



**TRUCKEE MEADOWS FIRE PROTECTION DISTRICT
STAFF REPORT**

Board Meeting Date: January 7, 2025

DATE: December 18, 2024
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 Amendment NO. 3 to an Employment Agreement between Truckee Meadows Fire Protection District and Loren D. Way, Deputy Chief, to extend the current contract term from August 15, 2025, to March 31, 2030, and to reflect clarification on pay during emergency incidents, to create a dollar cap on longevity pay, and to update PERS contribution rates and retiree health benefits. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve Amendment NO. 3 to an Employment Agreement between Truckee Meadows Fire Protection District (TMFPD) and Loren D. Way, Deputy Chief, to extend the current contract term from August 15, 2025, to March 31, 2030, and to reflect clarification on pay during emergency incidents, to create a dollar cap on longevity pay, and to update PERS contribution rates and retiree health benefits.

PREVIOUS ACTION

January 21, 2020, the Board of Fire Commissioners approved a three-year Employment Agreement between TMFPD and Dale Way.

October 6, 2020, the Board of Fire Commissioners approved an amendment to the Employment Agreement between the District and Loren D. Way, Deputy Chief, to provide “Call Back-Pay” or “Compensatory Time” when Deputy Chief Way is required to respond to emergency situations outside of his 40-hour workweek retroactively effective to July 1, 2020.

September 6, 2022, the Board retroactively approved Amendment NO. 2 to an Employment Agreement between the District and Loren D. Way, Deputy Chief, to extend the current contract term from December 31, 2023, to December 31, 2025, reflecting a new annual Salary of \$217,672.00 and clarify vacation accrual rates and time frames effective July 1, 2022.

BACKGROUND

Chief Way is currently the Deputy Chief of Fire Prevention for TMFPD. The position supervises the employees within the Fire Prevention Division and is responsible for investigations related to fires within our district.

TMFPD and Chief Way desire to extend the current contract to March 31, 2030, at its current annual salary of \$217,672.60 with the following additional changes:

- Capping the 5% annual merit option to three for the term of the employees contract.
- Adding the ability to earn straight time to respond to emergencies outside of a 40-hour workweek.
- Adding longevity with a cap payout of \$26,000.
- Including a provision to split the Nevada State Public Employees Retirement System (NV PERS) contribution as follows: The district shall absorb 100% of the contribution rate of up to a 2% increase, and the district will split equally the remaining increase above 2% in the same manner as the other non-represented employees of the district. Currently, the district absorbs 100% of all contributions.
- Including a retiree health benefits package that allows 60% employer (Employee only) paid health benefit package at ten years of service with the District and 100% employer paid (Employee only) at twenty years of service with the District until reaching Medicare age.
- Revised provision for payouts of leave balances to add a cap of 2500 hours total.

These changes align the contract more closely to the Deputy Chief of Operations and are more in alignment with benefits offered to the non-represented employees of the district.

FISCAL IMPACT

The estimated total annual cost impact over the current agreement is an increase of approximately \$10,200 in fiscal year 2025-2026 (FY25/26) over the current contract.

The total estimated FY25/26 cost for employee salaries and benefits is \$414,400.

RECOMMENDATION

It is recommended the Board approve Amendment NO. 3 to an Employment Agreement between TMFPD and Loren D. Way, Deputy Chief, to extend the current contract term from August 15, 2025, to March 31, 2030, and to reflect clarification on pay during emergency incidents, to create a dollar cap on longevity pay, and to update PERS contribution rates and retiree health benefits

POSSIBLE MOTION

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

“I move to approve Amendment NO. 3 to an Employment Agreement between Truckee Meadows Fire Protection District and Loren D. Way, Deputy Chief, to extend the current contract term from August 15, 2025, to March 31, 2028, and to reflect clarification on pay during emergency incidents, to create a dollar cap on longevity pay, and to update PERS contribution rates and retiree health benefits.”