



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT

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STAFF REPORT

Board Meeting Date: April 23, 2019

DATE: April 19, 2019
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: Discussion and possible direction to staff regarding whether to continue to use closed sessions for the Board to review and discuss with its management representatives labor negotiations and proposals made by the District and its two labor unions as allowed by law, or to conduct some or all of such discussions in open session. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Discussion and possible direction to staff regarding labor negotiations and discussion of proposals in open session. (All Commission Districts) FOR POSSIBLE ACTION

Strategic Objective supported by this item: *Valued, Engaged Employee Workforce*

PREVIOUS ACTION

On April 16, 2019, the Board asked for more information and possible recommendations on proposals made in labor negotiations, such that they be discussed and considered in open session, including a review of the possible financial and service level impacts of any proposals from either side.

BACKGROUND

The District and Union are now in negotiations. The Board is considering the public's interest in how proposals made by both labor and management could impact the financial position and service levels of the District. Nothing in the law requires these discussions be held or conducted in closed session. The negotiating team is therefore seeking direction from the Board to determine whether the Board wants to continue to the practice of discussing proposals in closed session as allowed by law, or to conduct such discussions in public meetings of the Board.

The Board requested staff return with suggestions and options for when it would conduct discussions with its management representatives in public sessions or closed sessions. The Board is not being requested to, and has not suggested that it would, engage in open bargaining or some other form of direct bargaining with the Union. Rather the Board is considering how best to meet and confer with its bargaining team to review and discuss proposals made by either side to the negotiations in either public or closed sessions, and how best to allow the public to participate in the Board's decision making.

One option is to continue the practice of meeting with the bargaining team in closed sessions.

A second option would be to hold all meetings that were formerly held in closed session in public session.

A third option is to review the proposals in public session with the bargaining team, take public comment, discuss and take action, all in open session.

A fourth option is to review the proposals in public session with the bargaining team, take public comment, and then then move to closed session to discuss proposals, possible counter proposals, and to strategize, just like it does presently. This option will require the addition of a standing board item for presentation and/or discussion of proposals in open session. The standing item for closed session would continue and be placed after this item.

Staff recommends against discussing litigation, impasse or impasse processes, attorney-client privileged matters, or similar issues related to collective bargaining in open session.

FISCAL IMPACT

There is no fiscal impact in this matter.

RECOMMENDATION

It is recommended the Board give direction to staff whether to consider proposals made in labor negotiations in open session or continue to use closed sessions for the Board to review and discuss with its management representatives as allowed by law.

POSSIBLE MOTION

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

"I move to"