



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT

Board Meeting Date: September 3, 2024

DATE: August 15, 2024

TO: Truckee Meadows Fire Protection District Board of Fire Commissioners

FROM: Charles A. Moore, Fire Chief
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SUBJECT: Recommendation to approve a new Collective Bargaining Agreement between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Supervisory Unit for a four-year term effective July 1, 2024, and if approved authorize the Chair to sign on behalf of the Board. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve a new Collective Bargaining Agreement (CBA) between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Supervisory Unit for a four-year term effective July 1, 2024, and if approved authorize the Chair to sign on behalf of the Board.

PREVIOUS ACTION

April 24, 2012, the Truckee Meadows Fire Protection District Board of Fire Commissioners recognized I.A.F.F. Local 3895 pursuant to NRS 288.160 as the exclusive bargaining unit for current employees as identified in Article 2 of the CBA between the Sierra Fire Protection District and Local 3895 which was assumed by the District on April 10, 2012.

October 28, 2014, The Board of Fire Commissioners approved a CBA between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Chief Officers Association for a two-year term effective July 1, 2014

June 21, 2016, The Board of Fire Commissioners approved a CBA between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Chief Officers Association for a three-year term effective July 1, 2016.

August 27, 2019 the Board of Fire Commissioners approved a CBA between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Supervisory Unit for a three-year term effective July 1, 2019.

June 7, 2022, the Board of Fire Commissioners approved a CBA between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Supervisory Unit (Supervisory Unit) for a two-year term effective July 1, 2022.

BACKGROUND

In February of 2024 the District and the Supervisory Unit began negotiations for a successor agreement to the 2022-2024 CBA which will conclude June 30, 2024. All of the changes to the previous agreement are attached to this report with a red-lined copy showing those changes. While many of the changes were to administrative or legal matters there were also increases in several economic articles, the more significant of which are summarized below:

Four-Year Term:

Effective July 1, 2024 and shall continue until June 30, 2028.

Salaries:

July 1, 2024, cost of living adjustment (COLA) of 3.75%, a July 1, 2025 COLA of 3.75%, a July 1, 2026 COLA of 3.25% and a July 1, 2027 COLA of 3%.

Career Incentive

Remove Percentage cap for all, Change the cap for DC to \$21,500, All others \$17,000

Retirement:

Eligibility for the 60% retiree-only benefit applies to employees who retire after ten consecutive years of service with the district.

Eligibility for the 100% retiree-only benefit applies to employees hired before June 30, 2044, retiring with twenty years of consecutive service with the District, including a minimum of three (3) consecutive years as a member of the Supervisory Unit.

Employees hired on or before July 1, 2014, who have been promoted to Chief Officer, and those who are currently within the Supervisory Contract as of July 1, 2024, will be eligible for 100% retiree-only health insurance with less than twenty years of service with the district. Employees shall meet the three (3) year Supervisory Unit requirement as stated above.

PERS contribution

Future Pers Increases effective on or after July 1, 2024, the District agrees to pay 100 percent (100%) of up to a 3% increase for police/fire PERS and 2% increase in regular PERS. In the event that the Nevada Public Employee's Retirement System rate increases above 3% for police/fire or 2% for regular, the District and the Employee will split equally the remaining increase above 3% for police/fire or 2% for regular PERS

Holiday Compensatory Time

Battalion Chiefs as of July 1, 2024, will be cashed out (at their June 30, 2024 rate), over a period of three years starting on July 1, 2025, to 480/343 hours for Battalion Chiefs. They can continue

to accrue up to 1456/1040 hours. Upon Termination, they will be paid out up to 480/343 hours at their current rate, any hours above 480/343 will be paid at their July 1, 2024 rate.

Division Chiefs, as of July 1, 2024, will be cashed out to 1040 hours, over a period of three years starting on July 1, 2025, at the Top-Step Battalion Chief rate as of June 30, 2024.

Cash-out/Reduction Schedule:

One-third of the balances will be paid yearly over the contract term starting from July 1, 2025 (for three consecutive years) until each member reaches 480/343 hours for Battalion Chiefs and 1040 hours for Division Chiefs.

If a member terminates before the balance reduction, all remaining hours above 480/343 or 1040 hours for Division Chiefs will be paid out at the base hourly rate listed above. All amounts below 480/343 hours for Battalion Chiefs or 1040 hours for Division Chiefs will be paid at their current base hourly rate.

Post July 1, 2024 members are capped at 480/343 hours. Payout upon termination will be at their current base hourly rate.

Promotional employees will cash out (at their current rate of pay before promotion) to 480/343 hours for all employees upon promotion to Division Chief or Battalion Chief.

Specialty Pay: Bi-lingual personnel assigned shall receive a 2% Incentive pay

The contract was ratified by the 2487 Supervisory Unit on August 24, 2024.

FISCAL IMPACT

The impact of Supervisory Unit CBA is approximately \$1,637,000 over the four-year term. This represents the changes in financial benefits from the current contract. The estimation by year is \$211,000 in Fiscal Year 2024-2025, \$351,000 in Fiscal Year 2025-2026, \$477,000 in Fiscal Year 2026-2027 and \$598,000 in Fiscal Year 2027-2028.

Fiscal Year 2023-2024 is broken down as follows:

Salaries: Increase of an estimated \$83,000 over the previous CBA.

Longevity: Increase of an estimated \$20,000 over the previous CBA.

Retirement: Increase of estimated \$49,000 over the previous CBA.

Other Post Employment Benefits (OPEB): Increase in annual contribution of an estimated \$59,000 over the previous CBA.

In addition, the proposed CBA increases the current compensated absences balances by approximately \$60,000.

The District's Fiscal Year 2024-2025 budget included estimated costs included in the proposed CBA. The approved contract will remain within the Fiscal Year 2024-2025 adopted final budget.

RECOMMENDATION

Staff recommends the approval of a new Collective Bargaining Agreement between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Supervisory Unit for a four-year term effective July 1, 2024, and if approved authorize the Chair to sign on behalf of the Board.

POSSIBLE MOTION

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

"I move to approve a new Collective Bargaining Agreement between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Supervisory Unit for a four-year term effective July 1, 2024, and if approved authorize the Chair to sign on behalf of the Board."