



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: *September 13, 2016*

DATE: August 30, 2016
TO: Board of County Commissioners
FROM: John Listinsky, Director of Human Resources/Labor Relations
328-2089, jlistinsky@washoecounty.us,
THROUGH: John Slaughter, County Manager
SUBJECT: Request by the Department of Human Resources/Labor Relations through the County Clerk pursuant to Washoe County Code 2.030 to approve a request to amend the Washoe County Code (Chapter 5) to update Attendance and Leaves language and directing the Clerk to submit the request to the District Attorney for preparation of a proposed ordinance pursuant to Washoe County Code 2.040. This amendment will allow unrepresented employee groups employees to follow suit with a recently negotiated provision with the Washoe County Employee's Association related to Holidays and Personal Leave. (All Commission Districts.)

SUMMARY

Agenda items with recommendations for the Board of County Commissioners to approve new agreements between the Washoe County Employee's Association and to approve wage increases and updated sick leave/bereavement calculations, holidays and health plans; for Unclassified Management and Non-Represented Confidential employees, District Court employees, Justice Courts employees (excluding Justices of the Peace), Juvenile Services employees, and Flood Management General Counsel; are also on the agenda for September 13, 2016. Where necessary, changes to County Code to reflect these changes, including 5.231, 5.233, 5.235, and 5.268 must be handled through the preparation of a proposed ordinance pursuant to Washoe County Code 2.040.

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

PREVIOUS ACTION

See Attachment A, a letter dated September 30, 2016 from John Listinsky, Director of Human Resources/Labor Relations to Washoe County Clerk, Nancy Parent.

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

adopted the same salary and benefits for unrepresented employees as have been negotiated for represented employees. In this instance, Agenda items with recommendations for the Board of County Commissioners to approve new agreements between the Washoe County Employee's Association and to approve wage increases and updated sick leave/bereavement calculations, holidays and health plans; for Unclassified Management and Non-Represented Confidential employees, District Court employees, Justice Courts employees (excluding Justices of the Peace), Juvenile Services employees, and Flood Management General Counsel; are also on the agenda for September 13, 2016.

Where necessary, changes to County Code to reflect these changes, including 5.231, 5.233, 5.235, and 5.268 must be handled through the preparation of a proposed ordinance pursuant to Washoe County Code 2.040. These changes to Washoe County Code will reflect updated sick leave/bereavement calculations and holidays commensurate with the provisions negotiated for WCEA.

FISCAL IMPACT

No fiscal impact.

RECOMMENDATION

It is recommended that the Board of County Commissioners approve a request by the Department of Human Resources/Labor Relations through the County Clerk pursuant to Washoe County Code 2.030 to approve a request to amend the Washoe County Code (Chapter 5) to update Attendance and Leaves language and directing the Clerk to submit the request to the District Attorney for preparation of a proposed ordinance pursuant to Washoe County Code 2.040. This amendment will allow unrepresented employee groups employees to follow suit with a recently negotiated provision with the Washoe County Employee's Association related to Holidays and Personal Leave.

POSSIBLE MOTION

Should the Board agree with staff's recommendations a possible motion would be: Move to approve request by the Department of Human Resources/Labor Relations through the County Clerk pursuant to Washoe County Code 2.030 to approve a request to amend the Washoe County Code (Chapter 5) to update Attendance and Leaves language and directing the Clerk to submit the request to the District Attorney for preparation of a proposed ordinance pursuant to Washoe County Code 2.040. This amendment will allow unrepresented employee groups employees to follow suit with a recently negotiated provision with the Washoe County Employee's Association related to Holidays and Personal Leave.



WASHOE COUNTY

HUMAN RESOURCES/LABOR RELATIONS

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www.washoecounty.us

September 30, 2016

ATTACHMENT A

BCC 09/13/16

Nancy Parent
Washoe County Clerk
1001 East 9th Street
Reno, NV 89512

Re: Request to initiate proceedings to amend Washoe County Code, Chapter 5 to remain the same as the applicable provisions in the negotiated Collective Bargaining Agreements with the Washoe County Employees' Association.

Dear Ms. Parent:

In accordance with WCC 2.030, I request that you ask the County Commission to consider initiating proceedings to amend Washoe County Code (Chapter 5) to remain the same as the applicable provisions in the negotiated Collective Bargaining Agreements with the Washoe County Employees' Association as it relates to recent changes to sick leave/bereavement calculations, holidays and health plans.

Attached is a staff report requesting that the Board initiate proceedings to amend Washoe County Code (Chapter 5) related to the proposed changes and recommends that you direct the District Attorney to prepare the appropriate code amendments.

Your assistance with this matter is greatly appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "John Listinsky".

John Listinsky,
Director of Human Resources/Labor Relations

Attachment