



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT

Board Meeting Date: March 31, 2020

DATE: March 21, 2020
TO: Truckee Meadows Fire Protection District Board of Fire Commissioners
FROM: Charles A. Moore, Fire Chief
Phone: (775) 328-6123 Email: cmoore@tmfpd.us
SUBJECT: Recommendation to approve a Settlement Agreement between Truckee Meadows Fire Protection District and IAFF Local 2487 to pay an amount not to exceed \$450,000 which represents a flat percentage of earnings due and which continue to accrue in accordance with the Collectively Bargain Agreements (CBA) for the Non-supervisory group dated 2018-2019 and 2019-2022 and the Supervisory group dated 2019 – 2022. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve a Settlement Agreement between Truckee Meadows Fire Protection District and IAFF Local 2487 to pay an amount not to exceed \$450,000 which represents a flat percentage of earnings due and which continue to accrue in accordance with the CBA's for the Non-supervisory group dated 2018-2019 and 2019-2022 and the Supervisory group dated 2019 – 2022.

PREVIOUS ACTION

On May 21, 2019, the BOFC approved a retroactive collective bargaining agreement between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 for a one year term, and authorized the execution of a resolution augmenting the Truckee Meadows Fire General Fund Salaries Expense Account from the Truckee Meadows Fire Protection District General Fund Contingency Account in the amount of \$265,000.

On August 27, 2019, the BOFC approved a retroactive collective bargaining agreement between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Non-Supervisory Unit for a three-year term effective July 1, 2019.

On August 27, 2019, the BOFC approved a retroactive collective bargaining agreement between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Supervisory Unit for a three-year term effective July 1, 2019.

BACKGROUND

The District started a new payroll system in 2019. Wages earned through December 9, 2018 were paid through the Washoe County payroll system, SAP. Wages earned from December 10, 2018 were paid through a new payroll system, Kronos.

The IAFF Local 2487 union negotiations for non-supervisory group for the year starting July 1, 2018 through June 30, 2019 was approved by the BOFC in May 2019. Before the wage changes in this new contract could be programmed into the payroll systems, the following union negotiations for both the supervisory group and the non-supervisory group starting July 1, 2019 were approved in August 2019. The new contracts increased wages, changed how incentive longevity was calculated, and created new education and certification incentives. The result was a very complex retroactive pay calculation for wages earned for close to a year.

The District worked with Washoe County to recalculate wages through December 9, 2018 in SAP. This portion of the retroactive payment due was paid to the applicable employees in August 2019.

The new payroll system, Kronos was significantly more difficult to reprogram. In May 2019, the District had contacted the new payroll software provider to reprogram the payroll software to include the new pays expected from the CBA agreement. The payroll software provider did not assign a programmer to the District until August 2019.

The District worked with the payroll provider for many months to reprogram the system with the COLAs, new certifications, and incentive longevity, which all impact how weighted average overtime is calculated. In October 2019, the District agreed to provide a \$500 advance toward the retroactive pay due each member. All changes were entered into the payroll system, and employees were paid in accordance with their active contract as of November 10, 2019. The next step was to apply these changes to past wages and determine the difference. As of late January 2020, the software provider was unable to complete the task.

On February 4, 2020, representatives for the Fire District and both units of Local I.A.F.F. 2487 met to discuss settlement with respect to payments due under the CBA. The parties agreed to settle the issues as follows:

- The parties negotiated a flat rate of 2.5% on all salaries paid (except longevity) for time worked from 12/10/18 to 11/10/19 for the nonsupervisory group and from 7/1/19 to 11/10/19 for the supervisory group.
- The settlement is to include any interest owed to the employees for the timing of the retroactive payment from the date the CBA was settled.
- The \$500 advance would be considered an additional payment and repayment would not be offset against the 2.5% flat rate.
- A flat percentage step-increase for anyone whose step was held due to non-settled negotiations for all wages paid/worked during the period their step was applied before the 2.5% flat rate.
- Any overpayments not yet repaid were removed

This settlement was considered by both parties as a fair agreement because it provides the employees a slightly larger payment than the approved COLAs that have not yet been paid and provides a timely payment to the employees. This settlement saves the District time in continuing to calculate the exact retro payment due on complex salaries not approved to in the CBA until almost 1 year after the end of the previous contract expired. This additional payments to the employees will offset interest owed under Nevada law and costs to hire an independent auditor to review the retro payment for accuracy.

FISCAL IMPACT

The fiscal impact is estimated at \$429,000 and approximates the cost estimated for salaries within the fiscal year 2020 budget.

RECOMMENDATION

It is recommendation to approve a Settlement Agreement between Truckee Meadows Fire Protection District and IAFF Local 2487 to pay an amount not to exceed \$450,000 which represents a flat percentage of earnings due and which continue to accrue in accordance with the CBA's for the Non-supervisory group dated 2018-2019 and 2019-2022 and the Supervisory group dated 2019 – 2022.

POSSIBLE MOTION

Should the Board agree with staff' recommendation, a possible motion could be:

“I move to approve a Settlement Agreement between Truckee Meadows Fire Protection District and IAFF Local 2487 to pay an amount not to exceed \$450,000 which represents a flat percentage of earnings due and which continue to accrue in accordance with the CBA's for the Non-supervisory group dated 2018-2019 and 2019-2022 and the Supervisory group dated 2019 – 2022.”