

## STAFF REPORT

---

**Date:** August 28, 2024

**To:** Mayor and City Council

**Through:** Jackie Bryant, Interim City Manager

**Subject:** Resolution No. \_\_\_\_\_ (For Possible Action): Resolution of the Reno City Council Amending Resolution No. 9155, adopting an amended salary schedule for mid-management employees not covered by an employee-management contract or collective bargaining agreement reflecting three annual three percent cost-of-living salary increases, implementing the results of a classification and compensation study, and adopting a corresponding salary increase for affected employees, to cost \$976,157 for fiscal year 24-25; \$1,505,293 for fiscal year 25-26; and \$2,068,085 for fiscal year 26-27; together with other matters properly relating thereto.

**From:** Norma Santoyo, Interim Assistant City Manager

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

---

**Summary:**

The interim City Manager has requested that the mid-management salary schedule be increased by three percent (3.0%), effective the first full pay period in July 2024, July 2025, and July 2026, and the base salaries of mid-management employees be increased by the same amount effective on the same dates.

Additionally, the interim City Manager has requested the implementation of the City's 2022 Classification and Compensation Study.

<b>Consent Review</b>	<b>Yes</b>	<b>No</b>
1. Is this item an annual or standard item that comes before Council for regular approval?	<b>X</b>	
2. Is this item an agreement required based on an item previously approved by Council?		<b>X</b>
3. Is this item included in the current budget approved and adopted by Council?		<b>X</b>
<b>Other Considerations</b>		
What percent of the total City budget does this item represent?	<b>0.11%</b>	

**Alignment with Strategic Plan:**

Governance and Organizational Effectiveness

**Previous Council Action:**

On July 14, 2023, Council adopted Resolution No. 9155, which amended Resolution No. 9053, thereby increasing the mid-management salary schedule by a net five-eighths percent (0.625%), irrespective of hire date.

**Discussion:**

The interim City Manager has requested that the Mid-Management salary schedule be increased by three percent (3.0%), effective the first full pay period in July 2024, July 2025, and July 2026.

The interim City Manager has also requested the implementation of the City’s 2022 Classification and Compensation Study. The results of that study for Mid-Management employees are as follows:

<b>Classification</b>	<b>Current Grade</b>	<b>New Grade</b>
Benefits Manager	B33	B35
Chief Deputy City Attorney	B42	B43
Council Relations Manager	B35	B36
Deputy City Attorney III	B40	B41
Deputy City Attorney II	B36	B37
Deputy City Attorney I	B32	B33
Employee Relations Manager	B33	B35
HR Business Partner	B29	B31
Labor Relations Manager	B33	B35
Organizational Development Manager	B33	B35
Payroll Manager	B33	B35
Records Systems Manager	B29	B30
Revitalization Manager	B36	B38
Risk Manager	B35	B36
Security Manager	B33	B36
Sustainability Program Manager	B33	B36

This group represents 75 employees.

**Financial Implications:**

The increase of 3 percent each year for three years, and the implementation of the City’s 2022 Classification and Compensation Study represents an additional \$976,157 for fiscal year (FY) 24-25; \$1,505,293 for FY 25-26; and \$2,068,085 for FY 26-27.

**Legal Implications:**

Legal review completed for compliance with City procedures and Nevada law.

**Recommendation:**

Staff recommends Council approve the Resolution adopting a cost-of-living increase for three years, the implementation of the City's 2022 Classification and Compensation Study, and the amended Mid-Management salary schedule.

**Proposed Motion:**

I move to approve staff recommendation.

**Attachments:**

Mid-Management Cost of Living Adjustment Resolution