



**TRUCKEE MEADOWS FIRE PROTECTION DISTRICT  
STAFF REPORT**

**Board Meeting Date: July 2, 2024**

**DATE:** June 17, 2024  
**TO:** Truckee Meadows Fire Protection District Board of Fire Commissioners  
**FROM:** Charles A. Moore, Fire Chief  
Phone: (775) 328-6123 Email: [cmoore@tmfpd.us](mailto:cmoore@tmfpd.us)  
**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 Wildland 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 between the Truckee Meadows Fire Protection District and the Truckee Meadows Fire Protection District Firefighters Association, IAFF Local 2487 Wildland 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**

August 27, 2019, the Board 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 approved amendments to the existing Collective Bargaining Agreement between Truckee Meadows Fire Protection District and Truckee Meadows Firefighters Association IAFF Local 2487 Non-Supervisory Unit at “Article 2 – Recognition, Article 13 – Salaries, Appendix A – Salary to recognize and approve the positions and salary for Fire Squad Boss and Fire Crew Members within the bargaining unit represented by I.A.F.F. Local 2487 retroactively to May 25, 2020.

July 11, 2023, the Board approved amendments to the existing Collective Bargaining Agreements 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, to recognize and include the positions of Wildland Engine Operator, Wildland Urban Interface Coordinator, to specify the respective salaries, and to update the salaries for Crew Boss, Heavy Equipment Operator, and Squad Boss.

June 7, 2022, The Board approved a 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 two-year term effective July 1, 2022.

### **BACKGROUND**

In March of 2024, the District and Association began negotiations for a new collective bargaining agreement (CBA), which will be effective July 1, 2024, which includes positions for the Fuels Division previously represented under the Non-Supervisory contract. While the entire agreement is new, some of the highlights are summarized here:

Four-Year Term: Starting July 1, 2024, through June 30, 2028.

Salaries: Includes a 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%.

Specialty Pay: Personnel who meet all training requirements while performing aerial tree climbing shall receive an additional 5% differential pay.

Retirement: The District/Association has discontinued its combined participation in the Post-Employment Health Plan. Employees who retire under PERS with a minimum of ten (10) years' service with the District are entitled to receive fifty percent (60%) of the premium for employee-only health insurance.

The Wildland Unit ratified the CBA on June 22, 2024.

### **FISCAL IMPACT**

The impact of creating a new Collective Bargaining Agreement is approximately \$1.8M over the four-year term. This represents the changes in financial benefits from the current contract. The estimation by year is \$208,000 in FY24/25, \$370,000 in FY25/26, \$531,000 in FY26/27 and \$695,000 in FY27/28. Fiscal Year 23/24 is broken down as follows:

Salaries: Increase of an estimated \$98,000 over the previous CBA.

Retirement: Increase of estimated \$32,000 over the previous CBA.

Other Post Employment Benefits (OPEB): Increase in annual contribution of an estimated \$78,000 over the previous CBA.

In addition, the proposed CBA increases the current compensated absences balances by approximately \$14,400.

The District's Fiscal Year 2024-2025 budget included estimated costs included in the proposed CBA. The approved contract will remain within the FY24/25 adopted final budget

**RECOMMENDATION**

Staff recommends the Board 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 Wildland 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**

If the Board agrees with the staff recommendation, a possible motion can 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 Wildland Unit for a four-year term effective July 1, 2024, and if approved, authorize the Chair to sign on behalf of the Board.”*