

RESOLUTION NO. _____

RESOLUTION OF THE RENO CITY COUNCIL AMENDING RESOLUTION NO. 9156, ADOPTING AN AMENDED SALARY SCHEDULE FOR MANAGEMENT EMPLOYEES NOT COVERED BY AN EMPLOYEE-MANAGEMENT AGREEMENT CONTRACT OR COLLECTIVE BARGAINING AGREEMENT REFLECTING THREE ANNUAL THREE PERCENT COST-OF-LIVING INCREASES, AND ADOPTING A CORRESPONDING SALARY INCREASE FOR AFFECTED EMPLOYEES, TO COST \$261,092 FOR FISCAL YEAR 24-25; \$542,484 FOR FISCAL YEAR 25-26; AND \$839,974 FOR FISCAL YEAR 26-27; TOGETHER WITH OTHER MATTERS PROPERLY RELATING THERETO.

WHEREAS, the Reno City Council (the “City Council”) desires to provide, by resolution, for a cost-of-living increase for management employees hired pursuant to Section 1.090 of the Reno City Charter (the “Charter”), who are under the direction of the City Manager (collectively referred to as “Management Employees”); and

WHEREAS, the City of Reno provided by Resolution No. 5389 and amended by Resolution Nos. 5737, 5849, 5992, 6025, 6434, 6864, 7614, 7856, 8756, 8924, 9001, 9054, 9067, 9156, and any other related resolutions, for a pay-for-performance delivery system for Management Employees.

WHEREAS, the City of Reno has implemented a system which facilitates the development of employees and promotes participative management processes; and

WHEREAS, the City of Reno has established a pay-for-performance reward system to recognize behaviors and competencies which align to the organization’s values and which are critical to the success of the organization in achieving efficiencies and improving customer/community service; and

WHEREAS, the City of Reno desires to continue to provide for a competitive, performance-based reward system;

NOW THEREFORE be it hereby resolved by the City Council of the City of Reno as follows:

Section 1. The City Council hereby finds that the foregoing recitals are true and correct and are incorporated by this reference.

Section 2. Effective the first full pay period in July 2024, July 2025, and July 2026, the salary of each Management Employee shall be increased by 3.0 percent, respectively,

regardless of hire date.

Section 3. Effective the first full pay period in July 2024, July 2025, and July 2026, classifications, salary ranges and grades for Management Employees are hereby set according to the schedule set forth in Exhibit A attached hereto and incorporated by reference. Any prior schedule setting forth classifications and salary ranges for Management Employees, including but not limited to the Salary Schedule for Management Employees set forth and incorporated in Resolution No. 9156, is hereby superseded by Exhibit A hereto and this reference, as of the effective date.

Section 5. Except as expressly set forth herein, this Resolution does not modify any Management Employee benefits established by any other adopted resolutions currently in effect.

Section 6. The Mayor, City Manager, members, officers, employees and agents of the City are hereby authorized and directed, jointly and severally, to do any and all things and to execute, deliver and record all documents as may be required and otherwise to give effect to, carry out and comply with the terms and intent of this Resolution, and to take all necessary and appropriate actions to effectuate the intent of this Resolution.

Section 7. This resolution shall take effect immediately upon its passage.

Upon motion by Councilmember _____, and seconded by Councilmember _____, the foregoing Resolution was passed and adopted this _____ day of _____, 2024, by the following vote of the Council:

AYES: _____
NAYS: _____
ABSTAIN: _____ ABSENT: _____

APPROVED this _____ day of _____, 2024.

HILLARY SCHIEVE
MAYOR OF THE CITY OF RENO

ATTEST:

MIKKI HUNTSMAN
CITY CLERK AND
CLERK OF THE CITY COUNCIL
OF THE CITY OF RENO,
NEVADA

CITY OF RENO
Pay for Performance
Salary Schedule for Management Employees
Effective July 12, 2024

Management Classifications			
Range #	Classification	Minimum	Maximum
A43	Director of Code Compliance & Parking Enforcement Director of Communications Director of Development Services Director of Human Resources Director of the Office of Policy & Strategy Director of Parks & Recreation Services Director of Public Works Director of Technology Chief Innovation and Experience Officer Regional Infrastructure Administrator Chief Equity & Community Relationships Officer	\$158,148.75	\$207,171.42
A44		\$166,056.19	\$212,350.70
A45		\$174,359.00	\$217,659.47
A46	Director of Finance/Chief Financial Officer	\$195,999.65	\$245,005.53
A47	Chief of Police Fire Chief	\$216,089.59	\$270,120.49
A48	Assistant City Manager Chief of Staff	\$238,238.76	\$297,800.83

CITY OF RENO
Pay for Performance
Salary Schedule for Management Employees
Effective July 11, 2025

Management Classifications			
Range #	Classification	Minimum	Maximum
A43	Director of Code Compliance & Parking Enforcement Director of Communications Director of Development Services Director of Human Resources Director of the Office of Policy & Strategy Director of Parks & Recreation Services Director of Public Works Director of Technology Chief Innovation and Experience Officer Regional Infrastructure Administrator Chief Equity & Community Relationships Officer	\$162,893.22	\$213,386.56
A44		\$171,037.88	\$218,721.23
A45		\$179,589.77	\$224,189.26
A46	Director of Finance/Chief Financial Officer	\$201,879.64	\$252,355.70
A47	Chief of Police Fire Chief	\$222,572.28	\$278,224.10
A48	Assistant City Manager Chief of Staff	\$245,385.92	\$306,734.86

CITY OF RENO
Pay for Performance
Salary Schedule for Management Employees
Effective July 10, 2026

Management Classifications			
Range #	Classification	Minimum	Maximum
A43	Director of Code Compliance & Parking Enforcement Director of Communications Director of Development Services Director of Human Resources Director of the Office of Policy & Strategy Director of Parks & Recreation Services Director of Public Works Director of Technology Chief Innovation and Experience Officer Regional Infrastructure Administrator Chief Equity & Community Relationships Officer	\$167,780.01	\$219,788.16
A44		\$176,169.01	\$225,282.86
A45		\$184,977.46	\$230,914.93
A46	Director of Finance/Chief Financial Officer	\$207,936.03	\$259,926.37
A47	Chief of Police Fire Chief	\$229,249.45	\$286,570.82
A48	Assistant City Manager Chief of Staff	\$252,747.50	\$315,936.90