

## STAFF REPORT

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**Date:** September 19, 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 Firefighters Local 731 International Association of Firefighters (IAFF Local 731) for the period from July 1, 2024, through June 30, 2025, to cost \$3,348,328 for fiscal year (FY) 24/25.

**From:** Norma Santoyo, Director of Human Resources

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

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**Summary:**

The City of Reno and the Reno Firefighters Local 731 International Association of Firefighters (IAFF Local 731) have reached a tentative agreement on a Collective Bargaining Agreement (CBA) for the one-year period from July 1, 2024, through June 30, 2025. The IAFF Local 731 membership has approved the CBA. Staff recommends Council review and approve the agreement.

**Alignment with Strategic Plan:**

Governance and Organizational Effectiveness  
Public Safety

**Previous Council Action:**

In 2022, Council approved a two-year agreement between the City and IAFF Local 731 effective July 1, 2022, through June 30, 2024.

**Discussion:**

The tentative CBA provides for coverage through June 30, 2025. The Tentative Agreement was approved by the IAFF Local 731 membership and is being presented for consideration and possible approval by Council.

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

**Article 8 – Salaries**

- 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.

**Article 17 – On-The-Job Injury**

- Language clarification and explanation of current practices.

**Article 26 – Training Courses and Incentives**

- Provides for education pay for all classifications represented by IAFF Local 731.
- Provides for a five percent (5%) incentive for the role of Safety/Training Officer while performing Safety/Training Officer duties.

**Article 27 – Detail Assignment**

- Adjusts Operator’s Assistant pay from one dollar to five percent (5%).

**Article 45 – Benefit Accruals**

- Provides for an adjustment to accruals when moving from a 40-hour work week to a 56-hour work week and when moving from a 56-hour work week to a 40-hour work week to minimize the loss of accruals when switching assignments and work weeks.

**Article 46 – Staffing**

- Provides for a method by which probationary firefighters may be assigned to a truck company.

**Article 56 – Mandatory Staffing Limits**

- Codifies a side letter related to mandatory staffing limits to provide for rest and recuperation for firefighters.

**Financial Implications:**

This contract incurs multiple salary increases throughout the one-year term, including a change in incentive pays. The total FY 24/25 impact is \$3,348,328.

**Legal Implications:**

Legal review completed for compliance with City procedures and Nevada Law. Pursuant to NRS 288.153, a new or modified collective bargaining 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 Council approve the tentative agreement.

**Proposed Motion:**

I move to approve the tentative agreement.

**Attachments:**

IAFF Local 731 CBA 2024-2025 Red-Line

IAFF Local 731 CBA 2024-2025 Clean