



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT

Board Meeting Date: November 4, 2025

DATE: October 25, 2025

TO: Truckee Meadows Fire Protection District Board of Fire Commissioners

FROM: Richard J. Edwards, Fire Chief
Phone: (775) 328-6000 Email: redwards@tmfpd.us

SUBJECT: Recommendation to approve a Memorandum of Understanding (“MOU”) between Truckee Meadows Fire Protection District (“District”) and Truckee Meadows Firefighters Association IAFF Local 2487’s Non-Supervisory, Supervisory and Wildland Units to memorialize an agreement between the parties related to the following collective bargaining agreement (“CBA”) articles: (1) Article 58 – Specialty Pay (Non-Supervisory Unit) to increase the rate of specialty pay from 5% to 5.75% of base hourly rate, retroactive to July 1, 2024; (2) Article 50 – Seniority (Non-Supervisory Unit) to clarify station bidding seniority for Firefighter/EMTs and Firefighter Paramedics; (3) Article 33 – Medical Plan (all units) to specify that the District may offer medical plan options in addition to those required by the CBAs, which may include cost sharing and varying employer contribution levels, and to temporarily suspend OPEB contributions; (4) Article 21 – Working Out of Classification to temporarily lower the salary increase for working at a higher classification from 10% to 5% (Non-Supervisory & Wildland Units) and from 15% to 5% (Supervisory Unit); and (5) Article 14 – Promotions to temporarily suspend Officer Development School and testing for Captain positions (Non-Supervisory Unit) and Battalion Chief positions (Supervisory Unit). This MOU shall remain in effect until the sunset dates specified in the MOU or upon replacement by terms agreed to in successor negotiations, as applicable (All Commission Districts). FOR POSSIBLE ACTION

SUMMARY

This is a recommendation to approve a Memorandum of Understanding (MOU) between Truckee Meadows Fire Protection District (“TMFPD” or “District”) and Truckee Meadows Firefighters Association IAFF Local 2487’s (“L2487”) Non-Supervisory, Supervisory and Wildland Units to memorialize an agreement between the parties related to several collective bargaining agreement (“CBA”) articles, as follows: (1) Article 58 – Specialty Pay (Non-Supervisory Unit) to increase the rate of specialty pay from 5% to 5.75% of base hourly rate, retroactive to July 1, 2024; (2) Article 50 – Seniority (Non-Supervisory Unit) to clarify station bidding seniority for Firefighter/EMTs and Firefighter Paramedics; (3) Article 33 – Medical Plan

(all units) to specify that the District may offer medical plan options in addition to those required by the CBAs, which may include cost sharing and varying employer contribution levels, and to temporarily suspend OPEB contributions; (4) Article 21 – Working Out of Classification to temporarily lower the salary increase for working at a higher classification from 10% to 5% (Non-Supervisory & Wildland Units) and from 15% to 5% (Supervisory Unit); and (5) Article 14 – Promotions to temporarily suspend Officer Development School and testing for Captain positions (Non-Supervisory Unit) and Battalion Chief positions (Supervisory Unit). This MOU shall remain in effect until the sunset dates specified in the MOU or upon replacement by terms agreed to in successor negotiations, as applicable.

PREVIOUS ACTION

July 2, 2024, the Board of Fire Commissioners (Board) approved a new Collective Bargaining Agreement between TMFPD and L2487's Wildland Unit for a four-year term, effective July 1, 2024.

September 3, 2024, the Board approved a Collective Bargaining Agreement between TMFPD and L2487's Supervisory Unit for a four-year term, effective July 1, 2024.

May 6, 2025, the Board acknowledged a fact finder's non-binding Findings of Fact and Recommendations issued April 8, 2025, in accordance with NRS 288.200(8), regarding the collective bargaining impasse between TMFPD and L2487's Non-Supervisory Unit; and approved a Collective Bargaining Agreement between the TMFPD and L2487's Non-Supervisory Unit, for a two-year term retroactively effective from July 1, 2024, through June 30, 2026.

BACKGROUND

In September and October 2025, representatives for the District and all units of L2487 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-saving measures for the District.

Those discussions resulted in understandings and agreements between the parties concerning various financial, operational, and administrative matters that are addressed by provisions of the Collective Bargaining Agreements and have been memorialized in this MOU. L2487 will be presenting this MOU to their body for a vote and plans to ratify this agreement on November 3, 2025, if passed by their membership.

Approval of this MOU does not constitute a reopening of the current Collective Bargaining Agreements, nor does it set precedent or bind either party to future actions or negotiations beyond the scope of the terms outlined in the MOU. The understandings and agreements set forth in this MOU are temporary and 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.

FISCAL IMPACT

The estimated net impact to the FY25/26 General Fund budget is a savings of \$1,351,000. The savings will have an approximate increase to the projected FY25/26 ending fund balance of 2.6%.

RECOMMENDATION

Staff recommend that the Board approve the attached Memorandum of Understanding between Truckee Meadows Fire Protection District and Truckee Meadows Firefighters Association IAFF Local 2487's Non-Supervisory, Supervisory and Wildland Units.

POSSIBLE MOTION

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

"I move to approve a Memorandum of Understanding ("MOU") between Truckee Meadows Fire Protection District ("District") and Truckee Meadows Firefighters Association IAFF Local 2487's Non-Supervisory, Supervisory and Wildland Units to memorialize an agreement between the parties related to the following collective bargaining agreement ("CBA") articles: (1) Article 58 – Specialty Pay (Non-Supervisory Unit) to increase the rate of specialty pay from 5% to 5.75% of base hourly rate, retroactive to July 1, 2024; (2) Article 50 – Seniority (Non-Supervisory Unit) to clarify station bidding seniority for Firefighter/EMTs and Firefighter Paramedics; (3) Article 33 – Medical Plan (all units) to specify that the District may offer medical plan options in addition to those required by the CBAs, which may include cost sharing and varying employer contribution levels, and to temporarily suspend OPEB contributions; (4) Article 21 – Working Out of Classification to temporarily lower the salary increase for working at a higher classification from 10% to 5% (Non-Supervisory & Wildland Units) and from 15% to 5% (Supervisory Unit); and (5) Article 14 – Promotions to temporarily suspend Officer Development School and testing for Captain positions (Non-Supervisory Unit) and Battalion Chief positions (Supervisory Unit). This MOU shall remain in effect until the sunset dates specified in the MOU or upon replacement by terms agreed to in successor negotiations, as applicable."