

STAFF REPORT

Date: August 28, 2024

To: Mayor and City Council

Through: Jackie Bryant, Interim City Manager

Subject: Resolution No. _____ (For Possible Action): Resolution of the Reno City Council amending Resolution Number 9169, amending benefits provided to Mid-Management employees not covered by an employee-management contract or collective bargaining agreement; together with other matters properly relating thereto.

From: Norma Santoyo, Director of Human Resources

Department: City Manager's Office – HR

Summary:

The interim City Manager has requested that the benefit resolution for the Mid-Management employee group be updated to provide clarification and correct clerical errors.

Consent Review	Yes	No
1. Is this item an annual or standard item that comes before Council for regular approval?	X	
2. Is this item an agreement required based on an item previously approved by Council?		X
3. Is this item included in the current budget approved and adopted by Council?		X
Other Considerations		
What percent of the total City budget does this item represent?	.001%	

Alignment with Strategic Plan:

Governance and Organizational Effectiveness

Previous Council Action:

On August 9, 2023, Council adopted Resolution 9169, which synthesized all benefit resolutions for this benefit group into a single document. That resolution also updated benefits for the Mid-Management group.

Background:

The benefits provided to Mid-Management employees have historically been spread throughout multiple resolutions and provide for benefits such as health and welfare, deferred compensation, leave, on-the-job injury benefits, training, retirement, and other additional pays. Resolutions historically have been updated on a per-item basis, that is, each benefit was defined and subsequently modified by a singular resolution. Staff previously created a single document to more concisely present the benefits offered to confidential employees.

Discussion:

The interim City Manager has requested an update to the Mid-Management benefits effective upon approval of this resolution. This proposed resolution corrects clerical errors, provides language clarification, and provides a bilingual incentive that matches that of the benefits available to bargained-for counterparts.

There are approximately 75 employees within this employee group.

Financial Implications:

The direct costs for this agenda item represent \$12,827 for fiscal year 2024-25.

Legal Implications:

Legal review completed for compliance with City procedures and Nevada law.

Recommendation:

Staff recommends Council adopt the updated benefits resolution for the Mid-Management employee group.

Proposed Motion:

I move to approve staff recommendation.

Attachments:

Mid-Management Benefit Resolution