



# TRUCKEE MEADOWS FIRE PROTECTION DISTRICT

## STAFF REPORT

Board Meeting Date: June 18, 2019

**DATE:** June 11, 2019

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

**FROM:** Charles A. Moore, Fire Chief  
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**SUBJECT:** Presentation on District and Union proposals offered during labor negotiations. This item is intended only to introduce proposals and costs associated with those proposals, seek clarification (if needed) and take public comment on proposals received from the Non-Supervisory Unit for salary increases of 2.5% on July 1, 2019 and January 1, 2020 at a cost of \$895,218; HRA Contribution increase from \$120 to \$2500 for pre-July 1, 2014 employees at a cost of \$168,980; and a Wet Team Specialty pay of 3% at a cost of \$117,269. Total cost of all Non-Supervisory Unit proposals including previous education incentive proposal is \$1,383,487. There will be no discussion on this item. (All Commission Districts)

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### SUMMARY

This item is a presentation on District and Union proposals offered during labor negotiations. This item is intended only to introduce proposals, seek clarification (if needed) and take public comment on. There will be no discussion on this item.

### PREVIOUS ACTION

On April 16, 2019, the Board asked for more information and possible recommendations on proposals made in labor negotiations, such that they be discussed and considered in open session, including a review of the possible financial and service level impacts of any proposals from either side.

On April 23, 2019, the Board discussed and approved a process to review with the bargaining team proposals made by the District and Union in public session, to take public comment on those proposals, and then move to closed session to discuss proposals, counter proposals, and to discuss negotiation strategy.

On May 21, 2019, in an open meeting, the Board received the initial economic proposals from the Non-Supervisory Unit of IAFF Local 2487 which were to provide 1.5% additional compensation for Union members who possess an Associate's Degree, 3% for Bachelor's Degree, and 4.5% total for members who possess both degrees.

The cost for the proposal was estimated at \$197,093.

### BACKGROUND

This is a standing item to allow the Board to review proposals made by the District and Union bargaining teams and to take public comment on the same.

Consistent with the Board's prior direction and desire that the public be allowed input while preserving the confidentiality of the District's bargaining strategy, staff recommends the Board receive the presentation and any proposals and take public comment without significant discussion or direction to its bargaining team, and that any such discussion or direction take place in the closed session.

### **PROPOSALS AND COSTING**

Non-Supervisory Unit IAFF Local #2487

- Salary increases of 2.5% on July 1, 2019 and 2.5% on January 1, 2020
  - Cost - \$895,000
  - Increase to previously presented education incentive \$4,927
- Increase to Health Retirement Account contribution from \$120 to \$2500 for Union employees hired prior to July 1, 2014
  - Cost - \$168,980
- Wet Team Specialty Pay 3%
  - Cost - \$117,269

Supervisory Unit IAFF Local #2487:

- No significant economic proposals.

TMFPD Economic Proposals:

- The District has not made any significant economic counter-offers.

### **UPCOMING NEGOTIATION SESSIONS**

The Parties mutually agreed to cancel and re-schedule a negotiation session set for Friday, June 14, 2019.

### **FISCAL IMPACT**

Total estimated cost to the District for all Non-Supervisory Unit proposals including \$202,020 for the education incentive pay brought forward at the May 21, 2019 BOFC meeting is \$1,383,487

### **RECOMMENDATION**

Staff recommends accepting the presentation.

### **POSSIBLE MOTION**

A possible motion could be:

*"I move to accept the presentation."*