



## TRUCKEE MEADOWS FIRE PROTECTION DISTRICT

### STAFF REPORT

Board Meeting Date: September 17, 2019

**DATE:** September 4, 2019

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

**FROM:** Charles A. Moore, Fire Chief  
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**SUBJECT:** Recommendation to approve a retroactive revised Salary Schedule to the IAFF Local 2487 Non-Supervisory Unit Agreement changing the Fire Prevention Specialist I, Fire Prevention Specialist II, Fire Mechanic and Fire Mechanic Logistics Assistant positions from a pay range to 5 preset pay steps. If approved, this change means that in lieu of receiving 5% annual merit pay increases within the high and low pay range, annual pay increases will generally occur at specified intervals ("steps") and in specified amounts. This change will not change the previously approved salary high and low range for each position, and if approved the step ranges will be effective July 1, 2019. (All Commission Districts) FOR POSSIBLE ACTION

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#### **SUMMARY**

Recommendation to approve a retroactive revised Salary Schedule to the IAFF Local 2487 Non-Supervisory Unit Agreement changing the Fire Prevention Specialist I, Fire Prevention Specialist II, Fire Mechanic and Fire Mechanic Logistics Assistant positions from a pay range to 5 preset pay steps. If approved, this change means that in lieu of receiving 5% annual merit pay increases within the high and low pay range, annual pay increases will generally occur at specified intervals ("steps") and in specified amounts. This change will not change the previously approved salary high and low range for each position, and if approved the step ranges will be effective July 1, 2019.

#### **PREVIOUS ACTION**

August 27, 2019, The Board approved a retroactive collective bargaining agreement between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Non-Supervisory Unit for a three year term.

#### **BACKGROUND**

This revised salary schedule changes only the Fire Prevention and Mechanic staff from pay ranges to pay steps leaving the high and low ranges for each position the same as outlined in "Exhibit A". In order to align the individual employees affected by this change to the new pay step scale, there may be a slight increase to their current hourly rate. The fiscal impact to the District is minimal as identified in the Fiscal impact

### **FISCAL IMPACT**

The fiscal year 19/20 impact of the amended salary schedule is an increase to the estimated cost for the negotiated agreement of approximately \$1,500 which is an increase of less than 1% of the previous estimate.

### **RECOMMENDATION**

Staff recommends the approval of a retroactive revised Salary Schedule to the IAFF Local 2487 Non-Supervisory Unit Agreement changing the Fire Prevention Specialist I, Fire Prevention Specialist II, Fire Mechanic and Fire Mechanic Logistics Asst. positions from a Pay Range to 5 preset Pay Steps effective July 1, 2019.

### **POSSIBLE MOTION**

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

*"I move to approve a retroactive revised Salary Schedule to the IAFF Local 2487 Non-Supervisory Unit Agreement changing the Fire Prevention Specialist I, Fire Prevention Specialist II, Fire Mechanic and Fire Mechanic Logistics Asst. positions from a Pay Range to 5 preset Pay Steps effective July 1, 2019."*