



C I T Y O F
RENO
Memorandum

DATE: March 11, 2025
TO: Mayor and City Council
THROUGH: Jackie Bryant, City Manager
FROM: Jesse Puett, Labor Relations Manager
DEPT: Human Resources
SUBJECT: 2025 Collective Bargaining Process

The International Association of Firefighters Local 731 (IAFF) contract with the City of Reno (City) will expire in June 2025. In February, IAFF notified the City of its intent to open contract negotiations. The contract negotiations will begin this month. This memo is provided as a brief background for those discussions and to introduce the labor negotiations process. The goal of this process is to arrive at a mutually agreed upon collective bargaining agreement (CBA).

Nevada Revised Statutes (NRS) 288 is the guiding statute for the labor negotiations process and governs relations between governments and public employees. Further, NRS 288 establishes the Employee-Management Relations Board, which:

- Conducts hearings;
- Makes rules governing certain procedures like fact-finding and recognition of employee organizations;
- Makes determinations of bargaining units; and
- Hears complaints and prohibited practice issues (such as unfair labor practices).

Nevada is a limited-scope state regarding bargaining and as such, subjects of bargaining are predefined. The list defined in NRS 288 has 23 items. While some items do not apply to the City of Reno, prominent examples include:

- Salary/wage rates;
- Paid/nonpaid leaves;
- Discharge and disciplinary procedures;
- Hours of work;
- Procedures for a reduction in force (RIF); and
- The duration of the CBA.

As a result, items not listed in NRS 288 are a permissive subject of bargaining and are not required to be bargained.¹ Some examples of these permissive subjects are:

- Hiring, directing, assigning, or transferring an employee, except as a matter of discipline;
- A reduction in force (RIF) because of lack of work or lack of money (however, the procedures of performing the layoff are mandatory);
- Staffing levels;
- Quantity/quality of services offered to the public;
- Means/methods of offering services; and
- The safety of the public.

In an ideal setting, the negotiations process is comprised of these five basic steps:

1. A request is made, by either the bargaining group or the City, to open negotiations. This request must be made by February 1;
2. The parties conduct negotiations;
3. The parties reach a tentative agreement;
4. The bargaining group ratifies the agreement; and
5. The governing body approves the CBA.

The City's negotiation team is comprised of Chief Negotiator Jesse Puett, Co-Lead Negotiator Cody Freeman (HR Business Partner), Co-Lead Negotiator Anthony Hall (Simons, Hall, and Johnston), City Management Support Norma Santoyo, and Finance Support Vicki Van Buren. Any communication related to negotiations should go to Jesse Puett, who will distribute information accordingly. Beginning in March, the negotiation team will meet regularly with Council in confidential negotiations sessions to discuss priorities, parameters, and updates on the status of bargaining through to the end of the negotiations process. Below is a chart depicting the status of all CBAs at the City of Reno.

¹ In some cases, these items can become subjects of bargaining if the City and the labor group agree to bargain those items.

CBA	Labor Group	Membership	Contract Term Start	Contract Term End	Has Labor Group Reached Out to regarding the PERS reopener clause?
Local 39 Non-Supervisory	International Union of Operating Engineers (IUOE)	444	07/01/2024	06/30/2026	Yes, declined to reopen.
Local 39 Supervisory	IUOE Supervisory	63	07/01/2024	06/30/2026	Yes, declined to reopen.
RAPG-Pro	Administrative/Professional Group	101	07/01/2024	06/30/2027	Yes, declined to reopen.
RAPG-Admin	Administrative/Professional Group	27	07/01/2024	06/30/2027	Yes, declined to reopen.
RPPA	Police Protective Association	298	07/01/2024	06/30/2027	No (no deadline in CBA)
RPSAE Sgt	Police Supervisory/Administrative Employees Sergeants	43	07/01/2024	06/30/2027	No (no deadline in CBA)
RPSAE Lt	Lieutenants	12	07/01/2024	06/30/2027	No (no deadline in CBA)
RPSAE PC	Police Captains	4	07/01/2024	06/30/2027	No (no deadline in CBA)
IAFF, Local 731	International Association of Firefighters Local 731	311	07/01/2024	06/30/2025	N/A
RFDA	Fire Administrators Association	17	07/01/2024	06/30/2027	No, deadline passed.
	TOTAL UNION EMPLOYEES	1,320			
	TOTAL UNREPRESENTED EMPLOYEES	766			