

STAFF REPORT

Date: June 14, 2023

To: Mayor and City Council

Thru: Doug Thornley, City Manager

Subject: Staff Report (For Possible Action): Resolution of the Reno City Council amending Resolution No. 9052 adopting an amended salary schedule for unrepresented hourly employees not covered by an employee management contract or collective bargaining agreement reflecting a two and one-half percent cost-of-living increase, and adopting a corresponding salary increase for affected employees, to cost \$118,387 for the 23-24 fiscal year; together with other matters properly relating thereto.

From: Norma Santoyo, Director of Human Resources

Department: City Manager's Office – HR

Summary:

The City Manager has requested that the Unrepresented Hourly salary schedule be increased by two and one-half percent (2.5%), effective July 14, 2023, and the base salaries of unrepresented hourly employees be increased by the same amount effective on the same date. In addition to the salary increase, the NV PERS contribution rate for this group is increasing by a total of three and three-quarters percent (3.75%) effective July 14, 2023. In accordance with Nevada Revised Statue (NRS) 286.421, this increase is to be split equally between the City of Reno and the employee resulting in a salary decrease of one and seven-eighths percent (1.875%). As such, the net increase to employee salaries is five-eighths of a percent (0.625%).

Alignment with Strategic Plan:

Fiscal Sustainability

Previous Council Action:

On July 20, 2022 Council adopted Resolution #9052, which amended Resolution #8999, thereby increasing the Unrepresented Hourly salary schedule by two and one-half percent, irrespective of hire date, retroactively to July 1, 2022.

Discussion:

The City Manager has requested that the Unrepresented Hourly salary schedule be increased by

2.5%, effective July 14, 2023. This group represents 29 employees.

In addition to the 2.5% increase, there is also a salary reduction for this group of employees equal to 1.875% effective July 14, 2023 as a result of a NVPERS contribution rate increase. This reduction is required under NRS 286.421. This results in a net 0.625% increase to the salary schedule for this group.

Financial Implications:

The net increase of 0.625% represents an additional \$118,387 for the period July 1, 2023 through June 30, 2024.

Legal Implications:

Legal review completed for compliance with City procedures and Nevada law.

Recommendation:

Staff recommends Council approve the Resolution adopting a cost-of-living increase and amended Unrepresented Hourly Schedule.

Proposed Motion:

I move to approve staff recommendation.

Attachments:

Unrepresented Salary Schedule

Unrepresented COLA – Resolution 2023