

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. 8926, adopting an amended salary schedule for Reno Municipal Court employees not covered by an employee-management contract or collective bargaining Agreement, and adopting a two and one-half percent cost-of-living salary increase for affected employees, and a three and five-eighths percent cost-of-living salary increase for affected employees in the marshal classifications to cost \$210,170 for the 23-24 fiscal year; together with other matters properly relating thereto.

From: Jesse Puett, Labor Relations Manager

Department: City Manager's Office – HR

Summary:

The City Manager has requested that the Municipal Court Employee salary schedule be amended, and that the employees in the Regular PERS fund in this group receive a corresponding cost-of-living salary increase of two and one-half percent (2.5%), effective July 14, 2023. Classifications in the Police/Fire PERS fund (Marshal, Marshal Sergeant, and Chief Marshal) would instead receive a corresponding cost-of-living salary increase of three and five-eighths percent (3.625%), effective July 14, 2023.

In addition to these salary increases, the NVPERS contribution rates for these groups are increasing by a total of three and three-quarters percent (3.75%) for the Regular PERS fund members and six percent (6.00%) for the Police/Fire PERS fund members, effective July 14, 2023. In accordance with Nevada Revised Statute (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%) and three percent (3.00%) respectively. 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:

The last Council action that formally amended the Municipal Court Employee group's salary schedule was Resolution No. 9051 on July 20, 2022, which provided for a 2.5% cost-of-living increase retroactively to July 1, 2022.

Discussion:

Since 2015, the Municipal Court Employee group has received salary increases corresponding to the increases received by their counterparts in the City's Unrepresented, Mid-Management, and Management employee groups. The City Manager has requested that an amended salary schedule for Municipal Court employees be brought to Council for review and approval.

Pursuant to Reno Municipal Code Section 2.014.020, salary schedules and benefit levels for all City employees not represented under collective bargaining agreements or employee-management contracts are to be set forth in City Council resolutions. The City Manager is responsible for salary administration, determining and establishing the salaries paid under the salary schedules. Pursuant to Municipal Code Section 2.16.025, the Reno Municipal Court determines the terms of employment of its employees, provided its determinations are consistent with the money appropriated in the budget.

The Municipal Court Employee group consists of 46 employees. An amended salary schedule for the group would result in its employees receiving a cost-of-living increase of two and one-half percent (2.5%) for classifications in the Regular PERS fund or three and five-eighths percent (3.625%) for classifications in the Police/Fire PERS fund (Marshal, Marshal Sergeant, and Chief Marshal classifications), effective July 14, 2023.

In addition to the increases, there is also a salary reduction for this group of employees equal to 1.875% for Regular PERS fund members, and 3% for Police/Fire PERS fund members 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 cost of the net 0.625% increase for the period of July 14, 2023 through June 30, 2024 adds \$210,170 to the cost of the salaries of the employees in this group.

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 Municipal Court Salary Schedule.

Proposed Motion:

I move to approve staff recommendation.

Attachments:

Muni Court Resolution

Muni Court Salary Schedule Effective 7-14-23