

**BOARD OF FIRE COMMISSIONERS
TRUCKEE MEADOWS FIRE PROTECTION DISTRICT**

TUESDAY

9:00 a.m.

NOVEMBER 27, 2018

PRESENT:

Marsha Berkbigler, Chair

Kitty Jung, Vice Chair

Bob Lucey, Commissioner

Vaughn Hartung, Commissioner

Jeanne Herman, Commissioner

Nancy Parent, County Clerk

Charles Moore, Fire Chief

David Watts-Vial, Deputy District Attorney

The Board convened at 9:00 a.m. in regular session in the Commission Chambers of the Washoe County Administration Complex, 1001 East Ninth Street, Reno, Nevada. Following the Pledge of Allegiance to the flag of our Country, the Clerk called the roll and the Board conducted the following business:

18-193F AGENDA ITEM 3 Public Comment.

There was no response to the call for public comment.

18-194F AGENDA ITEM 4 Announcements/Reports.

Truckee Meadows Fire Protection District Chief Charles Moore announced the District won a First Responder of the Year award from the Nevada Donors Network recognizing staff's referral of several decedents to the Network. He praised Captain Chris Black for his work on the program.

Chief Moore requested the agenda be taken out of order and the Board adjourn to a closed session following this item.

Commissioner Jung lauded Chief Moore and his staff for the award. She requested he notify the County's legislative delegation and Reno Mayor Hillary Schieve, who championed the project.

Deputy District Attorney David Watts-Vial estimated the closed session would take about 15 minutes.

AGENDA ITEM # 5A

18-195F **AGENDA ITEM 6** Possible Closed Session pursuant to NRS 288.220 for the purpose of discussing with management representatives labor matters and negotiations.

9:04 a.m. On motion by Commissioner Hartung, seconded by Commissioner Lucey, which motion duly carried, it was ordered that the meeting recess to a closed session for the purpose of discussing with management representatives labor matters and negotiations.

9:27 a.m. The Board reconvened with all Commissioners present

18-196F **AGENDA ITEM 5** Discussion and possible approval of a Health Benefits Program for District employees, dependents and retirees and authorize the Chair of the Board of Fire Commissioners to execute all insurance contracts and service agreements pertinent to the approved Health Benefits Program. (All Commission Districts)

Deputy District Attorney David Watts-Vial pointed out public comment should have been called on Agenda Item 6 because it was an action item.

Chair Berkbigler said there were no public comment requests for Item 6.

Truckee Meadows Fire Protection District (TMFPD) Chief Charles Moore stated staff recommended renewal of the existing health plan including current copays, deductibles, and health savings account (HSA) contributions for those employees who chose the high deductible health plan (HDHP). He noted the TMFPD and the union had negotiated over the prior year but had not reached an agreement, and further there was a time constraint to renew the plan by January 1, 2019. He indicated staff believed the union wanted renewal along with additional HSA contributions. He said the Board's options were to renew the plan as it existed, to consider the union's request for additional HSA contributions, or to pass some measure in the middle.

Chair Berkbigler asked whether the District historically renewed HSA contributions at the same time as the insurance plan. Chief Moore responded the HSA plan had only been in place for two years but the aggregate amounts had stayed the same.

On the call for public comment, Mr. Ian Satterfield, Local #2487 President, agreed the union met with the District 11 times but miscommunication toward the end led to the disparity. He said both sides agreed on the benefits and savings of moving employees from the preferred provider organization (PPO) plan to the HSA plan; they also agreed to educate employees of those benefits. He stated Local #2487 voted to maintain the renewal plan as it existed. He explained historically the aggregate cost of the HSA plan was cost-neutral to the PPO plan, meaning if costs for the PPO plan went up, the HSA plan would go up at the same rate. He said this was agreed to verbally but not in writing. He said the union requested the increase of HSA contributions as well as the renewal of the PPO plan. He added that cost increase would equal \$20 per employee.

Commissioner Jung asked whether Mr. Satterfield agreed with staff's recommendation to approve the plan to include the contribution as outlined in the staff report. Mr. Satterfield said the union agreed with the recommendation to renew the PPO health benefit plan with an increase to the HSA contribution as outlined in the fiscal impact note.

When Commissioner Jung remarked that would not be cost-neutral, Mr. Satterfield said historically the District aligned the plans in such a way that it would be cost-neutral to the employee. Commissioner Jung retorted that would not be cost-neutral to the organization. Mr. Satterfield concurred but said historically it was structured to provide the same benefit to employees whether they chose the PPO or the HSA plan; otherwise the employees with the PPO plan would receive a better benefit.

Commissioner Jung cautioned against not putting verbal agreements in writing. Mr. Satterfield responded they were in negotiations and the union had an offer on the table requesting a written agreement.

When asked for clarification about the cost-neutral aspect, Washoe County Benefits Manager Ashley Berrington explained the current structure was the HDHP's annual deductible plus the District's HSA contribution equaled the PPO plan's premium.

Commissioner Jung said the Board should follow staff's recommendation because the District's insurance was going to run out. All sides should continue working towards a true cost-neutral agreement or a palatable cost increase.

Chair Berkbigler expressed concern about the cost-neutral label when it would actually cost the District considerably more money.

Commissioner Hartung stated he would not support the item. He stated the Board of County Commissioners moved 2,800 employees to the Prominence Health Insurance in good faith. He thought this item could allow other groups to take issue with the plans offered. He felt there was no good-faith bargaining and the union's position was not in the spirit of compromise.

Chair Berkbigler asked whether Commissioner Hartung would not support renewal at all. Commissioner Hartung replied he would not support an 11.12 percent cost increase in the plan. Chair Berkbigler asked whether he would support the plan's renewal as it currently existed. Commissioner Hartung answered that would be impossible.

Chair Berkbigler asked what would happen if the District did not have insurance in January. Commissioner Hartung said that would be a question the legal department would have to answer. He felt the union's request would push the system to its maximum while other employees in the process agreed to a plan that would reduce the cost to the County despite having to make significant changes to do so. He thought they needed to take a step backwards in fairness to the other bargaining groups.

Mr. Watts-Vial reminded the Board that the County bargained with each of its bargaining units which were not related to the TMFPD's bargaining units. Funding for County employees came out of the General Fund while funding for TMFPD employees was sourced from different revenues. The groups were not related. He commented Washoe County employees all had the same contract term which discussed an insurance negotiating committee, made up of members from each association and a member of management. He said if the result of a vote was that the employees wanted one plan and management wanted another, the contract provided for a separate dispute resolution process. The contract with Local #2487 did not have the exact formation of an insurance negotiating committee; the parties themselves had to negotiate. Here they set up their own committees and negotiated through them. He stressed the processes were different and funding was different for the TMFPD than for any other County agencies.

Commissioner Jung reminded Ms. Berrington she had once suggested bringing TMFPD employees under the County's policy as a way to combat the large cost increase. She said that would have been more expensive for the District and the insurance company did not want that scenario. She felt it was not a fair comparison because the agencies had different funding sources and bargaining units. She said she was prepared to make a motion to maintain the status quo and continue working on a new plan.

Commissioner Jung asked how many years this would be in effect, to which Chief Moore replied one year.

Chief Moore offered to quantify the differences between the current HSA contribution and what the union was requesting. Chair Berkbigler said the staff report was clear. She summarized there would be a \$158,000 cost increase if the plan were renewed with no changes, and the increase would be \$1,922,000 if the Board approved the additional HSA contributions requested by the union. She added she could not support the latter option.

On motion by Commissioner Jung, seconded by Commissioner Lucey, which motion duly carried on a 4-1 vote with Commissioner Hartung voting "no", it was ordered that the status quo be maintained for one year while staff continued to work on a new plan.

18-197F AGENDA ITEM 7 Announcements/Reports.

There were no announcements or reports.

18-198F AGENDA ITEM 8 Public Comment.

There was no response to the call for public comment.

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9:44 p.m. There being no further business to discuss, the meeting was adjourned without objection.

MARSHA BERKBIGLER, Chair
Truckee Meadows Fire
Protection District

ATTEST:

NANCY PARENT, Washoe County Clerk
and Ex-Officio Clerk, Truckee Meadows
Fire Protection District

Minutes Prepared By:
Derek Sonderfan, Deputy County Clerk