



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT

Board Meeting Date: May 4, 2021

DATE: April 16, 2021

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 correction of a cost of living adjustment (COLA) and a PERS salary adjustment for unclassified, non-represented confidential and administrative employees, presented to and approved by the Board on April 6, 2021. The correction would be amending language stating: PERS has notified the District that there is a scheduled rate increase planned for July of 2021. The increase is going from 29.25% to 29.75% for Regular members, and from 42.50% to 44.00% for Police/Fire members. Staff is recommending that a 3.25% COLA be offered to unclassified, non-represented confidential and administrative employees thereby reducing the COLA to a net of 3% to follow PERS Employer-Pay Contribution guidance of the employer paid plan by splitting the increase between the employer and the employee. For FY21/22 the increase is .50% therefore this increase should be split evenly amongst the District and the employees by .25% each thereby resulting in a net COLA increase of 3%. (All Commission Districts)
FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve a correction of a cost of living adjustment (COLA) and a PERS salary adjustment for unclassified, non-represented confidential and administrative employees, presented to and approved by the Board on April 6, 2021. The correction would be amending language stating: PERS has notified the District that there is a scheduled rate increase planned for July of 2021. The increase is going from 29.25% to 29.75% for Regular members, and from 42.50% to 44.00% for Police/Fire members. Staff is recommending that a 3.25% COLA be offered to unclassified, non-represented confidential and administrative employees thereby reducing the COLA to a net of 3% to follow PERS Employer-Pay Contribution guidance of the employer paid plan by splitting the increase between the employer and the employee. For FY21/22 the increase is .50% therefore this increase should be split evenly amongst the District and the employees by .25% each thereby resulting in a net COLA increase of 3%.

PREVIOUS ACTION

April 6, 2021 the Board approved a 3% cost of living adjustment and PERS salary adjustment for unclassified, non-represented confidential and administrative employees that follows the TMFPD Supervisory Unit Collective Bargaining Agreement effective July 1, 2021 and going forward until rescinded.

BACKGROUND

During the implementation and review of PERS guidelines it was discovered that PERS requires specific language for the PERS salary adjustment per the Employer-Pay Contribution (EPC) Compensation Schedule Adjustments as follows:

If on the effective date of the contribution rate increase:

1. Regular members are not receiving a pay increase, your current EPC compensation schedule should be reduced by .25%. The member in this case is paying his portion of the rate increase by salary reduction.
2. Regular members are scheduled to receive a pay increase of .25% this will offset the increase in the contribution rate. The member in this case is paying his portion of the rate increase in lieu of an equivalent pay increase.
3. Regular members are receiving a pay increase greater than .25%
 - a. First, raise your current EPC compensation schedule by the percentage or dollar amount of the pay increase, then,
 - b. Reduce the schedule by .25%.

This staff report will satisfy the District's intent to align COLA's and PERS adjustments of unclassified, non-represented confidential and administrative employees with the Local 2487 Supervisory Collective Bargaining Contract while ensuring compliance with PERS implementation of rate changes in contribution rates.

FISCAL IMPACT

There is no fiscal impact with this correction. As presented on April 6, 2021, there are currently ten employees in the impacted group. The estimated annual fiscal difference from the current policy is \$12,500.

RECOMMENDATION

It is recommended that the Board approve a correction of a cost of living adjustment (COLA) and a PERS salary adjustment for unclassified, non-represented confidential and administrative employees, presented to and approved by the Board on April 6, 2021. The correction would be amending language stating: PERS has notified the District that there is a scheduled rate increase planned for July of 2021. The increase is going from 29.25% to 29.75% for Regular members, and from 42.50% to 44.00% for Police/Fire members. Staff is recommending that a 3.25% COLA be offered to unclassified, non-represented confidential and administrative employees thereby reducing the COLA to a net of 3% to follow PERS Employer-Pay Contribution guidance of the employer paid plan by splitting the increase between the employer and the employee. For FY21/22 the increase is .50% therefore this increase should be split evenly amongst the District and the employees by .25% each thereby resulting in a net COLA increase of 3%.

POSSIBLE MOTION

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

"I move to approve a correction of a cost of living adjustment (COLA) and a PERS salary adjustment for unclassified, non-represented confidential and administrative employees, presented to and approved by the Board on April 6, 2021. The correction would be amending language stating: PERS has notified

the District that there is a scheduled rate increase planned for July of 2021. The increase is going from 29.25% to 29.75% for Regular members, and from 42.50% to 44.00% for Police/Fire members. Staff is recommending that a 3.25% COLA be offered to unclassified, non-represented confidential and administrative employees thereby reducing the COLA to a net of 3% to follow PERS Employer-Pay Contribution guidance of the employer paid plan by splitting the increase between the employer and the employee. For FY21/22 the increase is .50% therefore this increase should be split evenly amongst the District and the employees by .25% each thereby resulting in a net COLA increase of 3%."