

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 9168, amending benefits provided to Unrepresented Hourly 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 Unrepresented Hourly employee group be updated to provide clarification, correct clerical errors, and be consistent with collective bargaining agreements.

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?	0.003%	

Alignment with Strategic Plan:

Governance and Organizational Effectiveness

Previous Council Action:

On August 9, 2023, Council adopted Resolution 9168, which synthesized all benefit resolutions for this benefit group into a single document. That resolution also updated benefits for the

Unrepresented Hourly group.

Background:

The benefits provided to unrepresented hourly 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 unrepresented hourly employees.

Discussion:

The interim City Manager has requested an update to the Unrepresented Hourly benefits effective upon approval of this resolution. This proposed resolution corrects clerical errors, provides language clarification, and adjusts two benefits:

- Adjusts the education incentive for Unrepresented Hourly employees from a flat dollar amount to a percentage; and
- Adjusts the bilingual pay incentive for Unrepresented Hourly employees from a flat dollar amount to a percentage.

There are approximately 56 employees within this employee group.

Financial Implications:

The direct costs for this agenda item represent \$32,682 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 Unrepresented Hourly employee group.

Proposed Motion:

I move to approve staff recommendation.

Attachments:

Unrepresented Hourly Benefits Resolution