

RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE RENO CITY COUNCIL AMENDING  
RESOLUTION NO. 9169, AMENDING THE RESOLUTION  
REGARDING BENEFITS PROVIDED TO MID-MANAGEMENT  
EMPLOYEES NOT COVERED BY AN EMPLOYEE-MANAGEMENT  
CONTRACT OR COLLECTIVE BARGAINING AGREEMENT;  
TOGETHER WITH OTHER MATTERS PROPERLY RELATING  
THERE TO.**

WHEREAS, the Reno City Council desires to provide, by resolution, benefits to mid- management employees of the City of Reno; and

WHEREAS, the Reno City Council desires to codify all benefits entitled to mid-management employees, amending prior resolutions as necessary; and

WHEREAS, said employees are not eligible for coverage under an employee-management contract or bargaining agreement; and

WHEREAS, the benefits of Mid-Management Employees are established by Resolution No. 4331 and amended or supplemented by Resolution 9169;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Reno that the hereinafter described benefits be provided, as specified, to those regular mid-management employees effective the first full pay period in September, 2024.

**Section 1** - The City Council hereby finds that the foregoing recitals are true and correct and are incorporated by this reference.

**Section 2 - Employees Covered by Mid-Management Group**

**Mid-Management** - An employee in a position requiring them to exercise discretion and independent judgment in support of the operational management of the City of Reno, not covered by a collective bargaining agreement, and not classified as a confidential or management employee. This definition will include mid-management employees in the Municipal Court group.

**Exempt**- An employee who has been determined by the Human Resources Department to be exempt from the minimum wage and overtime provisions of the Fair Labor Standards Act (FLSA) and, as such, not eligible for overtime compensation.

**Salaried-** Being paid on a "salary basis" means an employee regularly receives a predetermined amount of compensation each pay period on a weekly, or less frequent, basis. The predetermined amount cannot be reduced because of variations in the quality or quantity of the employee's work.

### **Section 3 - Definitions**

**Regular Employee** - Any regularly scheduled employee, other than a temporary employee, who is hired by the City to fill a position funded more than half by the City. For purposes of this resolution, employees of the Municipal Court are included in this resolution.

**Full-time** Employee-Employee normally scheduled for 31 or more hours per week.

### **Section 4 - Health and Welfare Benefits**

- a) Any employee classified as a mid-management employee of the City on a regular work schedule is eligible for medical, dental and vision coverage and shall have the opportunity to participate in the City's group health insurance program; said group plan will include at least major medical, dental, vision and life insurance coverage. Eligibility begins the first of the month following or coinciding with hire.
- b) For each regular and grant-funded full-time employee enrolled in the City's group health and life insurance program, the City shall pay one hundred percent (100%) of the health, dental, vision and life insurance premium for employee-only coverage under the plan of insurance selected. In the group health and accident insurance plan, the City shall pay one hundred percent (100%) of the premium for the employee only coverage category and fifty- five percent (55%) of the premium attributable to dependent coverage for each dependent coverage category. Premiums will begin to be deducted in the pay period the insurance begins. Dependents shall include a legally married spouse, a certified domestic partner, a natural child, step child, adopted child or placed for adoption or under legal guardianship. The child must be under the age of 26 or certified as disabled.
- c) Each employee enrolled in the City's group medical insurance program shall be provided term life insurance under a policy which offers coverage in an amount equal to one (1) time the employee's annual base wage
- d) The City shall provide employees covered under this resolution with a long-term disability insurance plan. To become insured you must be a Member, complete the Eligibility Waiting Period and meet the requirement in Active Work Provisions. You are a member if you are:

- e) A regular benefited employee of the Employer, actively at work at least 20 hours each week (for purposes of the Member definition, actively at work will include regularly scheduled days off, holidays, or vacation days, so long as you are capable of Active Work on those days); and a citizen or resident of the United States or Canada. You are not a Member if you are a temporary or seasonal employee, a full-time member of the armed forces of any country, a leased employee, or an independent contractor.
- f) It is understood that plan costs, premiums or funding levels for employee dependent categories are determined by the City.
- g) The City agrees to provide, at least annually, an open enrollment period. Such enrollment periods and employee and dependent eligibility shall be in accordance with the policies and rules of the insurance carrier or carriers, including the City for self-funded plans. Prior to this period, the City shall establish the premium rates necessary to fund existing benefits. Employees may make changes in the event of a qualifying life event. Changes must be made within 31 days of the event. Qualified Life Events have a consistency rule whereby the allowed changes must be consistent with the event that triggers the change.
- h) Other benefits may be provided to employees at the discretion of the City with advisement of the City's Employee Advisory Insurance Committee. The City's Employee Advisory Insurance Committee (EAIC) is responsible for reviewing the health and wellness insurance program and makes recommendations to increase utilization and customer focus. It is understood that the EAIC referred to in this Resolution is advisory in nature and that the City is not bound by any of the recommendations of the Committee. The City shall consult with the EAIC before making changes in the group health insurance program.
- i) An employee on a leave of absence (and not covered under FMLA) from the City may continue to carry City group health and life insurance by making full premium payment. If the employee remains in paid status at least one day in the month of service, premiums will remain the same as if they were active employees. If the employee goes into unpaid status, they will be responsible for the full premium.
- j) For individuals hired prior to July 1, 2013, and retiring after July 1, 2002 a portion of premiums at retirement will be subsidized by the City until age 65 or Medicare eligible. Employee must be eligible to retire, and retire immediately into the Nevada Public Employees Retirement System (PERS). In the instance of an employee working less than forty (40) hours per week, the City will contribute amounts consistent with the applicable subsidy to be prorated based on the relationship between the employee's regular work schedule and the standard work schedule of full-time employees. Subsidies shall be provided as follows:

1. For any qualified employee covered by this resolution, who retires on or after July 1, 2002, the City shall pay one hundred percent (100%) of the health and life insurance premiums for regular employees for "Employee Only" coverage or sixty percent (60%) of the total group health and life insurance premium for the same coverage that an employee had at the time of retirement until the employee reaches the eligibility age for federal benefits under Medicare or age sixty five (65) whichever occurs first.

2. In order to qualify, an employee must be eligible to retire, immediately go into retirement status and receive retirement benefits under the Public Employees Retirement System of Nevada.

k) If Medicare age eligibility threshold is raised, the revised Medicare eligibility age will be the new threshold. The City reserves the right to alter the plans and benefit schedules available to such retirees in accordance with change implemented under the City's health and life insurance program for active employees.

## **Section 5 - Deferred Compensation**

a) Any employee classified as a mid-management employee of the City on a regular work schedule shall be eligible to participate in the City's deferred compensation program. For full-time employees enrolled in the City's deferred compensation program, the City shall contribute one dollar (\$1.00) for each one dollar (\$1.00) deferred and invested by the employee in the deferred compensation program, up to a maximum City contribution equal to five percent (5%) of the employee's biweekly base wage each pay period. Eligibility for the deferred compensation program is the first of the month following or coinciding with thirty (30) days of employment.

1. The City offers two types of deferred compensation plan: a 401a and a 457b. The 401a may only be enrolled within the first 30 days of employment and the enrollment is irrevocable and unchangeable for the tenure of employment.

2. The City's match is a pre-tax contribution; therefore to be eligible for the match, an employee must contribute to the deferred compensation plan on a pretax basis.

3. Employees will be allowed to take a maximum of two active loans at any given time.

## Section 6 - Leave Time

### I. Vacation Time

- a) All employees classified as a mid-management employee shall accrue vacation time in accordance with the following schedule:

Years of Continuous Service	Hours of Vacation Earned for Bi-weekly Pay Period based on a 40-hour work week	Maximum hours that can be earned
Less than 5 years	6	352
5 years, less than 10 years	7	404
10 years, less than 15 years	8	456
15 years or more	9	508

b) Vacation credits shall accrue for each pay period the employee is in full pay status a major portion of their regularly scheduled biweekly hours. Vacation shall be charged on the basis of one hour for each full hour or major portion of an hour of vacation taken. Vacation taken during the biweekly period shall be charged before vacation earned during that pay period is credited. Holidays, as enumerated in this section, occurring within the vacation period will not be counted as vacation days. When vacation may be taken shall be determined in advance by the department head after considering the needs of the service and the wishes and seniority of the employees.

c) An employee separating from City service shall lose all rights for computing prior service upon reemployment by the City. An employee classified as a mid-management employee who leaves the employment of the City shall be paid a lump sum for any unused accumulated vacation earned through the last day worked.

d) Vacation credit may be accumulated up to a maximum number of hours equal to that number which can be earned in a two one-year periods, plus five (5) days. Vacation accrual in excess of the maximum time allowed by this section shall not be recorded and will be lost within the biweekly period in which accrual occurs.

e) Employees covered by this resolution may convert eighty (80) hours of vacation leave into a City-sponsored 457(b) deferred compensation account. Up to eighty (80) hours may be transferred each fiscal year. Vacation conversion must be done in forty(40) hour increments. This benefit will be limited to those employees having at least 50% of their vacation maximum accrual available.

f) Employees covered by this resolution may cash out up to eighty (80) hours of vacation leave. Up to eighty (80) hours may be cashed out each year. Cash outs must be done in forty (40) hour increments. This benefit will be limited to those employees having at least 50% of their vacation maximum accrual available.

g) If employees fail to meet the eligibility criteria in (e) or (f) above, upon request employees may cash out up to forty (40) hours of accumulated, but unused, regular vacation leave in increments of twenty (20) hours.

h) Exempt employees shall not be required to record or charge partial day absences of four hours or less which occur on an infrequent basis. All absences of greater than four hours will be recorded and charged against the appropriate accumulated leave bank.

i) Regular employees who leave the employment of the City for any reason shall be compensated for earned Vacation Leave hours accrued, but unused, at the time of such separation from the City's employment.

j) City employees who are rehired and have five continuous years of service from their rehire date shall have all years of City service counted for the purpose of vacation accruals only. The employee shall be responsible for notifying Central Payroll of their desire to enact this provision of this contract.

## **II. Holiday**

a) An employee classified as a mid-management employee City shall be entitled to a day off from work with pay on the following state or national holidays during each year and upon any other day that may be declared a legal holiday by the mayor, the governor of the state, or the President of the United States:

New Year's Day	January 1 <sup>st</sup>
Martin Luther King's Birthday	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 <sup>th</sup>
Independence Day	July 4 <sup>th</sup>
Labor Day	First Monday in September
Nevada Day	Last Friday in October
Veterans Day	November 11 <sup>th</sup>
Thanksgiving Day	4 <sup>th</sup> Thursday in November
Family Day	Day after Thanksgiving
Christmas Day	December 25 <sup>th</sup>

b) An employee classified as a mid-management employee covered by this resolution shall be credited with sixteen (16) hours of additional holiday paid time off (floating holiday) provided they are in an active status with the City between July 1 and December 31 of each year. An employee covered by this resolution hired between January 1 and April 30, shall be credited with eight (8) hours of

additional holiday paid time off (floating holiday). An employee covered by this resolution who is rehired between January 1 and April 30, who received the sixteen (16) hours of additional holiday paid time off previously in the fiscal year shall not be eligible for any additional holiday paid time off. Should these hours remain unused as of June 30th of each year, this floating holiday time shall be lost. No payment shall be made for such unused time.

c) An employee classified as a mid-management employee shall be allowed holiday time off from work with pay for the above. To be eligible for such holiday pay, an employee must be on the active payroll of the City and must have worked their full regularly scheduled workday before and after the holiday, unless excused by the City.

d) For an employee regularly scheduled on a Monday-Friday work week, whenever one of these holidays falls on a Saturday, the preceding Friday will be observed as a holiday; and should it fall on a Sunday, the following Monday will be observed as a holiday. For an employee regularly scheduled on an other than Monday-Friday workweek, should the holiday fall on a non-workday, the following workday will be observed as that holiday.

### III. Sick Leave Benefits

a) All employees classified as mid-management employees of the City shall earn and be entitled to accumulate without limitation sick leave benefits at the following rate:

Regularly Scheduled Hours per Week	Sick-Leave Earning Rate per Biweekly Pay Period
40 hours	4 hours

b) Employees classified as mid-management employees shall earn and be entitled to accumulate without limitation sick leave benefits in accordance with the above schedule to be prorated based on the relationship between the employee's regular approved work schedule and the standard work schedule for a full-time employee. Sick leave credits shall accrue for each pay period the employee is in full pay status a major portion of their regularly scheduled biweekly hours.

c) Sick leave may be granted only as a result of 1) illness or injury of the employee; 2) attendance for the illness or injury of any relative within the third degree of consanguinity or affinity ("consanguinity" is defined as kinship to include blood relationships, whereas "affinity" is the connection existing in consequence of marriage, e.g.: spouse, parent, child, grandparent; brother, sister, grandchild, adopted child and stepchild that reside with the employee); or 3) death of any relative defined above.

d) Sick leave shall be charged on an hourly basis for each full hour or major

portion of an hour of sick leave taken. Holidays occurring during sick leave period shall not be counted as sick leave. Sick leave taken during the biweekly pay period shall be charged before sick leave earned that pay period is credited.

e) Any employee requiring sick leave must provide their department head with evidence of such need and adhere to the departments procedures for sick leave notification. Thereupon, the department head shall guarantee their personal knowledge of the need by certifying to the payroll clerk the granting of sick leave. To ensure such knowledge, they may require the employee to provide a written doctor's statement.

f) If an employee does not have adequate accrued sick leave time, the department head may grant the use of accrued vacation time in lieu thereof. In no case, however, will sick leave time be granted in lieu of vacation time. Eligible employees may also apply for donations through the voluntary leave transfer program or a leave of absence as appropriate.

g) Employees hired after July 1, 2011 may elect, at the end of a fiscal year, to place twenty-five percent (25%) of their accrued, but unused, sick leave into a Reserve Sick Bank. At the next fiscal year and at separation, the City of Reno will make a discretionary contribution into a tax advantage post-employment health savings plan equivalent to the value of the remaining leave in the Reserve Sick Bank at the current base rate of pay. Balances in the Reserve Sick Leave Bank will not be rolled over into the following fiscal year after the discretionary contribution has been made.

h) Upon retirement into the Public Employee's Retirement System of Nevada (PERS), an employee hired prior to July 1, 2011, shall be compensated for accumulated sick leave as follows:

1. Employees having a minimum of 450 to 750 hours shall be compensated at the rate of forty percent (40%) of total accumulated hours up to a maximum of forty percent (40%) of 750 hours at their base hourly rate of pay. Employees may elect to defer amounts to their deferred compensation plans.
2. Employees having a minimum of 751 to 1300 hours shall be compensated at the rate of sixty percent (60%) of their total accumulated hours up to a maximum of sixty percent (60%) of 1300 hours, at their base hourly rate of pay.
3. To be eligible for this benefit, an employee must not use more than one hundred sixty (160) hours of sick leave during the last twenty-four (24) months of service, except in the case of a documented serious health condition.



#### **IV. FMLA**

a) The City shall comply with all state and/or federal regulations regarding leave under the Family Medical Leave Act (FMLA) and shall administer the FMLA program according to City policy.

#### **V. Leave of Absence**

a) A leave of absence will only be granted if recommended by the department head and subsequently approved by the City Manager and (when applicable) the Reno Civil Service Commission.

b) It shall be the responsibility of the City Manager to advise the Commission on all leave matters which may affect the Civil Service status of any classified employee.

c) A special leave of absence may be granted in accordance with applicable ordinances and the City personnel program to employees with over one (1) year continuous service immediately preceding date of leave; provided, this limitation shall not apply in case of on-the-job injury or urgent necessity; however, substantiating proof must accompany any such request for leave. All regular employees will conform to Civil Service Commission rules governing a leave of absence.

d) Leave of absence may be granted only for that period of time which is necessary to accomplish the purpose of the request and the employee must report for duty immediately upon expiration of such leave. Failures to report for duty at the expiration of leave, or if a leave has been disapproved or revoked, may be considered cause for separation from the service.

#### **VI. Bereavement Leave**

a) Bereavement Leave - In the event of a death in the immediate family as defined in Section III, a regular or grant-funded full-time employee shall be granted up to three (3) consecutive days off with pay to attend the funeral service. If attending services in town, up to three (3) consecutive days may be taken as bereavement leave and shall not be deducted from the employee's sick leave. If attending services out-of-town beyond one hundred (100) miles of Reno, up to five (5) consecutive days may be taken with the understanding that the additional two (2) days shall be charged to sick leave.

b) An employee classified as a mid-management employee shall be granted bereavement leave in accordance with the rates established above for full-time employees to be prorated bases on the relationship between the employee's regular approved work schedule and the standard work schedule for full-time employees.

## **VII. Military Leave**

- a) Any employee of the City who is an active member of the Nevada National Guard, or any reserve component of the United States Armed Forces, shall be relieved from their duties, upon request, to serve under orders on training duty without loss of their regular compensation for a period as delineated in Policy 403 Work Time Approval. Any such absence shall not be deducted from the employee's accrued vacation. In addition to this benefit, military leave shall be handled in accordance with the requirements of federal law.
- b) The City of Reno complies with the Uniformed Services Employment and Reemployment Rights Act (USERRA). USERRA prohibits discrimination in employment because of an employee's military service. It protects an employee's right to reemployment, maintaining their seniority rights, and entitles employees to some benefits during and after their military service, provided they perform qualifying military service and fulfill their obligations under federal and state law. The term reemployment used in the context of USERRA applies to employees when they return from a period of qualifying active duty military service, whether an employee remains an employee of the City of Reno on military leave (paid or unpaid) or separates.

## **VIII. Voting Leave**

- a) Employees are encouraged to arrange to vote outside of their scheduled work hours. A sufficient time to vote shall be allowed for mid-management employees.

## **IX. Jury Duty**

- a) Any employee of the City who is required to serve on any jury shall receive their regular salary during the period of jury service, provided that they shall be required to remit their compensation for such jury duty to the City Clerk for deposit in the general fund of the City of Reno.
- b) Individuals subpoenaed as a witness in a non-work related case will be required to utilize their own leave time to attend.

## **X. Professional Association and Community Service Leave**

- a) In order to maintain community relations, all employees covered by this agreement may join and attend community service clubs, professional associations or engage in voluntary service of their choice. Time for attendance shall be granted up to one hour per week without loss of pay for attendance purposes provided it does not interfere with City operations.

## **Section 7 - On-the-Job Injury Benefits**

- a) Whenever an employee receives an injury while on duty with the City which is determined to be compensable under the City's worker's compensation program, and such injury prevents the employee from performing their normal duties, the City shall pay full normal salary to the employee for a period of up to three hundred twenty (320) cumulative work hours not to exceed a period of twelve (12) consecutive months from date of injury. During this period, the employee shall not forfeit any accrued sick leave.
- b) Upon expiration of the applicable period provided in subsection a) above, if the employee is still unable to work, they may elect to utilize accrued sick leave, during which period the employee shall receive full regular compensation from the City and their sick leave shall be charged at the rate of one hour of sick leave for every two (2) hours sick leave taken for the difference in hours between the workers' compensation payment and their regular salary.
- c) When accrued sick leave has expired, if the employee is still unable to work, except for total accumulated vacation time pay, the employee shall receive no additional compensation from the City. (While receiving disability benefits from the City's workers' compensation program, an employee shall not continue to accrue sick leave and vacation).
- d) It is the intent of the City to pay the on-the-job injured employee (as outlined in this section) the difference between full normal daily salary and that provided by the City's workers' compensation program as salary continuance. Therefore, the employee shall return to the City Clerk all salary continuance payments made by the City's workers' compensation program covering the period enumerated in Subsections a) and b) of this section.
- e) Notwithstanding the provisions of subsections a)- d) of this section, when as a result of an on-the-job injury, a regular or grant-funded employee is continually confined to a duly licensed hospital as a result of such injury, the City will pay full regular salary to the employee during the entire period of the confinement until the City's workers' compensation program ceased to render insurance payments in connection with the injury. When the City Council determines that special circumstances warrant the action, the above requirement of continual confinement to a duly licensed hospital may be waived by action of the City Council. During this period, the employee will not forfeit sick leave or vacation benefits, but will refund all workers' compensation salary continuance payments to the City.

## **Section 8 - Training Courses**

- a) An employee will be reimbursed for educational training courses taken after approval of their department head. The training must be directly related to the required skill or education for the employee's current position. No employee will be reimbursed for more than \$400 for seminars and training programs unless part of a formal succession planning program.

- b) Only an employee classified as a mid-management employee who has been so employed for at least one year will be eligible for reimbursement of training expenses. Further, eligibility will be determined by their department head in accordance with the departmental training program as approved by the City Manager.
- c) Tuition reimbursement may be provided to a regular full-time employee to pursue postsecondary education that would be relevant to their role. No more than two-thousand dollars (\$2,000.00) per year may be granted.
- d) No employee will be reimbursed for more than two thousand dollars (\$2,000) per fiscal year for tuition reimbursement. Reimbursement under this section will not be effected if the cost is assumed by any other institution, scholarship or grant-in-aid.
- e) Reimbursement expenses shall be restricted to tuition, course fees and required textbooks. While courses should normally be taken on the employee's own time, exception may be granted by their department, in which case hours away from work must be deducted from earned vacation, compensatory time or be recorded as an unpaid leave of absence.
- f) To obtain reimbursement, a course must be taken from a recognized and accredited school.
- g) Reimbursement will be effected upon presentation of evidence to substantiate the expense, evidence of a passing grade of no less than a "C" or better.

## **Section 9 – Retirement**

- a) The retirement system for all eligible employees shall be the Public Employees Retirement System of Nevada (NVPERS). Membership in this system, the appropriate membership fund (i.e. Police/Fire or Regular), and rights thereunder shall be determined by NVPERS in accordance with the applicable provisions of NRS.
- b) The City will pay 100% of all retirement contributions for employees covered under this Resolution.
- c) Future Public Employees Retirement System (PERS) rate increases/decreases on and after July 1, 2016 will be split equally between the City and the employee. The salary table and the salary of each employee shall be considered to be automatically adjusted by one half of any PERS rate increase/decrease.
- d) The City shall issue a lump sum payment to eligible employees on a quarterly basis, through manual payroll reconciliation process, on the final paycheck in

October, January, April, and July of each year for non-PERS related wages.

1. These payments shall be equal to the employee's share of any PERS increase splits multiplied by the gross pay for non PERS-compensable items for the time period in which the wages were earned.
2. All applicable tax laws, rules, and regulations will be applied to this lump sum payment as appropriate.

## **Section 10 - Other Pay**

### **I. Uniform Allowance**

- a) Any employee covered by this resolution who is required by their department head to wear a uniform shall be furnished said uniform by the City at no cost to the employee.

### **II. Out of Class Pay**

- a) Any assignment to a classification higher than an employee's regular classification shall not exceed a six (6) month period unless mutually agreed on by the employee and the City.
3. To qualify under this section, the assignment must be in writing by the Department Head or their designee after they determine the assignment is necessary and appropriate. Incidental assignments or duties are not intended to qualify for compensation.
4. The Employee shall be paid five percent (5%) above their present rate of pay.

### **III. Educational Incentive Pay**

- b) A full-time employee who has obtained a Masters' Degree or higher from an accredited college or university shall receive incentive pay equivalent to two percent (2.0%) of the employee's biweekly regular wage per biweekly pay period.
- c) To be eligible for the incentive pay, an employee must provide a copy of the degree or transcripts evidencing completion of the degree and such pay shall begin the first full pay period following the date of receipt by central payroll.

### **IV. Car Allowance**

- a) Employees within this benefit group, who are authorized by the City Manager or their designee, may be eligible for a car allowance for use in conducting official City business, unless assigned a City-owned motor vehicle. The

City Manager shall be given the administrative authority to establish the reimbursement schedule for the administration of this policy.

#### **V. Longevity Pay**

- a) Each full-time employee who has completed five (5) years of continuous regular service with the City shall be entitled to longevity pay in addition to regular salary.
- b) Said employee's longevity pay shall be at a rate equal to one-half percent (.5%) of the employee's biweekly base hourly rate for each year of continuous service, up to a maximum annual payment of twelve and one-half percent (12.5%) of base hourly rate for employees with twenty-five (25) years or more of continuous service, with payment to be affected each pay day beginning with the pay period within which the anniversary falls.

#### **VI. Bilingual Pay**

- a) Any employee who has been approved for Bilingual Pay by their Department Head and who has completed the requisite certification process through the Human Resources Department shall receive compensation in the amount of two percent (2.0%) of their biweekly base hourly wage per pay period.
- b) Employees who are receiving bilingual pay are expected to respond to requests, during their normally scheduled hours, from Departments as needs arise for them to perform bilingual duties.

### **Section 11 - Legal Defense**

The City of Reno will provide legal or public relations support for employees when negative or false comments, threats, or accusations are made by members of the public, political organizations, or other entities stemming from their work for the City of Reno. The objective is to provide employees support against attacks, harassment, or disparagement that relate, to some significant degree, to the employee's work for the City of Reno. When a City of Reno employee is targeted in such a way, through no fault of their own, the type and extent of support will be determined on a case-by-case basis by the City Manager or designee. If it is determined that support would be better administered by a third-party entity, the City Manager or designee may authorize expenditures not to exceed \$99,999.99 (aggregate) per fiscal year, with any expenditures above that amount requiring specific approval by the Reno City Council.

### **Section 12 - Effectuation**

The Mayor, City Manager, members, officers, employees and agents of the City are hereby authorized and directed, jointly and severally, to do any and all things and to execute, deliver and record all documents as may be required and otherwise to give effect to, carry out and

comply with the terms and intent of this Resolution, and to take all necessary and appropriate actions to effectuate the intent of this Resolution.

### **Section 13 - Immediate Effect**

This resolution should take effect immediately upon its passage.

Upon motion by Councilmember \_\_\_\_\_, and seconded by Councilmember \_\_\_\_\_, the foregoing Resolution was passed and adopted this \_\_\_\_\_ day of \_\_\_\_\_, 2024, by the following vote of the Council:

AYES:			
NAYS:			
ABSTAIN:		ABSENT:	

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
HILLARY SCHIEVE  
MAYOR OF THE CITY OF RENO

ATTEST:

\_\_\_\_\_  
MIKKI HUNTSMAN  
CITY CLERK AND  
CLERK OF THE CITY COUNCIL  
OF THE CITY OF RENO,  
NEVADA