

**STAFF REPORT**

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**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 No. 9156, adopting an amended salary schedule for Management employees not covered by an employee-management contract or collective bargaining agreement reflecting three annual three percent cost-of-living salary 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.

**From:** Norma Santoyo, Interim Assistant City Manager

**Department:** City Manager’s Office – HR

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**Summary:**

The interim City Manager has requested that the management salary schedule be increased by three percent (3.0%), effective the first full pay periods in July 2024, July 2025, and July 2026, and the base salaries of management employees be increased by the same amount effective on the same dates.

<b>Consent Review</b>	<b>Yes</b>	<b>No</b>
1. Is this item an annual or standard item that comes before Council for regular approval?	<b>X</b>	
2. Is this item an agreement required based on an item previously approved by Council?		<b>X</b>
3. Is this item included in the current budget approved and adopted by Council?		<b>X</b>
<b>Other Considerations</b>		
What percent of the total City budget does this item represent?	<b>0.03%</b>	

**Alignment with Strategic Plan:**

Governance and Organizational Effectiveness

**Previous Council Action:**

On July 14, 2023, Council adopted Resolution No. 9156, thereby increasing the management salary schedule by a net five-eighths percent (0.625%), irrespective of hire date.

**Discussion:**

The interim City Manager has requested that the Management salary schedule be increased by three percent (3.0%), effective the first full pay period in July 2024, July 2025, and July 2026.

This group represents 24 employees.

**Financial Implications:**

The increase of 3 percent each year for three years represents an additional \$261,092 for fiscal year (FY) 24-25; \$542,484 for FY 25-26; and \$839,974 for FY 26-27.

**Legal Implications:**

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

**Recommendation:**

Staff recommends Council approve the Resolution adopting a cost-of-living increase for three years and the amended Management salary schedule.

**Proposed Motion:**

I move to approve staff recommendation.

**Attachments:**

Management Cost of Living Adjustment Resolution