



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT

Board Meeting Date: September June 1, 2021

DATE: May 11, 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 an Employment Agreement between Truckee Meadows Fire Protection District and Alex Kukulus, Deputy Chief, to extend the Contract term and to provide updated salary figures and holiday comp time payouts, and outline payment upon separation as outlined in Section 3 of the Agreement to be effective July 1, 2021 through July 31, 2023. (All Commission Districts) **FOR POSSIBLE ACTION**

SUMMARY

Recommendation to approve an Employment Agreement between Truckee Meadows Fire Protection District and Alex Kukulus, Deputy Chief, to extend the Contract term and to provide updated salary figures and holiday comp time payouts, and outline payment upon separation as outlined in Section 3 of the Agreement to be effective July 1, 2021 through July 31, 2023.

PREVIOUS ACTION

January 17, 2017, the Board of Fire Commissioners approved the creation of a Deputy Fire Chief position to include job specification, salary range and benefits and authorized the Fire Chief to negotiate an employment agreement to be brought back to the Board for Ratification.

May 18, 2018, the Board of Fire Commissioners approved the amendment to the employment agreement for Lisa Beaver, Fire Deputy Chief to reflect a salary correction retroactively to date of hire to align the salary to the Deputy Chief of Operations salary based on a recommendation from Human Resources that the positions salary should be identical.

June 18, 2019, the Board of Fire Commissioners approved a correction/clarification to the Fire Deputy Chief position's salary, (as a regular PERS member and Police Fire PERS member} as currently listed: Police Fire PERS member annual salary range correction from \$135,657 – \$169,915 to \$139,715.84 – \$165,205.87; Regular PERS member annual Salary range correction from \$143,728 – \$169,915 to \$148,014.04 – \$175,018; This Salary range would be effective immediately and would be through June 30, 2019.

July 16, 2019, the Board of Fire Commissioners approved a 2-year Employment Agreement between the District and Alex Kukulus.

October 6, 2020, the Board of Fire Commissioners approved an Emendment (#1) to Employment Agreement between Truckee Meadows Fire Protection District and Alex Kukulus, Deputy Chief, to provide "Call Back-Pay" or "Compensatory Time" when Deputy Chief Kukulus 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 amemndment shall be effective retroactively to July 1, 2020.

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.

This Agreement becomes effective on July 1, 2021 through July 21, 2023.

Changes from the current agreement are as follows:

The new agreement removes the salary range from the Deputy Chief position and allows for the Fire Chief to negotiate an annual merit increase in addition to the approved annual COLA.

Section 3.3 of the new agreement removes the maximum \$15,000 on annual longevity pay.

The new agreement allows for payment of Holiday Comp Time, which was earned prior to Mr. Kukulus becoming Deputy Chief in two installments on July 1, 2021 and July 1, 2022 (See Paragraph 3.4).

Section 3.5 provides payment upon seperatipon as follows: Employee will continue to accrue, and may use, leave as stated in the Agreement. However, upon separation from the District, Employee will receive a cash payout at his current hourly rate upon the date of separation of his accumulated leave up to a maximum of 2500 hours. The payments shall be made as the employee shall direct, whether to deferred compensation account, cash out, or combination thereof as allowed by law.

FISCAL IMPACT

The fiscal year 21/22 impact of the changes in the agreement are estimated at \$13,800 in salaries and benefits in the General Fund, \$43,100 in payouts in the sick and annual comp fund, and an estimated reduction of (\$20,300) in compensated absences liability. It is anticipated that these increases will stay within the total salaries and wages fiscal year 21/22 budget. The estimated future impacts of the changes in the agreement are \$63,600 increase in expenditures and (\$31,100) reduction in liabilities in FY22/23, and \$48,000 increase in expenditures and (\$5,900) reduction in compensated absences liabilities in FY23/24.

RECOMMENDATION

Recommendation to approve an Amended Employment Agreement between Truckee Meadows Fire Protection District and Alex Kukulus, Deputy Chief, to extend the Contract term and to provide updated salary figures and holiday comp time payouts, and outline payment upon separation as outlined in Section 3 of the Amended Employment Agreement to be effective July 1, 2021 through July 31, 2023.

POSSIBLE MOTION

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

"I move to to approve an Amended Employment Agreement between Truckee Meadows Fire Protection District and Alex Kukulus, Deputy Chief, to extend the Contract term and to provide updated salary figures and holiday comp time payouts, and outline payment upon separation as outlined in Section 3 of the Amended Employment Agreement to be effective July 1, 2021 through July 31, 2023."