



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT

STAFF REPORT

Board Meeting Date: June 18, 2019

DATE: June 1, 2019

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 Cost of Living Adjustments in base wage of 3% beginning July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021 for Unclassified Management, Non-Represented Confidential and Administrative Employees to include the following positions: Fire Chief, Deputy Fire Chief, Chief Fiscal Officer, HR Manager, Account Clerk and Communications Manager; The Communications Manager position will be excluded from the 2019 COLA as this position and salary was created to be effective July 1, 2019. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve Cost of Living Adjustments (COLA) in base wage of 3% beginning July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021 for Unclassified Management, Non-Represented Confidential and Administrative Employees to include the following positions: Fire Chief, Deputy Fire Chief, Chief Fiscal Officer, HR Manager, Account Clerk and Communications Manager; The Communications Manager position will be excluded from the 2019 COLA as this position and salary was created to be effective July 1, 2019.

PREVIOUS ACTION

October 22, 2013, the Board approved a 1% COLA in base wage effective July 1, 2013, a 1% PERS contribution in lieu of wage increase effective July 15, 2013, and a 1% COLA effective January 1, 2014 for Unclassified Management and Non-Represented Confidential and Administrative employees.

June 24, 2014, the Board approved a 1.5% COLA's in base wage effective July 1, 2014 and a 1% COLA in base wage effective January 1, 2015 for Unclassified Management and unrepresented Confidential and Administrative employees.

September 15, 2015, the Board approved a 3.0% COLA in base wage effective July 1, 2015 for Unclassified Management and Non-Represented Confidential and Administrative employees.

September 20, 2016, the Board approved a COLA's in base wage of 3% retroactive to July 1, 2016, 3.5% beginning July 1, 2017 and 2.5% beginning July 1, 2018 for the Unclassified Management, Non-Represented Confidential and Administrative Employees.

BACKGROUND

The Board of Fire Commissioners has in the past, adopted the same COLA's for unrepresented employees that has been approved for Washoe County Unclassified Management and Non-Represented Confidential employees.

The recommendation for salaries for these groups is a COLA's of 3% beginning July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021 for Unclassified Management, Non-Represented Confidential and Administrative Employees to include the following positions: Fire Chief, Deputy Fire Chief, Chief Fiscal Officer, HR Manager, Account Clerk and Communications Manager; The Communications Manager position will be excluded from the 2019 COLA as this position and salary was created to be effective July 1, 2019.

FISCAL IMPACT

The fiscal 2019/20 impact associated with this recommendation is estimated at \$23,000 and sufficient funding exists in the approved FY2019/2020 budget. The annual FY2020/21 and FY2021/22 fiscal impacts are estimated at \$19,000 and \$20,000 respectively and will be included in the FY2020/21 and FY2021/22 budgets.

RECOMMENDATION

It is recommended that the Board of Fire Commissioners approve a COLA's in base wage of 3% beginning July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021 for Unclassified Management, Non-Represented Confidential and Administrative Employees to include the following positions: Fire Chief, Deputy Fire Chief, Chief Fiscal Officer, HR Manager, Account Clerk and Communications Manager; The Communications Manager position will be excluded from the 2019 COLA as this position and salary was created to be effective July 1, 2019.

POSSIBLE MOTION

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

"I move to approve COLA's in base wage of 3% beginning July 1, 2019, 2.5% beginning July 1, 2020, and 2.5% beginning July 1, 2021 for Unclassified Management, Non-Represented Confidential and Administrative Employees to include the following positions: Fire Chief, Deputy Fire Chief, Chief Fiscal Officer, HR Manager, Account Clerk and Communications Manager; The Communications Manager position will be excluded from the 2019 COLA as this position and salary was created to be effective July 1, 2019."