

STAFF REPORT

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, Sergeant, Employees for the period from July 1, 2024, through June 30, 2027, to cost \$520,842 for fiscal year (FY) 24/25; \$976,673 for FY 25/26; and \$1,463,180 for FY 26/27.

From: Norma Santoyo, Director of Human Resources

Department: City Manager's Office – HR

Summary:

The City of Reno (City) and the Reno Police Supervisory/Administrative Employees, Sergeant Unit (RPSAE-SGT) 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-SGT 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-SGT. 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-SGT 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

- 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.

Financial Implications:

This contract incurs multiple salary increases throughout the three-year term. The total fiscal year (FY) 24/25 impact is \$520,842. The FY 25/26 impact is \$976,673. The FY 26/27 impact is \$1,463,180.

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, Sergeant, 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-S 2024-2027 Red-Line CBA

RPSAE-S 2024-2027 Clean CBA

RPSAE-S 2024-2027 Salary Schedule