

Item # 9-4

**City of Carson City  
Agenda Report**

**Date Submitted:** 6-22-10

**To:** Carson City Board of Supervisors  
**From:** Melanie Bruketta, H.R. Director

**Agenda Date Requested:** 7-1-10

**Time Requested:** Consent

**Subject Title:** Action to adopt an "Amendment to the Collective Bargaining Agreement between Carson City and the Carson City Fire Fighters Association, Local #2251 of the International Association of Fire Fighters dated July 1, 2010 to June 30, 2014" (Melanie Bruketta)

**Staff Summary:** The Carson City Fire Fighters Association asked that Article 29 of the current Collective Bargaining Agreement be amended to allow Battalion Chiefs who held the position of Captain within the Carson City Fire Department to bump back into the Association if they are laid-off due to lack of work or lack of funds.

**Type of Action Requested:** (check one)

Resolution       Ordinance  
 Formal Action/Motion       Other (Specify)

**Does This Action Require A Business Impact Statement:**  Yes  No

**Recommended Board Action:** I move to adopt an "Amendment to the Collective Bargaining Agreement between Carson City and the Carson City Fire Fighters Association, Local #2251 of the International Association of Fire Fighters dated July 1, 2010 to June 30, 2014"

**Explanation for Recommended Board Action:** The Carson City Fire Fighters Association asked that Article 29 of the current Collective Bargaining Agreement be amended to allow Battalion Chiefs who held the position of Captain within the Carson City Fire Department to bump back into the Association if they are laid-off due to lack of work or lack of funds.

**Fiscal Impact:** N/A

**Supporting Material:** Amendment to the Collective Bargaining Agreement between Carson City and the Carson City Fire Fighters Association, Local #2251 of the International Association of Fire Fighters dated July 1, 2010 to June 30, 2014

**Prepared By:** Melanie Bruketta, H.R. Director

**Reviewed By:**

(Human Resources Department)

(City Manager)

(District Attorney)

Date: 6-22-10

Date: 6/22/10

Date: 6/22/10

Umesh Bhambhani Date: 6/22/10  
(Finance Director)

**Board Action Taken:**

(Vote Recorded By)

Amendment to the Collective Bargaining Agreement between Carson City and  
the Carson City Fire Fighters Association, Local #2251 of the International  
Association of Fire Fighters dated July 1, 2010 to June 30, 2014

This Amendment is entered into on the 1<sup>st</sup> day of July, 2010 by and between Caron City and the Carson City Fire Fighters Association, Local #2251 of the International Association of Fire Fighters, and is an amendment to and modification of the Collective Bargaining Agreement (hereinafter "Agreement"), between Carson City and the Association, which was entered into on April 1, 2010 and is effective beginning July 1, 2010 to June 30, 2014.

WHEREAS, pursuant to Article 39 of the Agreement, the City and the Association may agree to amend the provisions of the Agreement upon written notification by either party to the other to amend such provision(s); and

WHEREAS, the Association notified the City on June 17, 2010 of its desire to amend Article 29 of the Agreement to provide that Battalion Chiefs who are laid-off due to a lack of funds or departmental reorganization may choose to bump back into the Association if the Battalion Chief held the rank of Captain prior to the lay-off.

NOW THEREFORE, the City and the Association agree to modify Article 29 of the Agreement to add in section 29.6 as set forth below:

ARTICLE 29. WORK FORCE REDUCTION PROCEDURES

Procedures for reductions in work force because of lack of work or lack of funds shall be.

29.1 Layoffs shall proceed in ascending order of seniority for both fire suppression and non fire suppression Employees within the Department.

29.2 A fire suppression Employee who is to be laid off may elect to replace a fire suppression Employee with less seniority. A non fire suppression Employee who is to be laid off may elect to replace a non fire suppression Employee with less seniority. Fire suppression Employees cannot bump non fire suppression Employees and non fire suppression Employees cannot bump fire suppression Employees.

29.3 A fire suppression Employee who is laid off shall be offered reemployment in a fire suppression position before any new Employee is hired by the Department. A non fire suppression Employee who is laid off shall be offered reemployment in a non fire suppression position before any new Employee is hired by the Department. The offer of reemployment shall be sent to the Employee's last known address by certified mail with return receipt requested. The Employee must give written notice of acceptance of the offer within ten days after the offer is received. Failure to respond within that time may be treated as a rejection of the offer and a forfeiture of the Employee's seniority and reemployment rights within the Department.

29.4 Reductions to a lower rank shall proceed in ascending order of seniority within the affected rank. Seniority within a rank shall be determined by the date of appointment to that rank. Employees who are appointed on the same day will have seniority determined by random drawing on date of hire. Any Employee who, through no fault of the Employee, is reduced in rank shall retain his current level of pay.

29.5 An Employee who is reduced to a lower rank shall be offered his former rank before any other Employee is promoted to that rank.

29.6 If a Battalion Chief is laid-off due to lack of work or lack of funds, the Battalion Chief may elect to replace a fire suppression employee within this Association provided the Battalion Chief has held the rank of Captain within the Carson City Fire Department. The procedures set forth in Section 29.2 through 29.5 of this Article will apply.

The parties agree that no other provisions of the Agreement are affected by this Amendment.

DATED this \_\_\_\_ day of July, 2010.

CARSON CITY

ATTEST:

By: \_\_\_\_\_  
ROBERT L. CROWELL  
Mayor

\_\_\_\_\_  
ALAN GLOVER  
Clerk/Recorder

CARSON CITY FIRE FIGHTERS ASSOCIATION

By: Robert F. Schreihans  
ROBERT F. SCHREIHANS  
President

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ROBERT L. CROWELL  
Mayor

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ALAN GLOVER  
Clerk/Recorder

CARSON CITY FIRE FIGHTERS ASSOCIATION

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President