



**TRUCKEE MEADOWS FIRE PROTECTION DISTRICT
STAFF REPORT**

Board Meeting Date: January 7, 2025

DATE: December 18, 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
SUBJECT: Recommendation to approve Amendment NO. 1 to an Employment Agreement between Truckee Meadows Fire Protection District and Chris Ketring, Deputy Chief, to extend the current contract term from August 15, 2025, to March 31, 2028, and to reflect clarification on pay during emergency incidents, to create a dollar cap on longevity pay, and to update PERS contribution rates and retiree health benefits. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve Amendment NO. 1 to an Employment Agreement between Truckee Meadows Fire Protection District and Chris Ketring, Deputy Chief, to extend the current contract term from August 15, 2025, to March 31, 2028, and to reflect clarification on pay during emergency incidents, to create a dollar cap on longevity pay, and to update PERS contribution rates and retiree health benefits.

PREVIOUS ACTION

July 5, 2022, the Board of Fire Commissioners approved a three-year Employment Agreement beginning July 18, 2022, and ending August 15, 2025, between Truckee Meadows Fire Protection District and Chris Ketring, including but not limited to salary of \$203,673.60, Comp and Sick Leave buyout in each year of the term of the Agreement totaling approximately \$36,436 in fiscal year 2022-2023, and benefits for the unclassified appointed position of Deputy Fire Chief.

BACKGROUND

Chief Ketring is currently the Deputy Chief of Operations for Truckee Meadows Fire Protection District (the District). The position supervises the Division Chiefs for wildland and fuels, training, emergency medical services, and operations. The Deputy Chief may assume command of complex or other significant incidents.

The District and Chief Ketring desire to extend the current contract until March 31, 2028, at its current annual salary of \$253,323 with the following additional changes:

- Capping the 5% annual merit option to three total merit increases for the term of the employee's contract.
- Adding the ability to earn straight time to respond to emergencies outside of a 40-hour workweek.
- Adding a cap on longevity pay of \$26,000.
- Including a provision to split the Nevada State Public Employees Retirement System (NV PERS) contribution as follows: The District shall absorb 100% of the contribution rate of up to a 3% increase, and the District will split equally the remaining increase above 3% in the same manner as the other non-represented employees of the District. Currently, the District absorbs 100% of all contributions.
- Changing retiree health benefits from 50% employer (Employee only) paid to 100% employer paid (Employee only) until reaching Medicare age.

FISCAL IMPACT

The estimated total annual cost impact over the current agreement is a reduction of approximately \$17,700 in fiscal year 2025-2026 (FY25/26) costs over the current contract. The addition of the cap on longevity and the partial share in the NV PERS rate increase offset the increase related to OPEB. The cap on the annual merit will not be recognized until fiscal year 2027.

The total estimated FY26 cost for employee salaries and benefits is \$494,000.

RECOMMENDATION

It is recommended that the Board approve Amendment NO. 1 to an Employment Agreement between Truckee Meadows Fire Protection District and Chris Ketring, Deputy Chief, to extend the current contract term from August 15, 2025, to March 31, 2028, and to reflect clarification on pay during emergency incidents, to create a dollar cap on longevity pay, and to update PERS contribution rates and retiree health benefits.

POSSIBLE MOTION

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

"I move to approve Amendment NO. 1 to an Employment Agreement between Truckee Meadows Fire Protection District and Chris Ketring, Deputy Chief, to extend the current contract term from August 15, 2025, to March 31, 2028, and to reflect clarification on pay during emergency incidents, to create a dollar cap on longevity pay, and to update PERS contribution rates and retiree health benefits."