

STAFF REPORT

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 Reno Administrative/Professional Group, Professional Unit for the period from July 1, 2024, through June 30, 2027, to cost \$927,020 for fiscal year (FY) 24/25; \$1,634,025 for FY 25/26; and \$2,220,486 for FY 26/27.

From: Norma Santoyo, Director of Human Resources

Department: City Manager's Office – HR

Summary:

The City of Reno and the Reno Administrative/Professional Group, Professional Unit have reached a Tentative Agreement on a Collective Bargaining Agreement (CBA) for the three-year period of July 1, 2024, through June 30, 2027. The Reno Administrative/Professional Group, Professional Unit 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 Reno Administrative/Professional Group, Professional Unit 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 Reno Administrative/Professional Group, Professional Unit membership, and is being presented for consideration and possible approval by Council.

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

Article 3 - Salary Administration

- Introduces a shift differential in the amount of three dollars (\$3.00) per hour for staff working between the hours of 6:00 p.m. and 6:00 a.m.
- Introduces an education incentive of two percent (2.0%) for employees with a master’s degree, when that degree is not a minimum requirement of the job.
- Provides for a three percent (3%) salary increase effective July 2024.
- Provides for a three percent (3%) salary increase effective July 2025 with a potential reopener on this salary increase if the total Public Employees' Retirement System (PERS) rate increases.
- Provides for a three percent (3%) salary increase effective July 2026.
- Provides for an additional step on the salary schedule at two-and-one-half percent (2.5%) effective July 2026.
- Implementation of the Classification and Compensation Study.

Article 7 – Sick Leave

- Provides for a revised sick leave cash-out program upon retirement and during the course of an employee’s tenure with the City.

Financial Implications:

This contract incurs multiple salary increases throughout the two-year term, including longevity incentive pay. The total fiscal year (FY) 2024 impact is \$927,020; the FY 2025 impact is \$1,634,025; and the FY 2026 impact is \$2,220,486.

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:

- RAPG-Pro 2024-2027 Red-Line CBA
- RAPG-Pro 2024-2027 Clean CBA