



# WASHOE COUNTY

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CM/ACM	✓
Finance	<u>MM/CH</u>
DA	<u>MK</u>
Risk Mgt.	<u>N/A</u>
HR	<u>N/A</u>
Other	_____

## STAFF REPORT

BOARD MEETING DATE: September 13, 2016

**DATE:** August 26, 2016

**TO:** Board of County Commissioners

**FROM:** John Listinsky, Director of Human Resources/Labor Relations  
jlistinsky@washoecounty.us, 328-2089

**THROUGH:** John Slaughter, County Manager

**SUBJECT:** Recommendation to approve Cost of Living Adjustments in base wage of 3% retroactive to July 1, 2016 [FY 16/17 estimated fiscal impact \$37,728]; 3.5% beginning July 1, 2017 [FY 17/18 estimated fiscal impact \$45,027]; and 2.5% beginning July 1, 2018 [FY 18/19 estimated fiscal impact \$34,506]; and update sick leave/personal leave and health plans; increase Level II or Level III Ballistic Vest allowance from \$800 to \$1,100 per vest; increase Safety Equipment allowance from \$125/qr. to \$150/qr.; add one-time Duty Weapon Replacement Allowance of up to \$525 for employees with a duty weapon ten (10) years or older effective September 1, 2017; add an 1.25% of base pay education incentive, effective October 3, 2016, for attaining a Nevada Executive P.O.S.T. certification; and cap longevity pay per classification; for the Confidential Undersheriff and Chief Deputy Sheriffs. [Total estimated fiscal impact is \$117,261.] (All Commission Districts.)

### SUMMARY

A Cost of Living Adjustment (COLA) of 3% retroactive to July 1, 2016, 3.5% effective July 1, 2017, and 2.5% effective July 1, 2018; and update sick leave/personal leave and health plans; increase Level II or Level III Ballistic Vest allowance from \$800 to \$1,100 per vest; increase Safety Equipment allowance from \$125/qr. to \$150/qr.; add one-time Duty Weapon Replacement Allowance of up to \$525 for employees with a duty weapon ten (10) years or older effective September 1, 2017; add an 1.25% of base pay education incentive, effective October 3, 2016, for attaining a Nevada Executive P.O.S.T. certification; and cap longevity pay per classification; for the Confidential Undersheriff and Chief Deputy Sheriffs is the same as the applicable provisions in the negotiated Collective Bargaining Agreement with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA). The Board has in the past adopted the same salary and benefits for employees not covered by a bargaining unit.

Health plan language reflects our proactive approach to reduce the values of Washoe County health insurance plans to avoid the "Cadillac Tax", an excise tax which will be imposed on health plans that exceed federally defined values, scheduled to be implemented in calendar year 2020.

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

## **PREVIOUS ACTION**

On September 22, 2015, the Board approved a 2.5% Cost of Living Adjustment for the Confidential Undersheriff, Chief Deputy Sheriffs, and Supervisory Deputies effective July 1, 2015.

On August 12, 2014, the Board approved a 2% Cost of Living Adjustment in base wage and Salary Structure Adjustment effective July 1, 2014; a 1% Cost of Living Adjustment effective January 1, 2015; and effective July 1, 2014 increased the employee uniform allowance from \$200 to \$250 per quarter; increased the safety equipment allowance from \$100 to \$125 per quarter; and in lieu of the standard vest, the employee may receive the current cost of the standard issue vest (\$400) to be used toward the purchase of a Level II or Level III Ballistic Vest issued in accordance with the current distribution process and not to exceed the increased amount of \$800 per vest.

On June 24, 2014, the Board approved Collective Bargaining Agreements with the Washoe County Sheriff's Supervisory Deputies Association bargaining unit for the period of July 1, 2014 through June 30, 2016; and ratified same to include: a 2% Cost of Living Adjustment in base wage and Salary Structure Adjustment effective July 1, 2014; a 1% Cost of Living Adjustment in base wage effective January 1, 2015; and the Chairman executed the Collective Bargaining Unit.

On August 27, 2013, the Board approved a .375% PERS contribution in lieu of a wage increase effective July 15, 2013; a 3% increase in base wage and elimination of the 3% physical fitness incentive pay rate effective July 1, 2013; a 1% Cost of Living Adjustment in base wage effective July 1, 2013; a 1.5% Cost of Living Adjustment effective January 1, 2014 for the Confidential Undersheriff and Chief Deputies.

On November 13, 2012, the Board approved a general wage increase of 3.125% for the Confidential Undersheriff and Chief Deputy Sheriffs retroactive to July 1, 2012 commensurate with the general wage increase of 3.125% approved for Supervisory Deputy Sheriffs.

## **BACKGROUND**

The recommendation for approval of a Cost of Living Adjustment in base wage of 3% retroactive to July 1, 2016; 3.5% beginning July 1, 2017; and 2.5% beginning July 1, 2018; and update sick leave/personal leave and health plans; increase Level II or Level III Ballistic Vest allowance from \$800 to \$1,100 per vest; increase Safety Equipment allowance from \$125/qtr. to \$150/qtr.; add one-time Duty Weapon Replacement Allowance of up to \$525 for employees with a duty weapon ten (10) years or older effective September 1, 2017; add an 1.25% of base pay education incentive, effective October 3, 2016, for attaining a Nevada Executive P.O.S.T. certification; and cap longevity pay per classification; for the Confidential Undersheriff and Chief Deputy Sheriffs is the same as the applicable provisions in the Collective Bargaining Agreement with the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA).

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 adopted the same salary and benefits for unrepresented employees as have been negotiated for represented

employees. The recommendation for salaries and benefits for these groups is the same as the applicable provisions in the proposed Collective Bargaining Agreement with the Washoe County Supervisory Deputies Association (WCSSDA):

#### Salaries

A Cost of Living Adjustment (COLA) of 3% retroactive to July 1, 2016, 3.5% effective July 1, 2017, and 2.5% effective July 1, 2018.

#### Sick Leave (Personal Leave)

Sick leave due to a death in the employee's immediate family (bereavement leave) shall not count towards the sick leave usage when calculating personal leave. This change is effective December 26, 2016.

#### Longevity

Longevity pay modified to include an annual maximum cap by job classification: Undersheriff cap: \$22,000 annually, and Chief Deputy Sheriff cap: \$20,000 annually.

#### Medical Plan

New employees (hired or rehired on or after July 1, 2016) to enroll in the County's High Deductible Health Plan for a minimum of two years. As with all other health plans, the County will pay 100% of the employee's coverage and 50% of their dependent coverage, if applicable.

Adhere to the Washoe County medical premium subsidy rate schedules for post 97/98 retirees, both over and under age 65, to replace the previously utilized PEBP non-state retiree subsidy schedule. Effective January 1, 2019, these subsidy rates shall be adjusted using the CPI Medical Index.

#### Uniform Items and Safety Equipment

An increase in the not to exceed purchase allowance for Level II or Level III Ballistic Vests from \$800 to \$1,100 per vest.

A one-time duty weapon replacement allowance of up to \$525 for employees with a duty weapon ten (10) years or older effective September 1, 2017. In order to qualify, the employee must have ten (10) or more years of continuous service with Washoe County, and furnish the County with a valid sales receipt dated September 1, 2017 or after. In the event the Sheriff's Office begins to provide duty weapons, the duty weapon reimbursement pays will no longer be valid as of the date the first weapon is issued.

An increase to the safety equipment allowance from \$125/quarter to \$150/quarter.

#### Education Incentive Pay

Effective October 3, 2016, add an 1.25% of base pay education incentive for attaining a Nevada Executive P.O.S.T. (Peace Officer Standards and Training) certification.

### **FISCAL IMPACT**

The annual FY 16/17 fiscal impact associated with these recommendations is estimated at \$37,728 for the Confidential Undersheriff and Chief Deputy Sheriffs. These cost increases may necessitate a budget augmentation during the fiscal year. The Budget Office will monitor the budget status related to these costs and propose necessary budget adjustments as needed.

The annual FY 17/18 fiscal impact, estimated at \$45,027 for the Confidential Undersheriff and Chief Deputy Sheriffs will be included in the FY 17/18 budget.

The annual FY 18/19 fiscal impact, estimated at \$34,506 for the Confidential Undersheriff and Chief Deputy Sheriffs will also be included in the FY 18/19 budget.

### **RECOMMENDATION**

It is recommended that the Board of County Commissioners approve Cost of Living Adjustments in base wage of 3% retroactive to July 1, 2016 [FY 16/17 estimated fiscal impact \$37,728]; 3.5% beginning July 1, 2017 [FY 17/18 estimated fiscal impact \$45,027]; and 2.5% beginning July 1, 2018 [FY 18/19 estimated fiscal impact \$34,506]; and update sick leave/personal leave and health plans; increase Level II or Level III Ballistic Vest allowance from \$800 to \$1,100 per vest; increase Safety Equipment allowance from \$125/qtr. to \$150/qtr.; add one-time Duty Weapon Replacement Allowance of up to \$525 for employees with a duty weapon ten (10) years or older effective September 1, 2017; add an 1.25% of base pay education incentive, effective October 3, 2016, for attaining a Nevada Executive P.O.S.T. certification; and cap longevity pay per classification; for the Confidential Undersheriff and Chief Deputy Sheriffs. [Total estimated fiscal impact is \$117,261.]

### **POSSIBLE MOTION**

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

**Move to** approve Cost of Living Adjustments in base wage of 3% retroactive to July 1, 2016 [FY 16/17 estimated fiscal impact \$37,728]; 3.5% beginning July 1, 2017 [FY 17/18 estimated fiscal impact \$45,027]; and 2.5% beginning July 1, 2018 [FY 18/19 estimated fiscal impact \$34,506]; and update sick leave/personal leave and health plans; increase Level II or Level III Ballistic Vest allowance from \$800 to \$1,100 per vest; increase Safety Equipment allowance from \$125/qtr. to \$150/qtr.; add one-time Duty Weapon Replacement Allowance of up to \$525 for employees with a duty weapon ten (10) years or older effective September 1, 2017; add an 1.25% of base pay education incentive, effective October 3, 2016, for attaining a Nevada Executive P.O.S.T. certification; and cap longevity pay per classification; for the Confidential Undersheriff and Chief Deputy Sheriffs. [Total estimated fiscal impact is \$117,261.]