agreement language regarding salaries including the addition of a 5% Hazard Duty Pay, standby, holidays, vacation, sick leave, health plan, perquisite pay, classifications, and duration of agreement [estimated fiscal impact \$21,600]. [Total estimated fiscal impact for all fiscal years is \$426,252.]”*