



**TRUCKEE MEADOWS FIRE PROTECTION DISTRICT
STAFF REPORT**

Board Meeting Date: December 10, 2024

DATE: November 25, 2024

TO: Truckee Meadows Fire Protection District Board of Fire Commissioners

FROM: Carla Arribillaga, Human Resources Manager
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THOUGH: Charles Moore, Fire Chief
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SUBJECT: Recommendation to approve the reclass of twelve (12) full-time Wildland Firefighter positions (\$46,508 - \$60,361), under the Police/Fire Nevada Public Employees' Retirement System) to twelve (12) Seasonal Wildland Firefighter positions (\$46,508 - \$60,361), under the Regular Nevada Public Employees' Retirement System) within the Wildland Fuels Reduction Program. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve the reclass of twelve (12) full-time Wildland Firefighter positions (\$46,508 - \$60,361), under the Police/Fire Nevada Public Employees' Retirement System) to twelve (12) Seasonal Wildland Firefighter positions (\$46,508 - \$60,361), under the Regular Nevada Public Employees' Retirement System) within the Wildland Fuels Reduction Program.

PREVIOUS ACTION

December 17, 2019, the Board approved the position of Division Chief of Fuels and Wildfire to oversee the Fuels Reduction Program.

January 21, 2020, the Board approved the positions of one (1) Squad Boss and four (4) Crew Members to create the first squad for the Fuels Reduction Program.

July 21, 2020, the Board approved new positions to add a second squad to the Fuels Reduction Program, specifically one (1) Crew Boss, one (1) Heavy Equipment Operator, one (1) Squad Boss, and four (4) Crew Members.

September 1, 2020, the Board of Fire Commissioners approved five (5) positions for one (1) Squad Boss and four (4) Crew Members, which will add a third squad to the Fuels Reduction Program.

March 1, 2022, the Board approved a fourth Wildland Squad comprising of five (5) positions, including one (1) Squad Boss and four (4) Crew Members.

February 7, 2023, the Board approved 7 additional Wildland Fuels Reduction Program positions to include one (1) Crew Boss, one (1) Heavy Equipment Operator, two (2) Squad Bosses, two (2) Crew Members, and one (1) Fire Mechanic, all with Regular NV PERS, bringing total Wildland Fuels Reduction Program personnel to 32.

April 4, 2023, the Board approved six additional crew member positions with the Wildland Fuels Reduction Program positions, all with Regular NV PERS, for a total of 24 crew member positions.

July 11, 2023, the Board approved one (1) new Wildland Urban Interface Coordinator position and the reclass of six (6) Crew Member positions to the new Wildland Engine Operator position within the Wildland Fuels Reduction Program, all under Regular Nevada Public Employees' Retirement System.

BACKGROUND

In the Winter/Spring of 2020, the Board approved the creation and filling of the first six positions assigned to the Wildland Fire/Fuels Management Division to address the increasing wildland fire hazard across the County. In the following years, through funding with NV Energy and with Board approval, the Division grew to 38 full-time personnel specializing in wildland fire response (when fires occurred) and fuels management projects during non-emergency times. The primary funding mechanism continued to be NV Energy projects and many of the positions added were at the request of NV Energy due to the volume of work to be done.

In the Fall/Winter of 2023-2024, and at the direction of the Public Utilities Commission; NV Energy changed the way their fuels management projects were administered/implemented. These changes resulted in an overall decrease of funding available and projects to which to send crews. The TMFPD had sought alternative funding mechanisms since the inception of the Program to great success. Due to that, TMFPD was one of the few NVE partner agencies that did not need to implement force reductions.

The conversion of twelve (12) Wildland Firefighter positions to Seasonal Wildland Firefighter positions will give TMFPD flexibility to staff or staff at the status quo, depending on the amount of project work and funding available in a given year. This flexibility directly ties to the long-term viability of the program, its successes both during emergencies and in fuel management implementation, and the job security of those still employed within.

All twelve (12) of the referenced positions are currently vacant, and no current TMFPD personnel is being forced to reduce employment from "full-time" to "seasonal."

These reclassified positions will reduce the Program's total full-time personnel to 26 and twelve (12) seasonal personnel, for a total of 38, including the Division Chief of Wildland/Fuels.

FISCAL IMPACT

These positions were included in the fiscal year 2024/2025 budget at full time. This change will reduce expenses however, since these positions are also usually reimbursed as part of fuels programs and grants, the change will also reduce revenues and is anticipated to have a no significant impact to net revenues over expenditures.

RECOMMENDATION

Staff recommends the approval to reclass twelve (12) full-time Wildland Firefighter positions (\$46,508 - \$60,361), under the Police/Fire Nevada Public Employees' Retirement System) to twelve (12) Seasonal Wildland Firefighter positions (\$46,508 - \$60,361), under the Regular Nevada Public Employees' Retirement System) within the Wildland Fuels Reduction Program.

POSSIBLE MOTION

Should the Board agree with the staff's recommendation, a potential motion could read:

"I move to approve the reclass of twelve (12) full-time Wildland Firefighter positions (\$46,508 - \$60,361), under the Police/Fire Nevada Public Employees' Retirement System) to twelve (12) Seasonal Wildland Firefighter positions (\$46,508 - \$60,361), under the Regular Nevada Public Employees' Retirement System) within the Wildland Fuels Reduction Program."