



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT

STAFF REPORT

Board Meeting Date: October 15, 2019

DATE: October 4, 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 a resolution to establish a Post-Employment Health Plan on behalf of the eligible employees of the District; and furthermore authorize the Fire Chief to execute, on behalf of the eligible employees of the District, a participation agreement with Nationwide Retirement Solutions, and authorizing Nationwide Retirement Solutions to act as the Administrator of the Plan and the agent of the District, and other such agreements and contracts as are necessary to implement and make payments to the Plan as outlined in and agreed to in the 2018-2019 Collective Bargaining Agreement with Local 2487 Non-Supervisory Unit and the 2019-2022 Collective Bargaining Agreements with Local 2487 Supervisory and Non-Supervisory Units. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve a resolution to establish a Post-Employment Health Plan on behalf of the eligible employees of the District; and furthermore authorize the Fire Chief to execute, on behalf of the eligible employees of the District, a participation agreement with Nationwide Retirement Solutions, and authorizing Nationwide Retirement Solutions to act as the Administrator of the Plan and the agent of the District, and other such agreements and contracts as are necessary to implement and make payments to the Plan as outlined in and agreed to in the 2018-2019 Collective Bargaining Agreement with Local 2487 Non-Supervisory Unit and the 2019-2022 Collective Bargaining Agreements with Local 2487 Supervisory and Non-Supervisory Units.

PREVIOUS ACTION

On May 21, 2019, the Board of Fire commissioners 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 one year term effective July 1, 2018.

On August 27, 2019, the Board of Fire commissioners approved retroactive collective bargaining agreements between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Supervisory and Non-Supervisory Units for a three year term effective July 1, 2019.

BACKGROUND

The District agreed to establish a Post-Employment Health Plan for members of Local 2487 in certain amounts depending upon a hire dates of employees as stipulated in labor agreements approved for July 1, 2018-2019 and July 2019-July 2022.

Employees hired with the District on or before July 1, 2014, will have a one-time contribution of \$1,000 made by the District to the employee's PEHP account for the fiscal year ending June 30, 2019; thereafter an annual contribution of \$120 will be made by the District to the employee's PEHP account. Employees hired with the District after July 1, 2014 will have an annual contribution of \$2,500 made by the District to the employee's PEHP account. The amount was increased to \$2,800 in the 2019-2022 agreement.

The Resolution, Agreement and Plan Documents are before the Board for approval, which establishes the plan and authorizes staff to make payments in certain amounts to certain employees as stipulated by the labor agreements. Local 2487 identified Nationwide Retirement Solutions as the Plan Administrator. Payments made to Nationwide are as a lump sum, which Nationwide disperses into individual accounts for each employee. Any associated fees are the responsibility of the employee.

The plan will also provide for tax sheltered payments of sick, comp and other leave accruals to the plan upon retirement of the employee, saving the employee money.

FISCAL IMPACT

There are no fees to the District associated with the contract. All fees will be paid from the members account. The annual contribution amounts were negotiated and included in the estimated cost of the accepted Collective Bargaining Agreements. Any additional cost will be minimal. The approval of this staff report allows the District to participate in the Plan by making previously approved contributions to the employees account.

RECOMMENDATION

Staff recommends approval of a resolution to establish a Post-Employment Health Plan on behalf of the eligible employees of the District; and furthermore authorize the Fire Chief to execute, on behalf of the eligible employees of the District, a participation agreement with Nationwide Retirement Solutions, and authorizing Nationwide Retirement Solutions to act as the Administrator of the Plan and the agent of the District, and other such agreements and contracts as are necessary to implement and make payments to the Plan as outlined in and agreed to in the 2018-2019 Collective Bargaining Agreement with Local 2487 Non-Supervisory Unit and the 2019-2022 Collective Bargaining Agreements with Local 2487 Supervisory and Non-Supervisory Units.

POSSIBLE MOTION

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

"I move to approve a resolution to establish a Post-Employment Health Plan on behalf of the eligible employees of the District; and furthermore authorize the Fire Chief to execute, on behalf of the eligible employees of the District, a participation agreement with Nationwide Retirement Solutions, and

authorizing Nationwide Retirement Solutions to act as the Administrator of the Plan and the agent of the District, and other such agreements and contracts as are necessary to implement and make payments to the Plan as outlined in and agreed to in the 2018-2019 Collective Bargaining Agreement with Local 2487 Non-Supervisory Unit and the 2019-2022 Collective Bargaining Agreements with Local 2487 Supervisory and Non-Supervisory Units.”