

RESOLUTION NO. _____

RESOLUTION OF THE RENO CITY COUNCIL AMENDING RESOLUTION NO. 9155, ADOPTING AN AMENDED SALARY SCHEDULE FOR MID-MANAGEMENT EMPLOYEES NOT COVERED BY AN EMPLOYEE-MANAGEMENT AGREEMENT CONTRACT OR COLLECTIVE BARGAINING AGREEMENT REFLECTING THREE ANNUAL THREE PERCENT COST-OF-LIVING INCREASES, IMPLEMENTING THE RESULTS OF A CLASSIFICATION AND COMPENSATION STUDY, AND ADOPTING A CORRESPONDING SALARY INCREASE FOR AFFECTED EMPLOYEES, TO COST \$976,157 FOR FISCAL YEAR 24-25; \$1,505,293 FOR FISCAL YEAR 25-26; AND \$2,068,085 FOR FISCAL YEAR 26-27; TOGETHER WITH OTHER MATTERS PROPERLY RELATING THERETO.

A. WHEREAS, the Reno City Council (the “City Council”) desires to provide, by resolution, for a cost-of-living increase for regular mid-management employees hired pursuant to Sections 1.090 and 3.060 of the Reno City Charter (the “Charter”), who are under the direction of the City Manager or the City Attorney (collectively referred to as “Mid-Management Employees”); and

B. WHEREAS, the City Council desires to increase, by resolution, the salary ranges for Mid-Management Employees, effective for Fiscal Years 2024/2025, 2025/2026, and 2026/2027;

C. WHEREAS, the Reno City Council desires to implement the City’s 2022 Classification and Compensation study for said employees; and

D. WHEREAS, Mid-Management Employees are not subject to an employee-management contract or collective bargaining agreement; and

E. WHEREAS, the benefits for Mid-Management Employees are set forth in separate resolutions adopted by the City Council, which are not affected by this Resolution unless expressly amended or repealed hereby; and

F. WHEREAS, the City of Reno (the “City”) previously provided through Resolutions No. 5389, 5737, 5849, 5992, 6025, 6434, 6864, 7856, 8489, 8754, 8923, 9000, 9053, 9155 and any other related resolutions, for a pay-for-performance program for Mid-Management Employees; and

G. WHEREAS, Section 2.14.020 of the Administrative Code of the City indicates

that the salaries for all employees of the City will be paid on a biweekly or semi-monthly basis as established by the City Manager and that salary schedules and benefit levels for all unrepresented [other] employees of the City shall be set forth in legally executed contracts of employment or in resolutions of the City Council; and

H. WHEREAS, the City Manager further retains the authority to establish such additional classifications as may be necessary for operation of the City and shall assign such classifications to the appropriate salary range assignment, and may adjust the pay range assignment of existing classifications within the limits of current budgets and salary schedules adopted by the City Council; and

I. WHEREAS, the City Attorney retains the authority to appoint and remove professional and clerical staff as he or she requires, pursuant to Charter Section 3.060; and

J. WHEREAS, the City Manager and City Attorney, including designees, retain the authority to review the established salary ranges for Mid-Management Employees under their respective direction to determine if the compensation is fair and equitable, and after review and consideration of budgetary and other factors, may recommend amendment of this Resolution for consideration of the City Council.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Reno as follows:

Section 1. The City Council hereby finds that the foregoing recitals are true and correct and are incorporated by reference.

Section 2. Effective the first full pay period in July 2024, July 2025, and July 2026, the salary of each Mid-Management Employee shall be increased by 3.0 percent, respectively, regardless of hire date.

Section 3. Effective the first full pay period in July 2024, July 2025, and July 2026, classifications, salary ranges and grades for Mid-Management Employees are hereby set according to the schedule set forth in Exhibit A attached hereto and incorporated by reference. Any prior schedule setting forth classifications and salary ranges for Mid-Management Employees, including but not limited to the Salary Schedule for Mid-Management Employees set forth and incorporated in Resolution No. 9155, is hereby superseded by Exhibit A hereto and this reference, as of the effective date.

Section 4. In the future, the City Manager and the City Attorney, including designees, may review the established salary ranges for Mid-Management Employees under their respective direction to determine if the compensation is fair and equitable and after review and consideration of budgetary and other factors, may recommend an amendment to this Resolution for consideration by the City Council.

Section 5. The City Manager, in consultation with the City Attorney if the employee

is under his/her direction, shall designate or cause to be designated the proper grade for each Mid-Management Employee affected by this Resolution, which may include a salary adjustment. In no event shall any Mid-Management Employee's current salary amount be reduced by the designation to a proper grade in furtherance of this Resolution.

Section 6. The City Manager shall establish such additional classifications as may be necessary for operation of the City and shall assign such classifications to the appropriate salary range assignment, and may adjust the salary range assignment of existing classifications within the limits of current budget and salary schedules adopted by City Council.

Section 7. Except as expressly set forth herein, this Resolution does not modify any Mid-Management Employee benefits established by any other adopted resolutions currently in effect.

Section 8. The Mayor, City Manager, members, officers, employees and agents of the City are hereby authorized and directed, jointly and severally, to do any and all things and to execute, deliver and record all documents as may be required and otherwise to give effect to, carry out and comply with the terms and intent of this Resolution, and to take all necessary and appropriate actions to effectuate the intent of this Resolution.

Section 9. This Resolution shall be legally effective immediately upon its passage.

Upon motion by Councilmember _____, and seconded by Councilmember _____, the foregoing Resolution was passed and adopted this _____ day of _____, 2024, by the following vote of the Council:

AYES: _____

NAYS: _____

ABSTAIN: _____ ABSENT: _____

APPROVED this _____ day of _____, 2024.

HILLARY SCHIEVE
MAYOR OF THE CITY OF RENO

ATTEST:

MIKKI HUNTSMAN
CITY CLERK AND
CLERK OF THE CITY COUNCIL
OF THE CITY OF RENO,
NEVADA

CITY OF RENO
Salary Schedule for Mid-Management Employees
Effective 7/12/2024 - 3% Increase

Grade	Classification	Min	Max	
B24	Victim/Witness Advocate-City Attorney's Office	32.17	42.14	Hourly
		2,573.68	3,371.32	Bi-Weekly
		66,915.72	87,654.42	Annual
B25	Creative Services Manager	33.77	44.25	Hourly
		2,701.57	3,539.89	Bi-Weekly
		70,240.71	92,037.14	Annual
B26	Senior Victim/Witness Advocate-City Attorney's Office	35.44	46.44	Hourly
		2,835.04	3,715.28	Bi-Weekly
		73,711.14	96,597.40	Annual
B27	Public Communications Specialist Public Information Officer Public Relations Coordinator	37.22	48.76	Hourly
		2,977.60	3,901.05	Bi-Weekly
		77,417.50	101,427.27	Annual
B28	Community Liaison Reno Direct Supervisor	39.08	51.20	Hourly
		3,126.48	4,096.10	Bi-Weekly
		81,288.38	106,498.63	Annual
B29	Business Relations Program Manager Chief of Staff to the Mayor Communications Program Manager Digital Engagement Program Manager Economic Development Marketing Program Manager Executive Assistant to City Manager Government Affairs Coordinator Management Analyst Special Events Program Manager Video Services Program Manager Web Services Program Manager	41.03	53.78	Hourly
		3,282.80	4,302.51	Bi-Weekly
		85,352.79	111,865.16	Annual
B30	Grants Administrator Records System Manager	43.09	56.46	Hourly
		3,446.94	4,516.83	Bi-Weekly
		89,620.43	117,437.62	Annual
B31	HR Business Partner	45.25	59.28	Hourly
		3,620.09	4,742.67	Bi-Weekly
		94,122.26	123,309.50	Annual
B32	Chief Deputy City Clerk Senior Planner for Community Housing	47.52	62.25	Hourly
		3,801.89	4,979.81	Bi-Weekly
		98,849.17	129,474.98	Annual
B33	Community Reinvestment Manager Deputy City Attorney I Environmental Program Manager Policy Analyst Safety and Training Manager Senior Human Resources Analyst Senior Management Analyst	49.90	65.38	Hourly
		3,991.99	5,230.40	Bi-Weekly
		103,791.63	135,990.33	Annual
B34	Staff Auditor	52.38	68.65	Hourly
		4,190.78	5,491.92	Bi-Weekly
		108,960.41	142,789.84	Annual
B35	Administrative Services Manager Assistant to the City Manager Benefits Manager Business License Manager Employee Relations Manager Grant & Fund Development Manager Labor Relations Program Manager Organizational Development Manager Payroll Manager	54.99	72.06	Hourly
		4,399.52	5,764.91	Bi-Weekly
		114,387.63	149,887.74	Annual
B36	Budget/Strategic Initiatives Manager Council Relations Manager Digital Engagement Manager	57.76	75.66	Hourly
		4,621.10	6,053.16	Bi-Weekly
		120,148.61	157,382.12	Annual

Grade	Classification	Min	Max	
	Employee Services Manager Housing Manager Internal Auditor Legislative Relations Program Manager Risk Manager Security Manager Sustainability Program Manager Urban Economist			
B37	Building and Safety Manager Community Development Program Manager Code Enforcement Manager Deputy City Attorney II Economic Development Administrator Engineering Manager Planning Manager Strategic Development Administrator	60.63 4,850.56 126,114.44	79.46 6,356.62 165,272.03	Hourly Bi-Weekly Annual
B38	Revitalization Manager	63.67 5,093.88 132,440.96	83.43 6,674.45 173,535.63	Hourly Bi-Weekly Annual
B39		66.86 5,348.58 139,063.01	87.60 7,008.17 182,212.41	Hourly Bi-Weekly Annual
B40	Assistant Chief of Police Assistant Finance Director Assistant Fire Chief Assistant Human Resources Director Communications & Technology Manager Deputy CD Director - Building & Safety Deputy CD Director - Land Development Engineering Deputy CD Director - Planning Director, Office of Management & Budget	70.20 5,616.01 146,016.16	91.98 7,358.58 191,323.03	Hourly Bi-Weekly Annual
B41	Assistant Community Development Director Assistant Director, Neighborhood Services Assistant Public Works Director-City Engineer Assistant Public Works Director-Maintenance & Ops Assistant Public Works Director-Sanitary Eng Assistant Utility Services Director Deputy City Attorney III	73.71 5,896.81 153,316.97	96.58 7,726.51 200,889.19	Hourly Bi-Weekly Annual
B42		77.41 6,192.45 161,003.62	101.40 8,112.03 210,912.84	Hourly Bi-Weekly Annual
B43	Chief Deputy City Attorney	81.29 6,502.87 169,074.60	106.46 8,516.83 221,437.69	Hourly Bi-Weekly Annual

CITY OF RENO
Salary Schedule for Mid-Management Employees
Effective 7/11/2025 - 3% Increase

Grade	Classification	Min	Max	
B24	Victim/Witness Advocate-City Attorney's Office	33.14	43.41	Hourly
		2,650.89	3,472.46	Bi-Weekly
		68,923.19	90,284.05	Annual
B25	Creative Services Manager	34.78	45.58	Hourly
		2,782.64	3,646.09	Bi-Weekly
		72,348.55	94,798.26	Annual
B26	Senior Victim/Witness Advocate-City Attorney's Office	36.50	47.83	Hourly
		2,920.17	3,826.79	Bi-Weekly
		75,924.38	99,496.57	Annual
B27	Public Communications Specialist Public Information Officer Public Relations Coordinator	38.34	50.23	Hourly
		3,066.98	4,018.13	Bi-Weekly
		79,741.40	104,471.40	Annual
B28	Community Liaison Reno Direct Supervisor	40.25	52.74	Hourly
		3,220.33	4,219.04	Bi-Weekly
		83,728.47	109,694.97	Annual
B29	Business Relations Program Manager	42.27	55.39	Hourly
	Chief of Staff to the Mayor	3,381.34	4,431.59	Bi-Weekly
	Communications Program Manager	87,914.89	115,221.32	Annual
	Digital Engagement Program Manager			
	Economic Development Marketing Program Manager			
	Executive Assistant to City Manager			
	Government Affairs Coordinator			
	Management Analyst			
	Special Events Program Manager			
Video Services Program Manager Web Services Program Manager				
B30	Grants Administrator Records System Manager	44.38	58.15	Hourly
		3,550.41	4,652.37	Bi-Weekly
		92,310.64	120,961.58	Annual
B31	HR Business Partner	46.61	61.06	Hourly
		3,728.73	4,884.99	Bi-Weekly
		96,946.97	127,009.66	Annual
B32	Chief Deputy City Clerk Senior Planner for Community Housing	48.95	64.12	Hourly
		3,915.97	5,129.24	Bi-Weekly
		101,815.12	133,360.14	Annual

Grade	Classification	Min	Max	
B33	Community Reinvestment Manager Deputy City Attorney I Environmental Program Manager Policy Analyst Safety and Training Manager Senior Human Resources Analyst Senior Management Analyst	51.40 4,111.76 106,905.87	67.34 5,387.30 140,069.75	Hourly Bi-Weekly Annual
B34	Staff Auditor	53.96 4,316.55 112,230.37	70.71 5,656.66 147,073.24	Hourly Bi-Weekly Annual
B35	Administrative Services Manager Assistant to the City Manager Benefits Manager Business License Manager Employee Relations Manager Grant & Fund Development Manager Labor Relations Program Manager Organizational Development Manager Payroll Manager	56.64 4,531.58 117,821.09	74.22 5,937.90 154,385.30	Hourly Bi-Weekly Annual
B36	Budget/Strategic Initiatives Manager Council Relations Manager Digital Engagement Manager Employee Services Manager Housing Manager Internal Auditor Legislative Relations Program Manager Security Manager Sustainability Program Manager Risk Manager Urban Economist	59.50 4,759.76 123,753.74	77.93 6,234.79 162,104.57	Hourly Bi-Weekly Annual
B37	Building and Safety Manager Community Development Program Manager Code Enforcement Manager Deputy City Attorney II Economic Development Administrator Engineering Manager Planning Manager Strategic Development Administrator	62.45 4,996.15 129,899.83	81.84 6,547.33 170,230.59	Hourly Bi-Weekly Annual
B38	Revitalization Manager	65.58	85.93	Hourly

Grade	Classification	Min	Max	
		5,246.75 136,415.62	6,874.70 178,742.12	Bi-Weekly Annual
B39		68.86 5,509.09 143,236.40	90.23 7,218.43 187,679.23	Hourly Bi-Weekly Annual
B40	Assistant Chief of Police Assistant Finance Director Assistant Fire Chief Assistant Human Resources Director Communications & Technology Manager Deputy CD Director - Building & Safety Deputy CD Director - Land Development Engineering Deputy CD Director - Planning Director, Office of Management & Budget	72.31 5,784.55 150,398.22	94.74 7,579.35 197,063.19	Hourly Bi-Weekly Annual
B41	Assistant Community Development Director Assistant Director, Neighborhood Services Assistant Public Works Director-City Engineer Assistant Public Works Director-Maintenance & Ops Assistant Public Works Director-Sanitary Eng Assistant Utility Services Director Deputy City Attorney III	75.92 6,073.77 157,918.13	99.48 7,958.32 206,916.35	Hourly Bi-Weekly Annual
B42		79.73 6,378.26 165,834.84	104.44 8,355.44 217,241.37	Hourly Bi-Weekly Annual
B43	Chief Deputy City Attorney	83.72 6,697.98 174,147.38	109.66 8,772.41 228,082.64	Hourly Bi-Weekly Annual

CITY OF RENO
Salary Schedule for Mid-Management Employees
Effective 7/11/2026 - 3% Increase

Grade	Classification	Min	Max	
B24	Victim/Witness Advocate-City Attorney's Office	34.13	44.71	Hourly
		2,730.42	3,576.64	Bi-Weekly
		70,990.89	92,992.58	Annual
B25	Creative Services Manager	35.83	46.94	Hourly
		2,866.14	3,755.47	Bi-Weekly
		74,519.63	97,642.20	Annual
B26	Senior Victim/Witness Advocate-City Attorney's Office	37.60	49.27	Hourly
		3,007.85	3,941.64	Bi-Weekly
		78,204.02	102,482.71	Annual
B27	Public Communications Specialist Public Information Officer Public Relations Coordinator	39.49	51.73	Hourly
		3,159.04	4,138.73	Bi-Weekly
		82,135.02	107,606.85	Annual
B28	Community Liaison Reno Direct Supervisor	41.46	54.32	Hourly
		3,316.99	4,345.66	Bi-Weekly
		86,241.77	112,987.19	Annual
B29	Business Relations Program Manager Chief of Staff to the Mayor Communications Program Manager Digital Engagement Program Manager Economic Development Marketing Program Manager Executive Assistant to City Manager Government Affairs Coordinator Management Analyst Special Events Program Manager Video Services Program Manager Web Services Program Manager	43.54	57.06	Hourly
		3,482.84	4,564.54	Bi-Weekly
		90,553.86	118,678.15	Annual
B30	Grants Administrator Records System Manager	45.71	59.90	Hourly
		3,656.98	4,791.97	Bi-Weekly
		95,081.55	124,591.26	Annual
B31	HR Business Partner	48.01	62.89	Hourly
		3,840.63	5,031.57	Bi-Weekly
		99,856.43	130,820.82	Annual
B32	Chief Deputy City Clerk Senior Planner for Community Housing	50.42	66.04	Hourly
		4,033.46	5,283.15	Bi-Weekly
		104,870.05	137,361.86	Annual
B33	Community Reinvestment Manager Deputy City Attorney I Environmental Program Manager Policy Analyst Safety and Training Manager Senior Human Resources Analyst Senior Management Analyst	52.94	69.36	Hourly
		4,235.14	5,548.91	Bi-Weekly
		110,113.55	144,271.56	Annual
B34	Staff Auditor	55.58	72.83	Hourly
		4,446.09	5,826.35	Bi-Weekly
		115,598.43	151,485.14	Annual
B35	Administrative Services Manager Assistant to the City Manager Benefits Manager	58.34	76.45	Hourly
		4,667.60	6,116.07	Bi-Weekly
		121,357.55	159,017.79	Annual

Grade	Classification	Min	Max	
	Business License Manager Employee Relations Manager Grant & Fund Development Manager Labor Relations Program Manager Organizational Development Manager Payroll Manager			
B36	Budget/Strategic Initiatives Manager Council Relations Manager Digital Engagement Manager Employee Services Manager Housing Manager Internal Auditor Legislative Relations Program Manager Security Manager Sustainability Program Manager Risk Manager Urban Economist	61.28 4,902.58 127,467.02	80.27 6,421.87 166,968.68	Hourly Bi-Weekly Annual
B37	Building and Safety Manager Community Development Program Manager Code Enforcement Manager Deputy City Attorney II Economic Development Administrator Engineering Manager Planning Manager Strategic Development Administrator	64.33 5,146.11 133,798.78	84.30 6,743.77 175,337.92	Hourly Bi-Weekly Annual
B38	Revitalization Manager	67.55 5,404.21 140,509.51	88.51 7,080.95 184,104.81	Hourly Bi-Weekly Annual
B39		70.93 5,674.42 147,534.99	92.94 7,435.00 193,310.05	Hourly Bi-Weekly Annual
B40	Assistant Chief of Police Assistant Finance Director Assistant Fire Chief Assistant Human Resources Director Communications & Technology Manager Deputy CD Director - Building & Safety Deputy CD Director - Land Development Engineering Deputy CD Director - Planning Director, Office of Management & Budget	74.48 5,958.14 154,911.74	97.58 7,806.75 202,975.55	Hourly Bi-Weekly Annual
B41	Assistant Community Development Director Assistant Director, Neighborhood Services Assistant Public Works Director-City Engineer Assistant Public Works Director-Maintenance & Ops Assistant Public Works Director-Sanitary Eng Assistant Utility Services Director Deputy City Attorney III	78.20 6,256.05 162,657.33	102.46 8,197.09 213,124.33	Hourly Bi-Weekly Annual
B42		82.12 6,569.65 170,810.99	107.58 8,606.14 223,759.75	Hourly Bi-Weekly Annual
B43	Chief Deputy City Attorney	86.24 6,898.94	112.95 9,035.65	Hourly Bi-Weekly

Grade	Classification	Min	Max	
		179,372.34	234,926.94	Annual