



# TRUCKEE MEADOWS FIRE PROTECTION DISTRICT

## STAFF REPORT

Board Meeting Date: May 21, 2019

**DATE:** April 25, 2019

**TO:** Truckee Meadows Fire Protection District Board of Fire Commissioners

**FROM:** Charles A. Moore, Fire Chief  
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**SUBJECT:** Recommendation to approve 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 if approved, authorize the Chairman to sign on behalf of the Board and to authorize 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. (All Commission Districts) FOR POSSIBLE ACTION

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### SUMMARY

Recommendation to approve 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 if approved, authorize the Chairman to sign on behalf of the Board.

### PREVIOUS ACTION

October 28, 2014, The Board of Fire Commissioners approved a collective bargaining agreement ("CBA") between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 3895 for a four year term.

September 19, 2017, pursuant to an economic re-opener in the 2014-2018 CBA, the Board approved a 6% Salary Adjustment in base wage effective July 1, 2017 and a 1% Salary Adjustment in base wage effective January 1, 2018.

November 13, 2018, The Board of Fire Commissioners approved the settlement agreement between IAFF Local 2487 and Truckee Meadows Fire Protection District in the approximate amount of \$35,000 and to authorize 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 \$35,000.

### BACKGROUND

In January of 2018 the District and Union began negotiations for a successor agreement to the 2014-2018 collective bargaining agreement ("CBA") which concluded in April of 2019. All of the changes to

the previous agreement are attached to this report with a red-lined copy showing those changes. While many of the changes were to administrative or legal matters there were also increases in several economic Articles, the more significant of which are summarized below:

One-Year Term: Effective July 1, 2018, and shall continue until June 30, 2019.

Staffing: Continues the flexible staffing model, including minimum 3 person engine companies.

Salaries: Includes 2.5% cost of living increases.

Career Incentive: Reduce the years of service from eight (8) years to five (5) years for eligibility, change the calculation from .25% for each year of service to .5% for each year of service and change the maximum cap from 6.25% to 10% or \$10,000 whichever is lesser.

Retirement: Includes an annual contribution to a Post-Employment Health Plan of \$2,500 per employee for employees hired with the District after July 1, 2014; a one-time contribution of \$1,000 for employees hired prior to July 1; and an annual contribution to the Plan of \$120 per employee for all employees in subsequent years for administrative costs.

Sick Leave: Change the payout conversion for accrued sick leave on retirement to payment into a Post-Employment Health Plan by increasing the minimum age from 10 years to 20 years, and gradually increasing payouts, starting at 75% of accrued sick at 20 years of District Service to 100% with 25 years of district service.

## **FISCAL IMPACT**

The estimated fiscal year 18/19 impact of the Collective Bargaining Agreement is approximately \$954,000 broken down as follows:

Salaries: Increase of approximately \$408,000 over FY17/18, including the increase contributions to PERS.

Career Incentive: Increase of approximately \$373,000 over FY17/18, including the increase contributions to PERS.

Retirement: Increase of approximately \$173,500 over FY17/18.

Sick Leave: Increase in the unfunded liability for compensated absences by approximately \$302,000 for sick leave payouts.

The District's FY18/19 budget included an approximate salaries and benefits increase related to 2487 negotiations of \$590,000. The remaining \$364,000 increase is expected to be paid from contingency of \$265,000 and \$99,000 from salary savings due to vacant positions.

**RECOMMENDATION**

Staff recommends the approval of 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 if approved, authorize the Chairman to sign on behalf of the Board and to authorize 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.

**POSSIBLE MOTION**

Should the Board agree with staff's recommendation a possible motion would be:

*"I move to approve 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 if approved, authorize the Chairman to sign on behalf of the Board and authorize 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."*