



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT

Board Meeting Date: September October 6, 2020

DATE: September 21, 2020
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 amend the Employment Agreement between Truckee Meadows Fire Protection District and Dale Way, Deputy Chief, to provide "Call Back-Pay" or "Compensatory Time" when Deputy Chief Way is required to respond to emergency situations outside of his 40-hour workweek. Any "Compensatory Time" or "Call-Back Pay" must be authorized by the Fire Chief. This Amendment shall be effective retroactively to July 1, 2020. (All Commission Districts) **FOR POSSIBLE ACTION**

SUMMARY

Recommendation to amend the Employment Agreement between Truckee Meadows Fire Protection District and Dale Way, Deputy Chief, to provide "Call Back-Pay" or "Compensatory Time" when Deputy Chief Way is required to respond to emergency situations outside of his 40-hour workweek. Any "Compensatory Time" or "Call-Back Pay" must be authorized by the Fire Chief. This Amendment shall be effective retroactively to July 1, 2020.

PREVIOUS ACTION

January 21, 2020, the Board approved a 3-year Employment Agreement between the District and Dale Way.

BACKGROUND

Statutory Authority: NRS 474.500: The Board of fire commissioners may appoint a district fire chief who is adequately trained and experienced in fire control. A district fire chief appointed pursuant to this subsection shall hire such employees as are authorized by the board, administer all fire control laws and perform such other duties as may be designated by the board of fire commissioners and the State Forester Firewarden.

Wildfire Season Required Extraordinary Response: The current Employment Agreement does not allow for compensation in excess for 40 hours worked. The 2020 fire season has been extraordinary for both frequency and incident duration. The District has responded to over 150 wildfires this calendar year, which have posed significant threats to the safety and property of our residents and resulted in high complexity. In specific incidents such as wildfire, there are circumstances when the additional personnel cost is billable under the WFPP or FEMA Fire Management Assistance Grants.

The proposed Amendment would require specific approval by the Fire Chief for compensation in the form of “Call-Back Pay” or “Compensatory time” in excess of 40 hours per week. The Amendment shall be effective retroactively to June 1, 2020.

FISCAL IMPACT

There is no anticipated cost associated with this Amendment in this fiscal year. Chief Way would not immediately receive call back pay for the reason there is some capacity within his ability to acquire some comp hours. However, in the interest of fairness, the recommendation is made for both Deputies. The current per hour callback rate is \$108.40 including retirement benefits.

RECOMMENDATION

Recommendation to amend the Employment Agreement between Truckee Meadows Fire Protection District and Dale Way, Deputy Chief, to provide “Call Back-Pay” or “Compensatory Time” when Deputy Chief Way is required to respond to emergency situations outside of his 40-hour workweek. Any “Compensatory Time” or “Call-Back Pay” must be authorized by the Fire Chief. This amendment shall be effective retroactively to July 1, 2020.

POSSIBLE MOTION

Should the Board agree with staff’s recommendation, a possible motion could be:

“I move to amend the Employment Agreement between Truckee Meadows Fire Protection District and Dale Way, Deputy Chief, to provide “Call Back-Pay” or “Compensatory Time” when Deputy Chief Way is required to respond to emergency situations outside of his 40-hour workweek. Any “Compensatory Time” or “Call-Back Pay” must be authorized by the Fire Chief. This amendment shall be effective retroactively to July 1, 2020.