

STAFF REPORT

Date: August 28, 2024

To: Mayor and City Council

Through: Jackie Bryant, Interim City Manager

Subject: Staff Report (For Possible Action): Discussion and potential approval of the Collective Bargaining Agreement between the City of Reno and the Reno Fire Department Administrators' Association (RFDAA) for the period from July 1, 2024, through June 30, 2027, to cost \$1,050,429 for fiscal year (FY) 24/25; \$1,550,234 for FY 25/26; and \$1,567,631 for FY 26/27.

From: Norma Santoyo, Director of Human Resources

Department: City Manager's Office – HR

Summary:

The City of Reno and the Reno Fire Department Administrators' Association (RFDAA) have reached a tentative agreement on a Collective Bargaining Agreement (CBA) for the three-year period from July 1, 2024, through June 30, 2027. The RFDAA membership has approved the CBA. Staff recommends Council review and approve the agreement.

Alignment with Strategic Plan:

Public Safety

Governance and Organizational Effectiveness.

Previous Council Action:

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

Background:

Discussion:

The tentative CBA provides for coverage through June 30, 2027. The tentative agreement was approved by the RFDAA membership and is being presented for consideration and possible approval by Council.

The notable changes to the Collective Bargaining Agreement are as follows:

Article 6 - Sick Leave

- Language clarification to capture current practice for sick leave usage.

Article 8 – Salaries

- Implementation of the City’s classification and compensation study.
- Provides for a six percent (6.0%) cost of living adjustment effective July 2024.
- Provides for a three percent (3.0%) cost of living adjustment effective January 2025.
- Provides for a potential reopener for the 2025 salaries in the event the Public Employees' Retirement System (PERS) contribution rate increases.
- Clarifies the current practice for salary rates upon promotion.

Article 15 – Clothing Allowance

- Increases clothing allowance rate.

Article 17 – On-The-Job Injury

- Language clarification and explanation of current practices.

Article 18 – Health & Accident Insurance

- Provides for an increase to the RFDAA retiree health insurance fund of five percent (5.0%) each year, effective July 2026.

Article 22 – Retirement

- Captures current practice related to non-PERS compensable items.
- Provides for a deferred compensation match at two and one-half percent (2.5%) effective July 2025.

Article 26 – Training Courses and Incentives

- Provides for various special teams incentives, effective July 2025.

Article 28 – Detail Assignment

- Provides for an incentive when acting as Fire Chief or Assistant Fire Chief.

Financial Implications:

This contract incurs multiple salary increases throughout the three-year term, including a change in incentive pays and an increase to the RFDAA’s deferred comp match. The total fiscal year (FY) 24/25 impact is \$1,050,429. The total FY 25/26 impact is \$1,550,234. The total FY 26/ 27 impact is \$1,567,631.

Legal Implications:

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

Recommendation:

Staff recommends Council approve the CBA.

Proposed Motion:

I move to approve staff recommendation.

Attachments:

RFDA A CBA 2024-2027 Red-Line

RFDA A CBA 2024-2027 Clean