

MEMORANDUM OF UNDERSTANDING

**Between Truckee Meadows Fire Protection District (“District”) and IAFF Local 2487
(Supervisory, Non-Supervisory, and Wildland Units)**

Dated: November 4, 2025

I. BACKGROUND

In September and October 2025, representatives for the District and all units of IAFF Local 2487 (collectively the “parties”), met to discuss possible changes to the healthcare plan options for unit members due to the rising costs in healthcare to the District, and to address specific financial, operational and administrative matters for the primary purpose of implementing cost-savings measures for the District.

The purpose of this Memorandum of Understanding (“MOU”) is to memorialize an agreement between the parties concerning various financial, operational and administrative matters which are addressed by provisions of the Collective Bargaining Agreements between the parties as set forth below.

This MOU does not constitute a reopening of the current Collective Bargaining Agreements (“CBA”), nor does it set precedent or bind either party to future actions or negotiations beyond the scope of the terms outlined herein. The agreement set forth in this MOU is made in recognition of the mutual need to address certain items (specifically, financial considerations) prior to the commencement of formal negotiations scheduled for January/February 2026.

II. MUTUAL UNDERSTANDINGS AND AGREEMENTS

It is mutually understood by the parties and agreed upon that the following temporary amendments and understandings will apply to the CBA provisions as outlined below:

1. Article 58 – Specialty Pay (Non-Supervisory Unit Only)

In the place of **Section D**, the following language will be recognized:

Employees not assigned to training who are teaching approved specialty classes and/or special assignments may receive an additional **5.75%** (increased from 5%) of their base hourly pay during the hours they teach or are otherwise engaged in the assignment, with the approval of the Fire Chief or their designee. This specialty pay is retroactive to July 1, 2024.

Further, with regard to **Section D**, and by the execution of this MOU, the parties agree that IAFF Local 2487 and employees in the Non-Supervisory Unit waive any and all grievances, appeals,

lawsuits (in law and equity) and proceedings which arise of a claim that an employee should have received 5% premium pay under Article 58 of the CBA.

2. Article 50 – Seniority (Non-Supervisory Unit Only)

In the place of **Section E – Seniority Station Bidding**, the following language will be recognized:

Seniority for station bidding shall be determined by Class Seniority in accordance with the District's Station Bidding Policy (C. of this section) for that position. However, for the purpose of station bidding only, the ranks of Firefighter/EMT and Firefighter/Paramedic shall be considered one class, and total District Seniority shall be used for determining bid order.

3. Article 33 – Medical Plan (Non-Supervisory, Wildland and Supervisory Units)

In addition to the language in **Sections A-B**, the parties agree to the following:

The District, at its sole discretion, may continue to offer additional medical plan options outside of those listed in section B. These additional plans may include cost-sharing provisions and varying employer contribution levels.

With regard to **Section E** related to OPEB contributions:

The parties recognize the importance of pre-funding Other Post-Employment Benefits (OPEB). However, based on the District's current financial constraints, the parties agree:

- For **Fiscal Year 2026 (July 1, 2025 – June 30, 2026)**, OPEB contributions will be **paused**.
 - The amount of **\$1,316,334** will remain in the District's General Fund to assist with Fund Balance shortfalls.
 - OPEB contributions will resume in **Fiscal Year 2027 (July 1, 2026 – June 30, 2027)** and will reflect actuarially determined contributions (ADC), consistent with updated benefit levels in the agreement.
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4. Article 21 – Working Out of Classification

(Non-Supervisory and Wildland Units)

In place of **Section A**, the following language will be recognized:

Those employees who fill a higher classification due to the absence or incapacitation of the incumbent of the higher classified position shall receive a **5%** salary increase (adjusted from 10%) for the hours worked in that classification, in one-quarter ($\frac{1}{4}$) hour increments.

This agreement for the 5% salary increase shall sunset and revert back to 10%, effective June 30, 2026.

(Supervisory Unit)

In place of the **first sentence in Section A**, the following language will be recognized:

Those employees who fill a higher position, as approved by the Fire Chief or their designee due to the absence or incapacitation of the incumbent of the higher classified position shall receive a 5% salary increase (adjusted from 15%) during such assignment, subject to the conditions in this CBA.

This agreement for the 5% salary increase shall sunset and revert back to 15%, effective June 30, 2026.

5. Article 14 – Promotions

(Non-Supervisory Unit – Captain Promotions)

With regard to **Section D.7.b**, the parties agree to the following:

- The District will forgo Officer Development School (ODS) and testing for Captain in 2026.
- The current Captain’s list will remain in effect until either:
 - (a) the list is exhausted, or
 - (b) ODS is held in 2028, whichever comes first.
- Should the list be exhausted before 2028, ODS will be scheduled within 6 months, followed by testing for Captain within 6 months of ODS commencement.

(Supervisory Unit – Battalion Chief Promotions)

With regard to **Section F.4**, the parties agree to the following:

- The District will forgo Battalion Chief ODS in 2025 and testing for Battalion Chief in 2026.
- The current Battalion Chief’s list will remain in effect until either:
 - (a) the list is exhausted, or
 - (b) ODS is held in 2027, whichever comes first.
- If the list is exhausted before 2027, ODS will be scheduled within 6 months, followed by testing for Battalion Chief within 6 months of ODS commencement.

6. General Understandings and Agreements between the parties:

a. Non-Precedent Setting: These modifications are intended to address specific operational and fiscal needs and shall not be considered precedent for future negotiations or interpretations of the CBA.

b. No Contract Reopener: This MOU does not reopen negotiations for any provisions of the existing CBAs.

c. Limitations on MOU. The agreements reached between the parties are limited to those matters specifically stated in this MOU. The agreements reached between the parties are not intended to impact any other provisions of the CBAs between the District and IAFF Local 2487.

d. Term: The agreements reached between the parties in this MOU shall remain in effect only for the duration specified in this MOU and shall expire upon the sunset dates noted or upon replacement by terms agreed to in successor negotiations.

For the District:

Signature: _____

Name and Title: Alexis Hill, Chair

Date: _____

For IAFF Local 2487:

Signature: _____

Name and Title: _____

Date: _____