



WASHOE COUNTY

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CM/ACM JS
Finance LC
DA PL DWV
Risk Mgt. ✓/A
HR ✓
Other N/A

STAFF REPORT

BOARD MEETING DATE: November 29, 2016

DATE: October 19, 2016
TO: Board of County Commissioners
FROM: Victoria Jakubowski, Fiscal Compliance Officer, District Attorney's Office, 325-6710 vjakubowski@da.washoecounty.us
THROUGH: Christopher J. Hicks, District Attorney
SUBJECT: Recommendation to approve adding two (2) education incentives pays for the non-represented Chief Investigator (DA) classification to include the 1.25% Management P.O.S.T. pay, effective October 3, 2016, for attaining a Nevada Management P.O.S.T. certification, and the 1.25% Supervisor P.O.S.T. pay, effective July 1, 2016, for attaining Nevada Supervisor P.O.S.T. certification. FY 16/17 fiscal impact is estimated at \$4,322. (All Commission Districts).

SUMMARY

Washoe County and WCDAIA engaged in extensive negotiations. The Board approved the WCDAIA Supervisory and Non-Supervisory Collective Bargaining Agreements (CBAs) for the three (3) year period July 1, 2016 through June 20, 2019; and includes updated language regarding training including education incentive pays.

Represented employees employment provisions are primarily governed by provisions within their negotiated contracts; unrepresented employees are primarily governed by the Washoe County Code. The Board has in the past adopted the same salary and benefits for unrepresented employees as have been negotiated for represented employees.

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

PREVIOUS ACTION

The Board of County Commissioners has approved these types of education incentives for WCDAIA with the previously negotiated agreement.

On September 13, 2016, the Board approved education incentives for WCDAIA employees effective July 1, 2016 to include a 1.25% Intermediate P.O.S.T. pay education incentive; a 1.25% Advanced P.O.S.T. pay education incentive; and a 1.25% Supervisor P.O.S.T. pay education incentive for attaining Nevada P.O.S.T. certification.

In the past, the Board of County Commissioners has adopted the same salary and benefits for the Chief Investigator (DA) as those contained in the Collective Bargaining Agreement with the WCDAIA Bargaining Units.

AGENDA ITEM # 6.B.

BACKGROUND

The Collective Bargaining Agreements (CBAs) for the Washoe County District Attorney's Investigator Association (WCDAIA) which was approved on September 13, 2016 included the phrase "approve same for the Chief Investigator (DA) with the exception of additional training pay." The intent of the agreement authors was to only exclude the Chief Investigator (DA) from the "Instructor Differential Pay" in Article 25. The Chief Investigator (DA) was inadvertently also excluded from the "Educational Incentive" in Article 25. We seek to remedy the unintended oversight.

FISCAL IMPACT

The annual FY 16/17 fiscal impact associated with this recommendation is estimated at \$4,322. These cost increases may necessitate a budget augmentation during the fiscal year. The Budget Office will monitor the budget status related to this contract and propose necessary budget adjustments as needed.

The annual FY 17/18 fiscal impact, estimated at \$4,365 will be included in the FY 17/18 budget.

The annual FY 18/19 fiscal impact, estimated at \$4,307 will be included in the FY 18/19 budget.

RECOMMENDATION

It is recommended that the Board of County Commissioners approve adding two (2) education incentives pays for the non-represented Chief Investigator (DA) classification to include the 1.25% Management P.O.S.T. pay, effective October 3, 2016, for attaining a Nevada Management P.O.S.T. certification, and the 1.25% Supervisor P.O.S.T. pay, effective July 1, 2016, for attaining Nevada Supervisor P.O.S.T. certification. FY 16/17 fiscal impact is estimated at \$4,322.

POSSIBLE MOTION

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

Move to approve adding two (2) education incentives pays for the non-represented Chief Investigator (DA) classification to include the 1.25% Management P.O.S.T. pay, effective October 3, 2016, for attaining a Nevada Management P.O.S.T. certification, and the 1.25% Supervisor P.O.S.T. pay, effective July 1, 2016, for attaining Nevada Supervisor P.O.S.T. certification. FY 16/17 fiscal impact is estimated at \$4,322.