



## **TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT**

**Board Meeting Date: March 2, 2021**

**DATE:** February 9, 2021

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

**FROM:** Alex Kukulus, Deputy Fire Chief  
Phone: (775) 328-6125 Email: [akukulus@tmfpd.us](mailto:akukulus@tmfpd.us)

**THROUGH:** Charles A. Moore, Fire Chief  
Phone: (775) 328-6123 Email: [cmoore@tmfpd.us](mailto:cmoore@tmfpd.us)

**SUBJECT:** Recommendation to approve amending the existing Collective Bargaining Agreement (CBA) between Truckee Meadows Fire Protection District and Truckee Meadows Firefighters Association IAFF Local 2487 Non-Supervisory Unit “Article 2 – Recognition, Article 13 – Salaries, Appendix A – Salary and Article 14 – Promotions” to include interim promotional exam requirements, addition of the Fire Prevention Captain Position salary schedule and recognize the positions of Fire Crew Boss and Heavy Equipment Operator within the bargaining unit represented by I.A.F.F. Local 2487 retroactively to October 12, 2020. (All Commission Districts) **FOR POSSIBLE ACTION**

---

### **SUMMARY**

This item is for possible approval to amend the existing CBA between Truckee Meadows Fire Protection District and Truckee Meadows Firefighters Association IAFF Local 2487 Non-Supervisory Unit “Article 2 –Recognition, Article 13 – Salaries, Appendix A – Salary and Article 14 – Promotions” to include interim promotional exam requirements, addition of the Fire Prevention Captain Position salary schedule and recognize the positions of Fire Crew Boss and Heavy Equipment Operator within the bargaining unit represented by I.A.F.F. Local 2487 retroactively to October 12, 2020.

### **PREVIOUS ACTION**

August 27, 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 three-year term effective July 1, 2019.

July 21, 2020, the Board of Fire Commissioners approved an amendment to the existing CBA between Truckee Meadows Fire Protection District and Truckee Meadows Firefighters Association IAFF Local 2487 Non-Supervisory Unit 5 at “Article 2 –Recognition, Article 13 – Salaries, Appendix A – Salary and Article 16 – Minimum Constant Safety Staffing” to add staffing provisions for the District’s new ladder truck, and recognize the positions of Fire Squad Boss with a salary range of \$52,603.20 - \$67,974.40 with Nevada Public Employees’ Retirement System (NV PERS) and Fire Crew Member with a range of \$40,768.00 - \$52,915.20 with NV PERS within the bargaining unit represented by I.A.F.F. Local 2487 retroactively to May 25, 2020.

## **BACKGROUND**

In September 2020 the District conducted its regularly scheduled promotional exam for the position of Fire Captain. The schedule and provisions for this exam are outlined in the current CBA with Local 2487. Seven employees successfully passed the promotional exam. Due to the addition of several positions and retirements of senior employees, all seven of the eligible candidates have now been promoted. The next regularly scheduled Captains promotional exam would have been September of 2022. The District anticipates several additional vacancies to occur prior to that time and will not have eligible candidates to promote unless the District conducts an interim Captain's promotional exam. The District has tentatively scheduled the interim test for late May 2021. Existing provisions of the CBA would further limit the eligibility of employees to test for the interim exam, and the District would incur additional costs providing interim training. The District and Local 2487 mutually agreed to several provisions to address these issues, as well as challenges due to the current pandemic.

Additional provisions included in these amendments surround the effects of adding additional personnel and positions from the fuels division, to the CBA. These positions are unique, with differing qualifications of suppression personnel. These CBA changes address their inclusion in the bargaining unit as well as their respective compensation. Furthermore, the District is reestablishing the Fire Prevention Captain position, which is recognized within the L2487 bargaining unit, but does not have a posted salary due to it being unfilled for several years. The posted salary will be equivalent to the current Fire Suppression Captain salary.

## **FISCAL IMPACT**

There is no fiscal impact to amend the CBA. Any costs to administer the exam will be within the augmented FY20/21 budget.

## **RECOMMENDATION**

Staff recommends approval of the amendments to the existing CBA between Truckee Meadows Fire Protection District and Truckee Meadows Firefighters Association IAFF Local 2487 Non-Supervisory Unit "Article 2 –Recognition, Article 13 – Salaries, Appendix A – Salary and Article 14 – Promotions" to include interim promotional exam requirements, addition of the Fire Prevention Captain Position salary schedule and recognize the positions of Fire Crew Boss and Heavy Equipment Operator within the bargaining unit represented by I.A.F.F. Local 2487 retroactively to October 12, 2020.

## **POSSIBLE MOTION**

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

*"I approve amending the existing CBA between Truckee Meadows Fire Protection District and Truckee Meadows Firefighters Association IAFF Local 2487 Non-Supervisory Unit "Article 2 –Recognition, Article 13 – Salaries, Appendix A – Salary and Article 14 – Promotions" to include interim promotional exam requirements, addition of the Fire Prevention Captain Position salary schedule and recognize the positions of Fire Crew Boss and Heavy Equipment Operator within the bargaining unit represented by I.A.F.F. Local 2487 retroactively to October 12, 2020."*