

RESOLUTION NO. _____

**RESOLUTION OF THE RENO CITY COUNCIL
AMENDING RESOLUTION NO. 9053, ADOPTING A
COST-OF-LIVING SALARY INCREASE OF TWO AND
ONE-HALF PERCENT AND AMENDED SALARY
SCHEDULE FOR MID-MANAGEMENT EMPLOYEES
NOT COVERED BY AN EMPLOYEE-MANAGEMENT
CONTRACT OR COLLECTIVE BARGAINING
AGREEMENT, TO COST \$539,802 FOR THE 23-24 FISCAL
YEAR; 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 Year 2023/2024;

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

D. 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separate resolutions adopted by the City Council, which are not affected by this Resolution unless expressly amended or repealed hereby; and

E. 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 and any other related resolutions, for a pay-for-performance program for Mid-Management Employees; and

F. 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

G. 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

H. 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

I. 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 July 14, 2023, the salary of each Mid-Management Employee shall be increased by 2.5 percent, respectively, regardless of hire date.

Section 3. Effective July 14, 2023, 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. 9053, 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 _____, 2023, by the following vote of the Council:

AYES: _____
NAYS: _____
ABSTAIN: _____ ABSENT: _____

APPROVED this _____ day of _____, 2023.

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