

Side Letter Agreement  
Truckee Meadows Fire Protection District  
And  
Local I.A.F.F. 2487 Supervisory Unit and  
Non-Supervisory Unit

On February 4, 2020, representatives for the Fire District and both units of Local I.A.F.F. 2487 (Parties) met to discuss issues related to the current non-supervisory and supervisory collective bargaining agreements (CBA). At issue was the retroactive payment of the agreed upon salary increases in Articles 13 (Salary) and Appendix A of both the non-supervisory and supervisory agreements.

In lieu of filing a Grievance, the parties have agreed to the following:

1. According to Appendix A (Salary Schedule) of non-supervisory and supervisory CBA, a pay increase was to take effect on July 1, 2019.
2. SAP was updated and a portion of the retroactive pay for hours worked from July 1, 2019 through December 9, 2019 was processed and paid on August 5, 2019.
3. As of the February 4, 2020 meeting, the payroll software Workforce Ready (WFR) had limitations calculating the agreed upon increase and other payments for hours worked from December 10, 2019 forward as follows:
  - 3a. Workforce Ready was reprogrammed with all current rates and incentives and including changes to Weighted average Overtime (OT) as of 11/10/19. Therefore, all payments from there forward were correct.
  - 3b. Regular pays (non-overtime) were corrected in WFR on 5/13/19 for the year ending 6/30/19 and the agreement approved by the BOFC on 5/21/19 which included a COLA of 2.5%.
  - 3c. Regular pays (non-overtime) were corrected in WFR on 9/16/19 for the year ending 6/30/20 and the agreements approved by the BOFC on 8/27/19 which included a COLA of 1.5%.

3d. A \$500 per member advance toward the retroactive pay owed was paid on October 28, 2019 to members of the non-supervisor group.

3e. All longevity has been paid at the correct rate.

4. The parties agreed to settle the issues as follows:

4a. The parties negotiated a flat rate of 2.5% on all salaries paid (except longevity) for time worked from 12/10/18 – 11/10/19 for the non-supervisory group and from 7/1/19 to 11/10/19 for the supervisory group. The amounts are set forth in Attachment A.

4b. 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.

4c. The \$500 advance would be considered an additional payment and repayment would not be offset against the 2.5% flat rate set forth in Attachment A.

4d. 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.

4e. Any overpayments not yet repaid were removed.

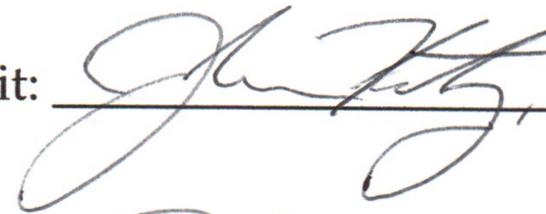
5. This settlement was considered by both parties as a fair agreement because it provides the employees a slightly larger payment than the approved COLAs that have not yet been paid and provides a timely payment to the employees.

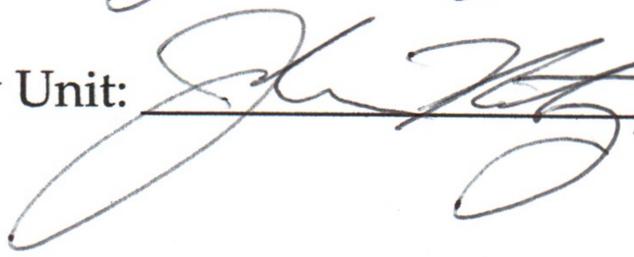
6. This settlement saves the District time in continuing to calculate the exact retro payment due on complex salaries not approved to in the CBA until almost 1 year after the end of the previous contract expired.

7. 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.

8. This agreement is effective: March 20, 2020

For the Fire District: \_\_\_\_\_

For the Local I.A.F.F. 2487 Supervisory Unit:  PRESIDENT

For the Local I.A.F.F. Non-Supervisory Unit:  PRESIDENT