

STAFF REPORT

Date: June 12, 2024

To: Mayor and City Council

Through: Doug Thornley, City Manager

Subject: Staff Report (For Possible Action): Discussion and potential approval of Collective Bargaining Agreement between the City of Reno and Reno Police Supervisory/Administrative, Police Captain, Employees for the period from July 1, 2024, through June 30, 2027, to cost \$196,296 for fiscal year (FY) 24/25; \$258,281 for FY 25/26; and \$322,787 for FY 26/27.

From: Norma Santoyo, Director of Human Resources

Department: City Manager's Office – HR

Summary:

The City of Reno (City) and the Reno Police Supervisory/Administrative Employees, Police Captain Unit (RPSAE-PC) have reached a tentative agreement on a Collective Bargaining Agreement (CBA) for the period from July 1, 2024, through June 30, 2027. The CBA was approved by the membership of the RPSAE-PC and is being presented to Council for review and potential approval.

Alignment with Strategic Plan:

Not Applicable

Previous Council Action:

In 2022, Council approved a two-year agreement between the City and this group. That agreement covered the period from July 1, 2022, through June 30, 2024.

Background:

In January 2024, a letter of agreement between the City of Reno and the RPSAE was executed and mutually agreed upon, which reclassified the Deputy Chief classification to be Police Captain. In this agreement, RPSAE acknowledged the Assistant Chief of Police classification as sufficiently distinct in duties, authority, and autonomy to warrant exclusion from the RPSAE bargaining group. The Association and the City are actively working on language clean up to accurately reflect the reclassification in the CBA.

Discussion:

The tentative CBA provides coverage through June 30, 2027. It was approved by the RPSAE-PC and is being presented for potential approval by Council.

The highlights in the tentative agreement are as follows:

Article 7 – Hours of Work

- Provides for advanced notification of shift changes.

Article 10 – Sick Leave

- Provides for an increase in sick leave cash outs for employees hired after July 1, 2011.

Article 16 – Salaries

- Addresses a compaction issue between the ranks of Sergeants, Lieutenants, and Captains.
- Provides for a four percent (4.0%) salary increase effective July 2024.
- Provides for a four percent (4.0%) salary increase effective July 2025, with a potential reopener in the case of a Public Employees' Retirement System (PERS) contribution increase.
- Provides for a three percent (3.0%) salary increase effective July 2026, with a potential reopener.
- Provides for a dollar-for-dollar deferred compensation match, up to twenty dollars (\$20) per pay period.

Article 23 – Special Pay Practices

- Provides for a change to a percentage-based shift differential system.

Financial Implications:

This contract incurs multiple salary increases throughout the three-year term. The total fiscal year (FY) 24/25 impact is \$196,296. The FY 25/26 impact is \$258,281. The FY 26/27 impact is \$322,787.

Legal Implications:

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

Recommendation:

Staff recommends approving the City of Reno and Reno Police Supervisory/Administrative, Police Captain, Employees Collective Bargaining Agreement for the period from July 1, 2024, through June 30, 2027.

Proposed Motion:

I move to approve staff recommendation.

Attachments:

RPSAE-PC 2024-2027 Red-Line CBA

RPSAE-PC 2024-2027 Clean CBA

RPSAE-PC 2024-2027 Salary Schedule