



WASHOE COUNTY

"Dedicated To Excellence in Public Service"

www.washoecounty.us

CM/ACM _____
Finance LC
DA Cur
Risk Mgt. _____
HR _____
Other _____

STAFF REPORT

BOARD MEETING DATE: September 22, 2015

DATE: September 2, 2015
TO: Board of County Commissioners
FROM: John Listinsky, Director of Human Resources/Labor Relations
328-2089, jlistinsky@washoecounty.us
THROUGH: Joey Orduna Hastings, Assistant County Manager
328-2000, jhastings@washoecounty.us
SUBJECT: Recommendation to approve a 3% Cost of Living Adjustment in base wage effective July 1, 2015, an increase in weekly compensation for employees on scheduled crime consultation duty from \$750/\$800 to \$1,000/\$1,250, and weekly standby pay from \$300 to \$500 for Team Chiefs/designees for the Confidential Attorneys commensurate with the recently negotiated agreement with the Washoe County Public Attorneys Association (WCPAA). FY 15/16 fiscal impact is estimated at \$86,877. (All Commission Districts)

SUMMARY

Recommendation to approve a 3% Cost of Living Adjustment in base wage effective July 1, 2015, an increase in weekly compensation for employees on scheduled crime consultation duty from \$750/\$800 to \$1,000/\$1,250, and weekly standby pay from \$300 to \$500 for Team Chiefs/designees for the Confidential Attorneys commensurate with the recently negotiated agreement with the Washoe County Public Attorneys Association (WCPAA). FY 15/16 fiscal impact is estimated at \$86,877.

Washoe County Strategic Objective supported by this item: Valued, engaged employee workforce.

PREVIOUS ACTION

On September 8, 2015, the Board ratified the Washoe County Public Attorneys Association (WCPAA) collective bargaining agreement for the period of July 1, 2015 through June 30, 2016, including a 3% cost of living wage increase, an increase in weekly compensation for employees on scheduled crime consultation duty from \$750/\$800 to \$1,000/\$1,250, and weekly standby pay from \$300 to \$500 for Team Chiefs/designees.

BACKGROUND

Represented employees employment provisions are primarily governed by provisions within their negotiated contracts; unrepresented employees are primarily governed by the Washoe County Code. However, the Board of County Commissioners has in the past

AGENDA ITEM # 5F3

adopted the same salary and benefits for unrepresented employees as have been negotiated for represented employees. The recommendation for salaries for the Confidential Attorneys is the same as the applicable provisions in the proposed Collective Bargaining Agreement with the Washoe County Public Attorneys Association (WCPAA).

FISCAL IMPACT

The annual FY 15/16 fiscal impact associated with these recommendations is estimated at \$86,877. These cost increases may necessitate a budget augmentation during the fiscal year. The Budget Office will monitor the budget status related to these recommendations and will propose necessary budget adjustments as needed.

RECOMMENDATION

It is recommended that the Board of County Commissioners approve a 3% Cost of Living Adjustment in base wage effective July 1, 2015, an increase in weekly compensation for employees on scheduled crime consultation duty from \$750/\$800 to \$1,000/\$1,250, and weekly standby pay from \$300 to \$500 for Team Chiefs/designees for the Confidential Attorneys commensurate with the recently negotiated agreement with the Washoe County Public Attorneys Association (WCPAA). FY 15/16 fiscal impact is estimated at \$86,877.

POSSIBLE MOTION

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

Move to approve a 3% Cost of Living Adjustment in base wage effective July 1, 2015, an increase in weekly compensation for employees on scheduled crime consultation duty from \$750/\$800 to \$1,000/\$1,250, and weekly standby pay from \$300 to \$500 for Team Chiefs/designees for the Confidential Attorneys commensurate with the recently negotiated agreement with the Washoe County Public Attorneys Association (WCPAA). FY 15/16 fiscal impact is estimated at \$86,877.