

# Memorandum of Understanding

Between Washoe County  
And  
The Washoe County Employees Association  
January 3, 2025

## I. Purpose

The purpose of this Memorandum of Understanding is to outline an understanding between Washoe County (County) and the Washoe County Employees Association (WCEA) regarding contract language related to paid holidays (Article 15) in the collective bargaining agreements between the parties.

## II. Background

On December 29, 2024, former president Jimmy Carter passed away. President Biden subsequently declared January 9, 2025, to be a National Day of Mourning.

Article 15 of the collective bargaining agreements between Washoe County and the Washoe County Employee's Association (for both the non-supervisory employees and the supervisory-administrative employees negotiating units) contain the following language regarding holidays:

"Any other day declared as a State holiday by the Governor of the State of Nevada, or by the President of the United States to be a legal national holiday or day of mourning when public offices are closed or added to NRS 236.015 shall also be recognized as a County holiday."

## III. Mutual Understandings

It is mutually agreed upon and understood by and among the County and WCEA that:

- a. January 9, 2025, will not be recognized as a County paid holiday.
- b. Effective no later than Pay Period #4 (Pay Date: 02/14/25), all full-time employees in the Non-Supervisory Employees Negotiating Unit of WCEA and the Supervisory-Administrative Employees Negotiating Unit of WCEA that work on January 9, 2025 will receive ten (10) hours of personal leave to be used by December 14, 2025.
- c. All full-time employees in the Non-Supervisory Employees Negotiating Unit of WCEA and the Supervisory-Administrative Employees Negotiating Unit of WCEA that do not work on January 9, 2025 will receive eight (8) hours of personal leave to be used by December 14, 2025.
- d. All part-time employees in the Non-Supervisory Employees Negotiating Unit of WCEA and the Supervisory-Administrative Employees Negotiating Unit of WCEA will receive a prorated number of hours of personal leave depending on whether or not they worked on January 9, 2025.
- e. Effective January 10, 2025, the following paragraph in Article 15.A of the collective bargaining agreements between Washoe County and WCEA (both the non-supervisory

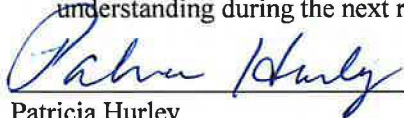
employees and the supervisory-administrative employees negotiating units), will no longer be recognized:

“Any other day declared as a State holiday by the Governor of the State of Nevada, or by the President of the United States to be a legal national holiday or day of mourning when public offices are closed or added to NRS 236.015 shall also be recognized as a County holiday.”

In place of this paragraph, the following language will be recognized:

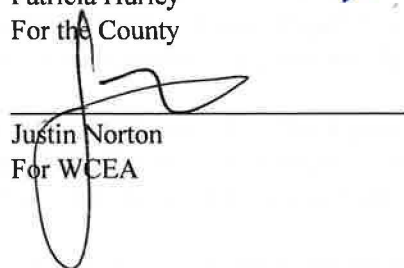
“Any other day declared as a Nevada State holiday pursuant to NRS 236.015.”

- f. Effective January 1, 2026, and to be continued in perpetuity at the start of each payroll calendar year moving forward, the County agrees to provide eight (8) hours of personal leave annually to each full-time employee or the prorated ratio for part-time employees, covered by the collective agreements between Washoe County and WCEA (both the Non-Supervisory Employees Negotiating Unit and the Supervisory-Administrative Employees Negotiating Unit). Employees will receive the personal leave credit at the end of the first full pay period in January. The personal leave credited must be used by the end of pay period #26, or in the event of a 27<sup>th</sup> payroll paid in a calendar year, pay period #27, and if not used will be forfeited. Under no circumstances will employees receive cash payment or any other form of compensation for personal leave credited that is not used. In order to receive the personal leave credit under this paragraph, an employee must be in a paid status (either working or on paid leave) for all of the pay periods within the previous calendar year.
- g. The Association and employees in the Non-Supervisory Employees Negotiating Unit and Supervisory-Administrative Employees Negotiating Unit of WCEA waive any all grievances, appeals, lawsuits, (in law and equity) or proceedings which arise of a claim that a day constitutes a County observed holiday under the paragraph of Article 15.A of the collective bargaining agreement which is no longer recognized as discussed in this memorandum of understanding.
- h. Washoe County and WCEA agree to revise Article 15 of the collective bargaining agreements between the County and WCEA (both the Non-Supervisory Employees Negotiating Unit and the Supervisory-Administrative Employees Negotiating Unit) to reflect the changes outlined in paragraphs III(e) and III(f) of this memorandum of understanding during the next round of negotiations between the parties.



Patricia Hurley  
For the County

1/3/2025  
Date



Justin Norton  
For WCEA

1/3/2025  
Date