



WASHOE COUNTY

Integrity Communication Service

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STAFF REPORT

BOARD MEETING DATE: May 20, 2025

DATE: Thursday, May 15, 2025

TO: Board of County Commissioners

FROM: Patricia Hurley, Director, Human Resources Department
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THROUGH: Eric Brown, County Manager

SUBJECT: Recommendation to (1) approve a classification title change from DA Investigator III to DA Investigator Supervisor in Article 2 (Recognition) of the collective bargaining agreement between Washoe County and the Supervisory Employees Negotiating Unit of the Washoe County District Attorney Investigator's Association (WCDAIA); and (2) approve the Memorandum of Understanding between Washoe County and the Non-Supervisory and Supervisory Employees Negotiating Units of the WCDAIA, modifying provisions related to Article 14 (Salaries and Retirement) and Appendix A (Salary Schedules) of the WCDAIA collective bargaining agreements for the four (4) year period of July 1, 2024, through June 30, 2028. The Memorandum of Understanding stemmed from an increase in the Public Employees' Retirement System of Nevada (PERS) contribution rate and includes the following agreements: the County will absorb 2% of the 4.375% PERS contribution rate increase that WCDAIA members would otherwise be responsible for per NRS 286.421 effective July 14, 2025; negotiations will be reopened to determine the parties' respective contributions if there is an additional change to the PERS contribution rate for the Employer Pay Contribution Plan for July 14, 2025; and negotiations will be reopened to determine the parties' respective contributions if the PERS contribution rate for Police/Fire increases by more than 4.875% in subsequent years during the term of the collective bargaining agreements. [Total estimated fiscal impact for all years is **\$65,954**; FY 25/26 = \$21,251, FY 26/27 = \$21,994; FY 27/28 = \$22,709]. (All Commission Districts.)

SUMMARY

On June 25, 2024, the Washoe County Board of County Commissioners approved the collective bargaining agreements between Washoe County and WCDAIA, with a term of July 1, 2024, to June 30, 2028. During contract negotiations for the collective bargaining agreement between Washoe County and the Supervisory Employees Negotiating Unit of WCDAIA, the parties agreed that the position of DA Investigator III would be reclassified to the title of DA Investigator Supervisor. However, the classification title

AGENDA ITEM # _____

change was inadvertently not updated in Article 2 (Recognition) of the collective bargaining agreement. The County and the Supervisory Employees Negotiating Unit of WCDAIA formalized their agreement by entering into a Tentative Agreement regarding the classification title change for Article 2 - Recognition. Staff is recommending that the Board approve a modification to Article 2 of the collective bargaining agreement to reflect the agreed upon change to the title classification.

On December 2, 2024, PERS informed employers about changes to the contribution rates. For Police/Fire members under the Employer-Pay Contribution (EPC) plan, which Washoe County adheres to, the contribution rate will increase from 50.00% to 58.75% beginning July 1, 2025. Due to the PERS notification of the rate increase above 4%, Washoe County and WCDAIA have engaged in negotiations to determine how much each party would contribute to the PERS rate increase. The parties reached an agreement and signed a Memorandum of Understanding (MOU).

The MOU memorializes modifications to provisions related to Article 14 (Salaries and Retirement) and Appendix A (Salary Schedules) of the WCDAIA collective bargaining agreements for the four (4) year period of July 1, 2024, through June 30, 2028. The MOU includes the following agreements: the County will absorb 2% of the 4.375% PERS contribution rate increase that WCDAIA members would otherwise be responsible for per NRS 286.421 effective July 14, 2025; negotiations will be reopened to determine the parties' respective contributions if there is an additional change to the PERS contribution rate for the EPC Plan for July 14, 2025; and negotiations will be reopened to determine the parties' respective contributions if the PERS contribution rate for Police/Fire increases by more than 4.875% in subsequent years during the term of the collective bargaining agreements.

Washoe County Strategic Objective supported by this item: Legal obligation to engage in collective bargaining pursuant to NRS 288.150 and to comply with the requirement that the Board of County Commissioners approve modifications to an existing collective bargaining agreement pursuant to NRS 288.153.

PREVIOUS ACTION

On June 25, 2024, the Washoe County Board of County Commissioners approved the collective bargaining agreements between the County and WCDAIA (both Supervisory and Non-Supervisory bargaining units), with a term of July 1, 2024, to June 30, 2028; including a salary adjustment plus a 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; and updated agreement language regarding work hours, annual leave, sick leave, salaries, holidays, bilingual pay, training, insurance, grievance, classifications, and term of agreement.

BACKGROUND

Classification Title Change

Effective July 1, 2024, the classification of DA Investigator III was changed to DA Investigator Supervisor in Appendix A of the collective bargaining agreement between

the County and the Supervisory Employees Bargaining Unit of WCDAIA. The classification title was not updated in Article 2 – Recognition of the collective bargaining agreement. The parties entered into a Tentative Agreement to correct the classification title in Article 2 - Recognition.

Memorandum of Understanding

Under Article 14 of the WCDAIA collective bargaining agreements, if the PERS contribution rate for Police/Fire members increased by more than 4%, the parties agreed to reopen negotiations for the purpose of determining the parties' respective contribution to the PERS increase. Due to the notification by PERS that contribution rates were increasing by more than 4%, Washoe County and WCDAIA engaged in negotiations to determine how much each party would contribute to the PERS rate increase. The parties reached an agreement and signed an MOU to memorialize the terms.

The following is a summary of the terms set forth in the MOU:

a. The County will apply the approved 3.25% Cost of Living Adjustment (COLA) effective July 1, 2025. Effective July 14, 2025, the County will absorb 2% of the 4.375% PERS contribution rate increase that WCDAIA members would otherwise be responsible for per NRS 286.421. Accordingly, effective July 14, 2025, WCDAIA salaries will be reduced by 2.375% resulting in an approximate net cost of living increase of 0.875% for Fiscal Year 2026.

b. In exchange for the County absorbing 2% of WCDAIA's share of the PERS contribution rate increase, WCDAIA agrees that the language contained in section 14(A)(2)(d)(1) of the collective bargaining agreements for both bargaining units will be amended as follows:

“In the event that the NV Public Employees Retirement System (PERS) contribution rate for Police/Fire increases by more than 4.875%, the parties mutually agree to reopen discussions focused solely on the parties' respective contribution to the PERS increase.”

c. If any action by the Nevada Legislature or NV PERS results in a change to the PERS contribution rate for Police/Fire members under the EPC plan for 7/14/25, either party may reopen negotiations only on the parties' respective contribution to the PERS rate change.

WCDAIA has officially ratified the MOU under the procedures set forth in 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

The fiscal impact associated with these recommendations for Fiscal Year 25/26 is estimated at \$21,251.

FY 25/26

Description	WCDAIA (NS)	WCDAIA (S)	TOTAL
2% County Absorption	\$16,983	\$4,268	\$21,251
TOTAL FY 25/26	\$16,983	\$4,268	\$21,251

Note: a 2% County Absorption of the PERS increase equates to a net salary increase of approximately 0.875% (3.25% COLA less 2.375% PERS contribution adjustment).

The fiscal impact associated with these recommendations for Fiscal Year 26/27 is estimated at \$21,994.

FY 26/27

Description	WCDAIA (NS)	WCDAIA (S)	TOTAL
2% County Absorption	\$17,577	\$4,417	\$21,994
TOTAL FY 26/27	\$17,577	\$4,417	\$21,994

The fiscal impact associated with these recommendations for Fiscal Year 27/28 is estimated at \$22,709.

FY 27/28

Description	WCDAIA (NS)	WCDAIA (S)	TOTAL
2% County Absorption	\$18,148	\$4,561	\$22,709
TOTAL FY 27/28	\$18,148	\$4,561	\$22,709

If approved, these costs will be included in the Fiscal Year 25/26 Recommended Budget.

Estimated Fiscal Year 25/26 impact of 1.0% COLA (including PERS) = \$24,287.

The impacts above reflect additional costs, over and above those identified and approved in the Fiscal Year 24/25 through Fiscal Year 27/28 WCDAIA collective bargaining agreement (approved June 25, 2024; Item #24).

Estimates do not include certain pay types based on employee assignment (i.e., Overtime, Holiday Worked, Standby Pay, Call Back Pay, etc.).

Estimates do not include additional positions or estimated PERS changes for Fiscal Year 27/28.

Fiscal Year 26/27 and Fiscal Year 27/28 estimates reflect cumulative impacts based on Fiscal Year 25/26 increase-not incremental impacts (i.e., Fiscal Year 25/26 County Absorption plus Fiscal Year 26/27 & Fiscal Year 27/28 COLAs).

The total fiscal impact for all years is estimated at \$65,954.

RECOMMENDATION

Recommendation to (1) approve a classification title change from DA Investigator III to DA Investigator Supervisor in Article 2 (Recognition) of the collective bargaining agreement between Washoe County and the Supervisory Employees Negotiating Unit of WCDAIA; and (2) approve the Memorandum of Understanding between Washoe County and the Non-Supervisory and Supervisory Employees Negotiating Units of the WCDAIA, modifying provisions related to Article 14 (Salaries and Retirement) and Appendix A (Salary Schedules) of the WCDAIA collective bargaining agreements for the four (4) year period of July 1, 2024, through June 30, 2028. The Memorandum of Understanding stemmed from an increase in the Public Employees' Retirement System of Nevada contribution rate and includes the following agreements: the County will absorb 2% of the 4.375% PERS contribution rate increase that WCDAIA members would otherwise be responsible for per NRS 286.421 effective July 14, 2025; negotiations will be reopened to determine the parties' respective contributions if there is an additional change to the PERS contribution rate for the Employer Pay Contribution Plan for July 14, 2025; and negotiations will be reopened to determine the parties' respective contributions if the PERS contribution rate for Police/Fire increases by more than 4.875% in subsequent years during the term of the collective bargaining agreements. [Total estimated fiscal impact for all years is \$65,954; FY 25/26 = \$21,251, FY 26/27 = \$21,994; FY 27/28 = \$22,709]. (All Commission Districts.)

POSSIBLE MOTION

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

"Move to approve a classification title change from DA Investigator III to DA Investigator Supervisor in Article 2 (Recognition) of the collective bargaining agreement between Washoe County and the Supervisory Employees Negotiating Unit of the Washoe County District Attorney Investigator's Association; and to approve the Memorandum of Understanding between Washoe County and the Non-Supervisory and Supervisory Employees Negotiating Units of the Washoe County District Attorney Investigator's Association, modifying provisions related to Article 14 (Salaries and Retirement) and Appendix A (Salary Schedules) of the WCDAIA collective bargaining agreements for the four (4) year period of July 1, 2024, through June 30, 2028. [Total estimated fiscal impact for all years is \$65,954; FY 25/26 = \$21,251, FY 26/27 = \$21,994; FY 27/28 = \$22,709]."