

STAFF REPORT

Date: July 24, 2024

To: Mayor and City Council

Through: Jackie Bryant, Interim City Manager

Subject: Staff Report (For Possible Action): Discussion and potential approval of Collective Bargaining Agreement between the City of Reno and the Reno Administrative Professional Group, Administrative Unit, for the period from July 1, 2024, through June 30, 2027, to cost \$269,421 for fiscal year (FY) 24/25; \$470,114 for FY 25/26; and \$635,188 for FY 26/27.

From: Norma Santoyo, Director of Human Resources

Department: City Manager's Office – HR

Summary:

The City of Reno (City) and the Reno Administrative Professional Group, Administrative Unit (RAPG-Admin), have reached a tentative agreement on a Collective Bargaining Agreement (CBA) for the period from July 1, 2024, through June 30, 2027. The CBA was approved by the membership of the RAPG-Admin and is being presented to Council for review and potential approval.

Alignment with Strategic Plan:

Not Applicable

Previous Council Action:

In 2022, Council approved a two-year agreement between the City and RAPG-Admin effective July 1, 2022, through June 30, 2024.

Discussion:

The tentative CBA provides coverage through June 30, 2027. It was approved by the RAPG-Admin and is being presented for potential approval by Council.

The highlights in the Tentative Agreement are as follows:

Article 3 – Salary Administration

- Introduces an education incentive of two percent (2.0%) for employees with a master's

degree, when that degree is not a minimum requirement of the job.

- Provides for a three percent (3.0%) salary increase effective July 2025, with a potential reopener on this increase in the case of a Public Employees' Retirement System (PERS) contribution rate increase.
- Provides for a three percent (3.0%) salary increase effective July 2026.
- Implementation of the Classification and Compensation Study.

Article 7 – Sick Leave

- Provides for an increase to the sick leave cash-out cap to \$40,000.
- Clarifies Retiree Health Savings (RHS) eligibility criteria.

Article 12 – Health & Accident Insurance

- Clarifies unclear language within this Article.

Article 17 – Grievance Arbitration Procedure

- Clarifies the grievance arbitration procedure.

Financial Implications:

This contract incurs three salary increases throughout the three-year term. The total fiscal year (FY) 24/25 impact is \$269,421; the FY 25/26 impact is \$470,114; and the FY 26/27 impact is \$635,188.

Legal Implications:

Legal review completed for compliance with City procedures and Nevada Law. Pursuant to Nevada Revised Statutes (NRS) 288.153, the tentative agreement must be approved by Council at a public hearing. Approval will obligate the City to perform in accordance with the provisions of the tentative agreement until a successor agreement is agreed upon and approved.

Recommendation:

Staff recommends Council approve the tentative agreement.

Proposed Motion:

I move to approve staff recommendation.

Attachments:

RAPG-Admin 2024-2027 Red-Line CBA

RAPG-Admin 2024-2027 Clean CBA