

MEMO



May 28, 2021

OFFICE OF HUMAN RESOURCES
Washoe County School District
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TO: All WCSD Employees in PERS Eligible Positions

FR: Emily Ellison, Chief Human Resources Officer

RE: **PERS CONTRIBUTION INCREASES/SALARY SCHEDULE ADJUSTMENTS**

We would like to share information we have received from the State of Nevada Public Employees' Retirement System (PERS) Retirement Board. The PERS Retirement Board has informed WCSD that the contribution rates for all members (employees) are scheduled to increase for all contribution plans, effective July 1, 2021. The impact of this action is that, effective July 2021, all salary schedules and/or PERS contributions will be adjusted as outlined below:

Employee Group	Date Adjustments Implemented on Paycheck	Current PERS Contribution % Rate	New PERS Contribution % Rate	% Amount Salary Schedule will be Reduced or PERS Rate Adjusted
WEA (Educators)	7/22/2021	29.25%	29.75%	0.25% Salary Schedule Reduction
WSPA (Licensed Admin.)	7/22/2021	29.25%	29.75%	0.25% Salary Schedule Reduction
APTA (Pro-Tech/Psych)	7/22/2021	29.25%	29.75%	0.25% Salary Schedule Reduction
WCSPOA (School Police)	8/11/2021	42.5%	44.00%	0.75% Salary Schedule Reduction
WESP Employer Paid (Classified/ESP)	8/11/2021	29.25%	29.75%	0.25% Salary Schedule Reduction
WESP Employer and Employee Paid (Classified/ESP)	8/11/2021	15.25%	15.50%	0.25% Increase in PERS Deduction; No Salary Reduction

These adjustments are being made in accordance with and as mandated by NRS 286.421, which requires WCSD and employees to equally absorb the costs associated with these PERS contribution increases. You may be aware that in 2019 a PERS increase was also implemented.

An example of the impact these deductions will have for an employee on an employer paid salary schedule, with an increase in the PERS contribution rate from 29.25% to 29.75%, is as follows:

Current Monthly Salary:	\$3,000
New Monthly Salary:	\$2,992.50 (\$3,000 reduced by 0.25% = \$2,992.50)

Please note that we have been in contact with the Association Presidents regarding these adjustments and informed them of the impending increases. We understand the impact that this PERS change has on your take home pay and apologize that this action is unavoidable. These changes are set to take place on the dates outlined above provided there are no changes legislatively. Please also note that these changes are in regards to the PERS increase only. The final impact on salary will be based on any salary changes negotiated for 2021-22.

We continue to appreciate all that each of you do for our students and our community. Every employee at WCSD makes a difference in students' lives and we thank you for what you do every day.