

RESOLUTION NO. 8351

RESOLUTION OF THE CITY COUNCIL REPEALING RESOLUTION NO. 8104 AND ESTABLISHING THE CITY CLERK'S SALARY RANGE, ANNUAL SALARY, MANAGEMENT BENEFITS, ANNUAL PERFORMANCE REVIEW, AND SEVERANCE BENEFIT IN ACCORDANCE WITH RENO CITY CHARTER, ARTICLE III, SECTION 3.040(2).

A. **WHEREAS**, the Reno City Charter, Article III, Section 3.040(2) provides that the salary for the position of City Clerk of the City of Reno shall be fixed by the City Council; and,

B. **WHEREAS**, the position of City Clerk is an at-will appointment serving at the pleasure of the Reno City Council; and,

C. **WHEREAS**, at its April 12, 2017 meeting, the City Council indicated that the City Clerk's salary range will be based upon the City's Department Head salary range, recognizing the skills, behaviors and competencies of the position which align to the organization's values and which are critical to the success of the organization in achieving efficiencies and improve customer and community service; and,

D. **WHEREAS**, the City Council desires to establish an equitable salary range for the City Clerk, with possible salary adjustments to be considered on an annual basis by the City Council; and,

E. **WHEREAS**, through this Resolution, the Reno City Council desires to establish an annual review and other matters pertaining to the position of City Clerk; and,

F. **WHEREAS**, this Resolution repeals Resolution No. 8104.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Reno, as follows:

1. City Council Resolution No. 8104 is hereby repealed.
2. The salary range for the office of City Clerk is established at \$126,541 to \$165,770. After completion of the annual review, the City Council may modify the City Clerk's annual salary within the salary range established by this Resolution.
3. The City Clerk shall receive benefits associated with a management level position of the City of Reno, as may be modified by City Council from time to time, including but not limited to sick leave, vacation leave, medical benefits, dental benefits, disability and life insurance benefits, retirement benefits, and ability to participate in the deferred compensation program and related matching contributions. The City Clerk is subject to applicable City ordinances, resolutions, rules and policies pertaining to accrual and use of sick and vacation leave by management level employees as the same currently exist and may hereafter be modified.
4. The City Clerk's annual performance review will be held in the last quarter of each fiscal year, or more often as directed by City Council. It shall be City Clerk's responsibility to schedule evaluations. Except as otherwise directed by City Council, any modifications of salary, bonus, benefits or other related matters will be included in the next fiscal year's budget.

5. The City Clerk is an at-will appointed officer. In the event the City Council discharges the City Clerk without cause or for convenience, the discharged employee shall be entitled to a severance benefit equal to a payout of three (3) month's salary.

6. The City Clerk shall not be entitled to any severance benefit if: (i) the City Clerk voluntarily resigns; (ii) the City Council appointed the City Clerk less than one (1) year before the effective date of discharge; or (iii) the City Council discharged the City Clerk for cause. Cause includes, without limitation, refusal to follow the lawful direction of the City Council; failure to substantially perform any of the required duties of the City Clerk; repeated unexcused absences; material violation(s) of City policy(ies); conviction of a felony or misdemeanor crime involving acts of moral turpitude; use or possession of illegal drugs; violation(s) of the Code of Ethical Standards set forth in NRS Chapter 281A or Reno Municipal Code, Chapter 2.20 "Code of Ethics for Public Officials".

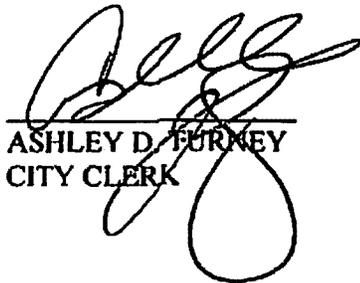
Upon motion by Council Member Duerr, seconded by Council Member Bobzien, the foregoing resolution was adopted this 26th day of April, 2017, by the following vote of the Council:

AYES:	<u>Duerr, Bobzien, Brekhus, Schieve</u>
NAYS:	<u>None</u>
ABSTAIN:	<u>None</u>
ABSENT:	<u>Delgado, McKenzie, Jardon</u>

APPROVED this 26th day of April, 2017.


HILLARY L. SCHIEVE
MAYOR

ATTEST:


ASHLEY D. FURNEY
CITY CLERK

