

## STAFF REPORT

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**Date:** July 24, 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 Local 39, Supervisory Unit, for the period from July 1, 2024, through June 30, 2026, to cost \$825,716 for fiscal year (FY) 24/25 and \$1,124,769 for FY 25/26.

**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 Local 39, Supervisory Unit, have reached a Tentative Agreement on a Collective Bargaining Agreement (CBA) for two years from July 1, 2024, to June 30, 2026. This CBA was approved by the membership of the Local 39, Supervisory Unit, and is being presented to Council for review and potential approval.

**Alignment with Strategic Plan:**

Not Applicable

**Previous Council Action:**

On June 20, 2022, Council approved a two-year extension for the Local 39, Supervisory Unit, extending the previous CBA's length to June 30, 2024.

**Background:**

**Discussion:**

The Tentative CBA provides coverage through June 30, 2026. The Tentative Agreement was approved by the Local 39 Supervisory Unit membership and is presented for consideration and approval by Council. The proposed CBA will cover the period from July 1, 2024, through June 30, 2026, and includes the following highlights:

**Article 9 – Salaries**

- Provides for a three percent (3.0%) salary increase effective July 2024.

- Provides for a three percent (3.0%) salary increase effective July 2025, with a potential reopener on this salary increase if the total Public Employees' Retirement System (PERS) rate increases.
- Implements the City's Classification and Compensation Study.
- Adjusts bilingual pay to a percentage-based incentive.
- Adds longevity pay.
- In July 2025, adds an incentive for pesticide application.
- In July 2025, adds an incentive for crane certification.

#### **Article 10 – Allowances and Reimbursement**

- Increases the uniform and tool allowances.

#### **Article 13 – Leaves**

- Adds the ability to convert sick leave to a Retiree Health Savings (RHS) account for employees hired after July 1, 2013.

#### **Article 15 – Safety and Health**

- Increases the boot allowance and includes replacement parts to prolong the life of the boot.

#### **Article 16 – Career Development**

- Adjusts education incentives to percentage-based incentives.

Other language cleanup and clarification.

#### **Financial Implications:**

This contract incurs multiple salary increases throughout the two-year term, including a longevity incentive pay and implementation of the City's Classification and Compensation study. The total fiscal year (FY) 2025 impact is \$825,716, and the FY 2026 impact is \$1,124,769.

#### **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 CBA between the City of Reno and the Local 39, Supervisory Unit.

**Proposed Motion:**

I move to approve staff recommendation.

**Attachments:**

L39 S CBA - 06.2024-07.2026 Red-Line

L39 S CBA - 06.2024-07.2026 Clean