

## STAFF REPORT

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**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, Lieutenant, Employees for the period from July 1, 2024, through June 30, 2027, to cost \$338,881 for fiscal year (FY) 24/25; \$535,613 for FY 25/26; and \$502,369 for FY 26/27.

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

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

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**Summary:**

The City of Reno (City) and the Reno Police Supervisory/Administrative Employees, Lieutenant Unit (RPSAE-LT) 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-LT 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 the RPSAE-LT. That agreement covered the period from July 1, 2022, through June 30, 2024.

**Discussion:**

The tentative CBA provides coverage through June 30, 2027. It was approved by the RPSAE-LT 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.

**Article 24 – Training Courses and Special Pay**

- Provides for education pay for Peace Officer Standards and Training (POST) certifications.

**Financial Implications:**

This contract incurs multiple salary increases throughout the three-year term. The total fiscal year (FY) 24/25 impact is \$338,881. The FY 25/26 impact is \$535,613. The FY 26/27 impact is \$715,738.

**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, Lieutenant, 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-LT 2024-2027 Red-Line CBA

RPSAE-LT 2024-2027 Clean CBA

RPSAE-LT 2024-2027 Salary Schedule