



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT STAFF REPORT

Board Meeting Date: January 7, 2025

DATE: December 11, 2024

TO: Truckee Meadows Fire Protection District Board of Fire Commissioners

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SUBJECT: Recommendation to approve a revised benefits package effective July 1, 2024, for unclassified, non-represented confidential, and administrative employees as outlined in Attachment One. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation approving a revised benefits package effective July 1, 2024, for unclassified, non-represented confidential, and administrative employees as outlined in Attachment One.

PREVIOUS ACTION

April 6, 2021, the Board of Fire Commissioners approved cost of living and PERS salary adjustments for unclassified and non-represented confidential and administrative employees in an amount that follows the Truckee Meadows Fire Protection District Supervisory Unit CBA effective July 1, 2021, and going forward until rescinded.

On June 7, 2022, the Board of Fire Commissioners approved a revised benefits package effective July 1, 2022, for unclassified, non-represented confidential, and administrative employees that follows the Truckee Meadows Fire Protection District Supervisory Collective Bargaining Agreement as outlined in Attachment One.

On July 2, 2024, the Board of Fire Commissioners approved a 3.75% cost of living (COLA) effective July 1, 2024, for unclassified, non-represented confidential, and administrative employees that follow the Truckee Meadows Fire Protection District Supervisory Collective Bargaining Agreement.

BACKGROUND

In 2021, the Board approved a revision to the benefits package for unclassified, non-represented confidential, and administrative employees of the District. This revision aimed to create a more cohesive approach to benefits within the District by aligning these employees' benefits with the District Supervisory Collective Bargaining Agreement (CBA) rather than Washoe County agreements. This move ensured that all employees within the District operated under the same benefits structure. This ensures that the unclassified, non-represented confidential, and administrative employees continue to receive the benefits already approved in accordance with the newly ratified Supervisory CBA.

This update represents a continued commitment to providing a unified and competitive benefits program for all District employees. By continuing to follow the updated Supervisory CBA for unclassified, non-represented confidential, and administrative district employees, the agency can maintain clarity and consistency in its benefits structure for all employees.

FISCAL IMPACT

The annual estimated cost for unclassified, non-represented confidential, and administrative employees is \$1.5 million and included in the fiscal year 2024-2025 (FY24/25) budget. The changes from previous benefits, including the increase in the percentage and cap for longevity pay, will not have any impact until fiscal year 2025-2026 (FY25/26) and will be an approximate increase of \$500 over the current benefit. The PERS change has no FY24/25 impact, however it will help offset the FY26 PERS increase that was previously 100% paid by the District. The increase in retiree health benefits was approximated at \$3,000 and included in the FY24/25 budget. The final cost will be provided by actuaries. The bilingual pay is anticipated to only have minimal increases to salaries.

RECOMMENDATION

It is recommended that the Board approve a revised benefits package effective July 1, 2024, for unclassified, non-represented confidential, and administrative employees as outlined in Attachment One.

POSSIBLE MOTION

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

"I move to approve a revised benefits package effective July 1, 2024, for unclassified, non-represented confidential, and administrative employees as outlined in Attachment One."