



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT

Board Meeting Date: April 6, 2021

DATE: March 15, 2021
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 cost of living and PERS salary adjustments for unclassified and non-represented confidential and administrative employees in an amount that follows the Truckee Meadows Fire Protection District Supervisory Unit Collective Bargaining Agreement effective July 1, 2021 and going forward until rescinded. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve cost of living and PERS salary adjustments for unclassified and non-represented confidential and administrative employees in an amount that follows the Truckee Meadows Fire Protection District (TMFPD) Supervisory Unit Collective Bargaining Agreement effective July 1, 2021 and going forward until rescinded.

PREVIOUS ACTION

Prior practice has been that the Board of County Commissioners approves a cost of living increase for unclassified management and non-represented confidential county employees and then the Board of Fire Commissioners has approved the same increases to the unclassified management and non-represented confidential District employees.

BACKGROUND

Prior to the stand up of TMFPD in 2012, the District did not have any employees. The District now includes employees represented by the I.A.F.F. Local 2487 (including supervisory and non-supervisory staff), and also includes a group of non-represented confidential and administrative employees (approximately 10 personnel as of now). Past practice has been that the group of non-represented employees follows a combination of three policies which include the Washoe County Employee Association (WCEA), Washoe County Code Chapter 5, and the TMFPD Supervisory Unit Collective Bargaining Agreement.

Since the District is a separate local government, staff is recommending that the non-represented employees not follow the WCEA for cost of living increases (COLA) but instead follows the TMFPD Supervisory Association. This practice for non-represented employees to follow another represented group within its own organization for COLA's is consistent with other local governments. Linking TMFPD non-represented employee COLA's to Washoe County's WCEA contract levels, creates the potential for disparate circumstances to effect the COLA's within TMFPD. The County may experience

differing budget constraints from TMFPD, or there may be catch-up provisions extended to WCEA that are not relevant to TMFPD.

Staff is recommending that cost of living adjustments for the District's unclassified and non-represented confidential and administrative employees follow the Truckee Meadows Fire Protection District Supervisory Unit Collective Bargaining Agreement's negotiated COLA for FY 21/22 that takes effect on July 1, 2021 and going forward until rescinded. Additionally, the Local 2487 supervisory & non-supervisory CBA's require that the District absorb any PERS rate increases during the term of the contract. PERS has notified District that there is a scheduled rate increase planned for July of 2021. The increase is going from 29.25% to 29.75% for Regular members, and from 42.50% to 44.00% for Police/Fire members. Staff is recommending that the District absorb the PERS rate increase in lieu of raises, the same as what has been afforded to Local 2487 personnel. For all other benefit items, this unrepresented group will continue to follow Washoe County Code Chapter 5 and or WCEA CBA as is current practice. These items include but are not limited to workers compensation, bereavement leave, sick leave payout, comp time, earned personal time, and other such related items.

FISCAL IMPACT

There are currently ten employees in the impacted group. The estimated annual fiscal difference from the current policy is \$12,500.

RECOMMENDATION

It is recommended that the Board approve cost of living and PERS salary adjustments for unclassified and non-represented confidential and administrative employees in an amount that follows the TMFPD Supervisory Unit Collective Bargaining Agreement effective July 1, 2021 and going forward until rescinded

POSSIBLE MOTION

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

"I move to approve cost of living and PERS salary adjustments for unclassified and non-represented confidential and administrative employees in an amount that follows the TMFPD Supervisory Unit Collective Bargaining Agreement effective July 1, 2021 and going forward until rescinded."