



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT

STAFF REPORT

Board Meeting Date: July 16, 2019

DATE: June 11, 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: 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 new proposals received from the Non-Supervisory Unit of IAFF Local 2487 proposals for:

- Changes to the medical plan by requiring a High Deductible Plan with an HSA and a PPO Option with defined deductibles for the PPO, an HSA deposit of 75% of deductible at beginning of plan year, and defining the process for assigning Training Captains

- District counter offer for a .5% COLA July 1, 2019 (pursuant to the CBA, the District absorbs full increase of 2% to PERS); 2% July 1, 2020; Re-opener salary only 2021; \$1,000 per year for employees with a bachelor's degree in fire science or management; Wet Team incentive pay of 3% for 24 employees total; cap number of employees receiving HazMat incentive pay at 24; for a total estimated additional cost of \$171,377.
AND

A package proposal received by the Supervisory Unit of IAFF Local 2487 for:

- A 5% COLA July 1, 2019; 3% July 1, 2020; 3% July 1, 2021

- Additional incentive pays:

 - 3% Division Supervisor Pay

 - 3% Type III IC Fire

 - 1.5% Fire Officer III

 - 1.5% Associate's Degree

 - 3% Bachelor's Degree

 - Cap on all Incentive Pays of 12%

- Longevity Increase to .5% of base per year of District Seniority, cap of \$15,000

- Sick leave payout to PEHP (Post Employment Health Plan) at retirement:

 - 25 years - 100%

 - 24 years - 95%

 - 23 years - 90%

 - 22 years - 85%

 - 21 years - 80%

 - 20 years - 75%

- \$2500 per employee to a PEHP

For a total Estimated cost of all Supervisory Unit increases - \$654,465
There will be no discussion on this item. (All Commission Districts)

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.

June 18, 2019, The Board heard a presentation on District and Union proposals offered during labor negotiations. 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.

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:

1. New Proposals Since Last Meeting:
 - a. Medical Plan
 - i. Require High Deductible Plan with an HSA and a PPO Option
 1. PPO deductibles defined
 2. HSA District must deposit 75% of deductible at beginning of plan year
 - ii. Cost - Unknown
 - b. Defines the process for assigning Training Captains, requires Union participation at interview

- i. No Cost
- 2. Previous Proposals and Costs
 - a. Salary increases of 2.5% on July 1, 2019 and 2.5% on January 1, 2020
 - i. Cost - \$895,000
 - ii. Increase to previously presented education incentive \$4,927
 - b. Increase to Health Retirement Account contribution from \$120 to \$2500 for Union employees hired prior to July 1, 2014
 - i. Cost - \$168,980
 - c. Wet Team Specialty Pay 3%
 - i. Cost - \$117,269

TMFPD Counter-Proposals to Non-Supervisory Unit

- 1. .5% COLA July 1, 2019 (pursuant to the CBA, the District absorbs full increase of 2% to PERS); 2% July 1, 2020; Re-opener salary only 2021
 - o Estimated cost - \$96,512
- 2. \$1,000 per year for employees with a bachelor's degree in fire science or management
 - o Estimated cost - \$7,000
- 3. Wet Team 3% for 24 employees total, policy to address which employees receive based on rank, station assignment, other similar factors
 - o Estimated cost - \$117,269
- 4. HazMat cap employees at 24 total, policy to address which employees receive based on rank, station assignment, other similar factors
 - o Estimated cost - \$0
- 5. **Total estimated cost \$171,377.**

Supervisory Unit IAFF Local #2487:

- 1. The Supervisory Unit made the following package proposal:
 - a. 5% COLA July 1, 2019; 3% July 1, 2020; 3% July 1, 2021
 - i. Estimated cost - \$102,711
 - b. **Additional Incentive Pays:**
 - i. 3% Division Supervisor Pay
 - ii. 3% Type III IC Fire
 - iii. 1.5% Fire Officer III
 - iv. 1.5% Associate's Degree
 - v. 3% Bachelor's Degree
 - vi. Cap on all Incentive Pays of 12%
 - 1. Potential cost for additional incentives – \$165,421
 - c. Longevity Increase to .5% of base for each year of District Seniority cap of \$15,000
 - i. Estimated cost - \$77,610
 - d. Sick Leave Cashout at retirement
 - 1. 25 years - 100%
 - 2. 24 years – 95%
 - 3. 23 years – 90%
 - 4. 22 years – 85%
 - 5. 21 years – 80%
 - 6. 20 years – 75%
 - ii. Estimated cost \$283,725
 - e. \$2500 per employee to a PEHP (Post Employment Health Plan)
 - i. Estimated cost \$25,000

- **Total Estimated cost of all Supervisory Unit increases - \$654,465**

TMFPD Counter-Proposals:

- The District has not countered the Supervisory Unit package proposal.

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.

Total estimated cost to the District for TM Counter to Non-Supervisor Unit Proposals \$171,377.

Total estimated cost to the District for the Supervisor Unit Proposals is \$654,465.

RECOMMENDATION

Staff recommends accepting the presentation.

POSSIBLE MOTION

A possible motion could be:

"I move to accept the presentation."