

## STAFF REPORT

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**Date:** August 14, 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 Police Protective Association (RPPA) for the period from July 1, 2024, through June 30, 2027, to cost \$3,692,019 for fiscal year (FY) 24/25; \$7,236,929 for FY 25/26; and \$12,185,733 for FY 26/27.

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

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

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**Summary:**

The City of Reno and the Reno Police Protective Association (RPPA) have reached a tentative agreement on a Collective Bargaining Agreement (CBA) for the three-year period from July 1, 2024, through June 30, 2027. The RPPA membership has approved the CBA. Staff recommends Council review and approve the agreement.

**Alignment with Strategic Plan:**

Not Applicable

**Previous Council Action:**

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

**Background:**

**Discussion:**

The tentative CBA provides for coverage through June 30, 2027. The tentative agreement was approved by the RPPA membership and is being presented for consideration and possible approval by Council.

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

#### **Article 10 - Sick Leave**

- An increase in the cash-out maximum for employees hired after July 1, 2011.
- Introduction of a discussion of a baby bonding program.

#### **Article 11 – On-The-Job Injury**

- Language clarification and explanation of current practices.

#### **Article 16 – Salaries**

- Provides for a five percent (5%) increase effective July 2024.
- Provides for an additional step on the salary schedule effective January 2025.
- Provides for a five percent (5%) increase effective July 2025, with a potential for a reopener for the 2025 salaries in the event the Public Employees' Retirement System (PERS) contribution rate increase exceeds three percent (3%).
- Provides for a five percent (5%) increase effective July 2026.
- Provides for an additional step on the salary schedule effective July 2026.
- Increases the deferred compensation program match from twenty dollars (\$20) to two percent (2%) per pay period.

#### **Article 24 – Special Pay Practices**

- Revises this section to provide for a percentage-based shift differential.
- Revises this section to provide for a percentage-based special assignment incentive for employees on Special Weapons and Tactics (SWAT), Motorcycle, Explosive Ordinance Disposal (EOD), Critical Incident Negotiator Team (CINT), or Consolidated Law Enforcement All-hazards Response (CLEAR) teams, matching the structure found in the City's comparators.
- Provides for a multilingual incentive of two and one-half percent (2.5%).

#### **Financial Implications:**

This contract incurs multiple salary increases throughout the three-year term, including a change in incentive pays and an increase to the RPPA's deferred comp match. The total fiscal year (FY) 24/25 impact is \$3,692,019; the total FY 25/26 impact is \$7,236,929; and the total FY 26/ 27 impact is \$12,185,733.

#### **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 at 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 staff recommendation.

**Attachments:**

RPPA 2024-2027

Red-Line RPPA 2024-2027 Clean

Salary Schedules to come