

## STAFF REPORT

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**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 Number 9170, amending benefits provided to Management employees not covered by an employee-management contract or collective bargaining agreement; together with other matters properly relating thereto.

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

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

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**Summary:**

The interim City Manager has requested that the benefit resolution for the Management employee group be updated to provide clarification and correct clerical errors.

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

**Alignment with Strategic Plan:**

Governance and Organizational Effectiveness

**Previous Council Action:**

On August 9, 2023, Council adopted Resolution 9170, which synthesized all benefit resolutions for this benefit group into a single document. That resolution also updated benefits for the Management group.

**Background:**

The benefits provided to management employees have historically been spread throughout multiple resolutions and provide for benefits such as health and welfare, deferred compensation, leave, on-the-job injury benefits, training, retirement, and other additional pays. Resolutions historically have been updated on a per-item basis, that is, each benefit was defined and subsequently modified by a singular resolution. Staff has created a single document to more concisely present the benefits offered to management employees.

**Discussion:**

The interim City Manager has requested an update to the Management benefits effective upon approval of this resolution. This proposed resolution corrects clerical errors and provides language clarification.

There are approximately 24 employees within this employee group.

**Financial Implications:**

There are no costs associated with this item, as it represents no substantive change in benefits.

**Legal Implications:**

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

**Recommendation:**

Staff recommends Council adopt the updated benefits resolution for the Management employee group.

**Proposed Motion:**

I move to approve staff recommendation.

**Attachments:**

Management Benefit Resolution