



# WASHOE COUNTY

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## 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  
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**THROUGH:** Eric Brown, County Manager

**SUBJECT:** Recommendation to approve Collective Bargaining Agreement with the Washoe County Public Attorneys' Association (WCPAA) for a 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 \$758,802]; an additional cost of living adjustment of 0.25% for employees with more than ten years of continuous county service effective July 1, 2024 [FY 24/25 estimated fiscal impact \$64,174 for all years]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$783,463]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$810,884]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$837,238]; and changes to retiree medical premiums [estimated fiscal impact \$702,330 for all fiscal years], and update agreement language regarding annual leave, sick and parental leave, salaries, holidays, perquisite pay, career incentive pay, classifications, and terms of agreement [estimated fiscal impact \$750,791 for all fiscal years]; and approve same for Confidential Attorneys [FY 24/25 estimated fiscal impact \$196,576; FY 25/26 estimated fiscal impact \$202,120; FY 26/27 estimated fiscal impact \$208,284; FY27/28 estimated fiscal impact \$214,208; retiree medical premiums \$194,664 for all years]. [Total estimated fiscal impact for all fiscal years is \$5,723,534]. (All Commission Districts.)

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### SUMMARY

In May 2022, the Board approved a Collective Bargaining Agreement (CBA) with the Washoe County Public Attorneys' Association (WCPAA) for a two (2) year period beginning July 1, 2022 through June 30, 2024; including Cost of Living Adjustments in base wage of 5% effective July 1, 2022; and 3.5% beginning July 1, 2023; and updated agreement language regarding salaries, leave of absence, holidays, bail reform pay, parking allowance, career incentive pay, grievance procedures, and term of agreement and approved the same for Confidential Attorneys.

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

Since February 2024, Washoe County and the WCPAA have engaged in extensive negotiations for a successor Agreement. The proposed successor CBA with the WCPAA is 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, with an additional cost of living adjustment of 0.25% (total 3.25%) for employees with more than ten years of continuous county service 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 changes to retiree medical premiums, and update agreement language regarding annual leave, sick and parental leave, salaries, holidays, perquisite pay, career incentive pay, classifications, and terms of agreement.

Represented employees' employment is primarily governed by provisions within their negotiated contracts; unrepresented employees are primarily governed by the Washoe County Personnel Handbook. The Board 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), changes to retiree medical premiums, and update agreement language regarding annual leave, sick and parental leave, salaries, holidays, perquisite pay, career incentive pay, and classifications for the Confidential Attorneys is the same as the applicable provisions in the proposed CBA with WCPAA.

**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 a CBA with the WCPAA for a two (2) year period beginning July 1, 2022 through June 30, 2024; including Cost of Living Adjustments in base wage of 5% effective July 1, 2022; and 3.5% beginning July 1, 2023; and updated agreement language regarding salaries, leave of absence, holidays, bail reform pay, parking allowance, career incentive pay, grievance procedures, and term of agreement and approved the same for Confidential Attorneys.

### **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 four (4) years: July 1, 2024, through June 30, 2028.

#### Article 9 – 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 from 136 hours to 160 hours.
- Employees of five but less than twenty years is increased from 152 hours to 200 hours.
- Employees of twenty years or more is increased from 200 hours to 240 hours.

#### Article 10 – Sick and Parental Leave

New language is added under section B to include bonding leave pursuant to the Family and Medical Leave Act (FMLA). Sections B and C have been updated to include language on bereavement leave. 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 14 - Salaries

Article 14 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. Additionally, employees with more than ten years of continuous County service as of July 1, 2024 will receive an additional 0.25% (total of 3.25%) cost of living adjustment on July 1, 2024.

#### Article 15 – Holidays and Holiday Pay

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

#### Article 16 – Crime Consultation/Perquisite Pay

Section 1.B. is modified to adjust standby pay from \$500 to \$1500. Section 2 is added to establish a perquisite pay at the rate of \$50 per pay period for employees covered by these contracts to receive in addition to their regular salary.

#### Article 19 – Career Incentive Pay

Article 19 has been updated to increase the annual maximum longevity pay from \$15,000 to \$25,000.

#### Article 16 – Crime Consultation Pay/Perquisite Pay

The addition of Perquisite Pay in the amount of \$50 per pay period shall be paid to every employee covered under the contract, in addition to their regular salary.

#### Article 22 – Grades, Classifications and Titles

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

Article 23 – Insurance Plans

Section 6 is added for those employees hired after June 30, 2010, for the County to establish a Post Employment Health Reimbursement Arrangement (PEHRA) for any employee who has at least 15 years of County services to contribute 30% of their unused sick leave upon their retirement.

Article 38 – Terms of Agreement

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

***Confidential Attorneys***

Represented employees’ employment is primarily governed by provisions within their negotiated contracts; unrepresented employees are primarily governed by the Washoe Personnel Handbook. The Board 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), changes to retiree medical premiums, and update agreement language regarding annual leave, sick and parental leave, salaries, holidays, perquisite pay, career incentive pay, and classifications for the Confidential Attorneys is the same as the applicable provisions in the proposed CBA with WCPAA.

**FISCAL IMPACT**

The annual FY 24/25 fiscal impact associated with these recommendations is estimated at \$1,937,148 (\$1,545,908 for WCPAA; \$391,240 for Confidential Attorneys) 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 changes and propose necessary budget adjustments as needed.

The FY 24/25 impact is broken out as follows:

**FY 24/25**

Description	WCPAA	CONFIDENTIAL ATTORNEYS	Total
COLA	\$758,802	\$152,388	\$911,190
Perquisite	\$145,600	\$26,000	\$171,600
Career Incentive (Increase Maximum)	\$40,050	\$13,350	\$53,400
COLA/ Career Incentive (+0.25% for 10+ yrs)	\$15,263	\$4,838	\$20,101
Post Retirement Health Reimbursement Arrangement (PEHRA) – FY25	\$586,193	\$194,664	\$780,857
<b>TOTAL FY 24/25</b>	<b>\$1,545,908</b>	<b>\$391,240</b>	<b>\$1,937,148</b>

The annual FY 25/26 fiscal impact associated with these recommendations is estimated at \$1,188,294 (\$986,174 for WCPAA; \$202,120 for Confidential Attorneys) and if approved will be included in the FY 25/26 budget and is broken out as follows:

**FY 25/26**

Description	WCPAA	CONFIDENTIAL ATTORNEYS	Total
COLA	\$783,463	\$157,341	\$940,804
Perquisite	\$145,600	\$26,000	\$171,600
Career Incentive (Increase Maximum)	\$41,352	\$13,784	\$55,136
COLA/ Career Incentive (+0.25% for 10+ yrs)	\$15,759	\$4,995	\$20,754
Post Retirement Health Reimbursement Arrangement (PEHRA) – FY26	\$-0-	\$-0-	\$-0-
<b>TOTAL FY 25/26</b>	<b>\$986,174</b>	<b>\$202,120</b>	<b>\$1,188,294</b>

The annual FY 26/27 fiscal impact associated with these recommendations is estimated at \$1,262,293 (\$1,054,009 for WCPAA; \$202,284 for Confidential Attorneys) and if approved will be included in the FY 26/27 budget and is broken out as follows:

**FY 26/27**

Description	WCPAA	CONFIDENTIAL ATTORNEYS	Total
COLA	\$810,884	\$162,848	\$973,732
Perquisite	\$145,600	\$26,000	\$171,600
Career Incentive (Increase Maximum)	\$42,799	\$14,266	\$57,065
COLA/ Career Incentive (+0.25% for 10+ yrs)	\$16,311	\$5,170	\$21,481
Post Retirement Health Reimbursement Arrangement (PEHRA) – FY27	\$38,415	\$-0-	\$38,415
<b>TOTAL FY 26/27</b>	<b>\$1,054,009</b>	<b>\$208,284</b>	<b>\$1,262,293</b>

The annual FY 27/28 fiscal impact associated with these recommendations is estimated at \$1,335,799 (\$1,121,591 for WCPAA; \$214,208 for Confidential Attorneys) and if approved will be included in the FY 27/28 budget and is broken out as follows:

**FY 27/28**

Description	WCPAA	CONFIDENTIAL ATTORNEYS	Total
COLA	\$837,238	\$168,140	\$1,005,378
Perquisite	\$145,600	\$26,000	\$171,600
Career Incentive (Increase Maximum)	\$44,190	\$14,730	\$58,920
COLA/ Career Incentive (+0.25% for 10+ yrs)	\$16,841	\$5,338	\$22,179
Post Retirement Health Reimbursement Arrangement (PEHRA) – FY28	\$77,722	\$-0-	\$77,722
<b>TOTAL FY 27/28</b>	<b>\$1,121,591</b>	<b>\$214,208</b>	<b>\$1,335,799</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 FY 25 impact of 1.0% COLA per FY 24 salaries (incl. PERS) = \$303,730  
 \$252,934 (WCPAA); \$50,796 (Confidential Attorneys)

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 Agreement with the Washoe County Public Attorneys' Association (WCPAA) for a 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 \$758,802]; an additional cost of living adjustment of 0.25% for employees with more than ten years of continuous county service effective July 1, 2024 [FY 24/25 estimated fiscal impact \$64,174 for all years]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$783,463]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$810,884]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact \$837,238]; and changes to retiree medical premiums [estimated fiscal impact \$702,330 for all fiscal years], and update agreement language regarding annual leave, sick and parental leave, salaries, holidays, perquisite pay, career incentive pay, classifications, and terms of agreement [estimated fiscal impact \$750,791 for all fiscal years]; and approve same for Confidential Attorneys [FY 24/25 estimated fiscal impact \$196,576; FY 25/26 estimated fiscal impact \$202,120; FY 26/27 estimated fiscal impact \$208,284; FY27/28 estimated fiscal impact \$214,208; retiree medical premiums \$194,664 for all years]. [Total estimated fiscal impact for all fiscal years is \$5,723,534].

**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 Public Attorneys' Association (WCPAA) for a 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 \$758,802]; an additional cost of living adjustment of 0.25% for employees with more than ten years of continuous county service effective July 1, 2024 [FY 24/25 estimated fiscal impact \$64,174 for all years]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2025 [FY 25/26 estimated fiscal impact \$783,463]; a cost of living adjustment in base wages of 3.5% beginning July 1, 2026 [FY 26/27 estimated fiscal impact \$810,884]; a cost of living adjustment in base wages of 3.25% beginning July 1, 2027 [FY 27/28 estimated fiscal impact*

*\$837,238]; and changes to retiree medical premiums [estimated fiscal impact \$702,330 for all fiscal years], and update agreement language regarding annual leave, sick and parental leave, salaries, holidays, perquisite pay, career incentive pay, classifications, and terms of agreement [estimated fiscal impact \$750,791 for all fiscal years]; and approve same for Confidential Attorneys [FY 24/25 estimated fiscal impact \$196,576; FY 25/26 estimated fiscal impact \$202,120; FY 26/27 estimated fiscal impact \$208,284; FY27/28 estimated fiscal impact \$214,208; retiree medical premiums \$194,664 for all years]. [Total estimated fiscal impact for all fiscal years is \$5,723,534].”*