



STAFF REPORT

Report To: Board of Supervisors **Meeting Date:** January 16, 2020

Staff Contact: Sean Slamon, Fire Chief

Agenda Title: For Possible Action: Discussion and possible action regarding a memorandum of understanding between the Carson City Fire Department Classified Chief Officers Association (CCOA), the Carson City Fire Fighters Association, International Association of Fire Fighters Local 2251 (Local 2251), and Carson City regarding CCOA's withdrawal of representation of the Battalion Chief's supervisory bargaining unit and the representation of that bargaining unit by Local 2251. (Sean Slamon, sslamon@carson.org)

Staff Summary: In early 2019, the Battalion Chiefs voted to be represented by Local 2251 as a supervisory bargaining unit instead of maintaining their own union, CCOA, and Local 2251 agreed to represent the bargaining unit. This memorandum of understanding accomplishes the intended voluntary withdrawal of CCOA as bargaining agent and recognition of representation by Local 2251.

Agenda Action: Formal Action / Motion **Time Requested:** 10 mins

Proposed Motion

I move to approve the memorandum of understanding.

Board's Strategic Goal

Efficient Government

Previous Action

November 12, 2013 – the Board of Supervisors approved the amended collective bargaining agreement between the CCOA and Carson City effective from July 1, 2010 to June 30, 2020.

Background/Issues & Analysis

In early 2019, the Battalion Chiefs voted to be represented by Local 2251 as a supervisory bargaining unit instead of maintaining their own union, CCOA, and Local 2251 agreed to represent the bargaining unit. The relevant statutes and regulations only permit Carson City to bargain with a new bargaining agent upon permission from the Nevada Local Government Employee-Management Relations Board, or upon the voluntary withdrawal of the existing bargaining agent. This memorandum of understanding accomplishes the voluntary withdrawal of CCOA as bargaining agent and recognition of representation by Local 2251.

Applicable Statute, Code, Policy, Rule or Regulation

NRS Chapter 288; NAC Chapter 288

Financial Information

Is there a fiscal impact? No

If yes, account name/number: NA

Is it currently budgeted?

Explanation of Fiscal Impact: NA

Alternatives

Do not approve the memorandum of understanding and provide alternative direction to staff.

Attachments:

[20.01.16 BC Bargaining Unit MOU.pdf](#)

[Letter of Rep..pdf](#)

[19.11.04 Request to Open Bargaining for BCs CBA.PDF](#)

Board Action Taken:

Motion: _____

1) _____

2) _____

Aye/Nay

(Vote Recorded By)

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made by and among Carson City, Nevada, a Consolidated Municipality (“City”), the Carson City Fire Department Classified Chief Officers Association (“CCOA”), and the Carson City Fire Fighters Association, Local 2251 of the International Association of Firefighters (“Local 2251”). City, CCOA, and Local 2251 may be individually referred to as “Party” and collectively referred to as “Parties.”

RECITALS:

WHEREAS, City and CCOA have entered into the Second Amended Collective Bargaining Agreement, expiring on June 30, 2020, governing supervisory personnel (Battalion Chiefs) in the Carson City Fire Department (“CCOA Agreement”), and City and Local 2251 have entered into the Third Amended Collective Bargaining Agreement, expiring on June 30, 2023, governing non-supervisory Carson City Fire Department personnel (“Local 2251 Agreement”); and

WHEREAS, the five members of CCOA have unanimously voted to have Local 2251 represent their interests in negotiations with the City, and the membership of Local 2251, by majority vote, approved Local 2251’s representation of the Battalion Chiefs’ supervisory bargaining unit; and

WHEREAS, the parties desire to continue the CCOA Agreement until its agreed upon expiration;

NOW, THEREFORE, in consideration of the mutual promises and conditions contained in this MOU, the Parties do agree as follows:

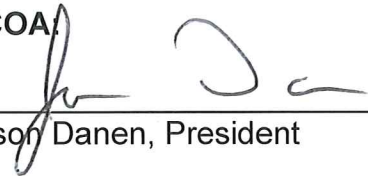
1. **Withdrawal of CCOA Representation.** Pursuant to NAC 288.145, CCOA withdraws its representation of the Carson City Fire Department supervisory bargaining unit, consisting of the five Battalion Chiefs.
2. **Recognition of Local 2251 Representation.** Pursuant to NRS 288.160, City recognizes Local 2251 as the bargaining agent for the Carson City Fire Department supervisory bargaining unit, consisting of the five Battalion Chiefs.
3. **Continuation of the CCOA Agreement.** Pursuant to Article 30 of the CCOA Agreement, City and Local 2251 agree that the CCOA Agreement shall continue in effect between City and Local 2251, with Local 2251 defined as the “Association” in that Agreement in place of CCOA, until its expiration date on June 30, 2020.
4. **Effective Date.** The Parties agree that this MOU is effective retroactively on January 18, 2019.

5. **Entire Agreement.** This MOU constitutes the entire agreement of the Parties and is the complete and exclusive statement of the promises, representations, negotiations, discussions, and other agreements that may have been made in connection with the subject matter hereof.

6. **Counterparts.** This MOU may be executed in counterparts, each of which shall be deemed to be an original but all of which, taken together, shall constitute one and the same agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the dates written below.

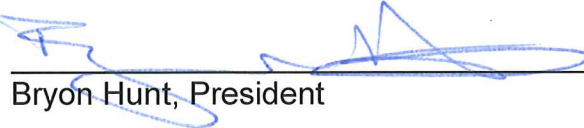
CCOA:



Jason Danen, President

1-8/2020
Date

LOCAL 2251:



Bryon Hunt, President

1/8/2020
Date

Carson City:



Sean Slamon, Fire Chief

1/8/2020
Date

Robert Crowell, Mayor

Date

Attest:

Aubrey Rowlatt, Clerk-Recorder

Date

Approved as to form:

Deputy District Attorney

Date



Carson City Fire Fighters Association IAFF Local 2251

P.O. Box 676 · Carson City, NV 89702 · Phone (775) 887-2210



January 18, 2019

PRESIDENT

From: Bryon Hunt
President of Carson City Fire Fighters Association

BRYON HUNT

VICE PRESIDENT

To: Melanie Bruketta
Director of Human Resources, Carson City

JIM COLATORTI

**SECRETARY-
TREASURER**

Subject: Response to the request for representation

KEVIN NYBERG

**EXECUTIVE
BOARD**

BRAD MIHELIC
CURTIS BAKER
CORY PETTY
SAM SAUNDERS

In response to the request from Jason Danen, President of the Carson City Chief Officers Association, dated January 7th, 2019 in which the five current Battalion Chiefs unanimously requested Local 2251 Carson City Fire Fighters Association to become their exclusive bargaining unit pursuant to NRS 288.160. Local 2251 would like to formally accept the request for representation. This acceptance comes after a majority vote of approval of the Local 2251 membership.

From this date forward Local 2251 will take on all responsibilities of representation of employment as the exclusive bargaining unit for all current and future Battalion Chiefs employed at the Carson City Fire Department. The Battalion Chiefs will remain under their current Collective Bargaining Agreement separate from the Non-Supervisory Collective Bargaining Agreement until future negotiations and agreements from all parties involved create an updated Collective Bargaining Agreement. At that point Collective Bargaining Agreements may be combined if found to be in the best interest of all parties involved. Following this acceptance, the Battalion Chiefs will operate under the Constitution and Bylaws of Local 2251 with all rights and privileges pertaining thereto.

Sincerely,

Bryon Hunt



Carson City Fire Fighters Association IAFF Local 2251

P.O. Box 676 · Carson City, NV 89702 · Phone (775) 887-2210



November 4, 2019

PRESIDENT

BRYON HUNT

Mr. Todd Reese Esq
Deputy District Attorney
City of Carson City

VICE PRESIDENT

JIM COLATORTI

Dear Todd Reese Esq.,

**SECRETARY-
TREASURER**

KEVIN NYBERG

This letter is to formally inform the City of Carson City notice of our intentions to enter into contract negotiations on behalf of the Battalion Chiefs employed at Carson City Fire Department. The Battalion Chief's Collective Bargaining Agreement is dated to expire June 30th 2020. The Carson City Fire Fighters Association, Local 2251 would like to open conversations earlier than traditionally done in an effort to make this process relaxed and efficient for all parties involved. At this time, we do have changes to the current contract that we would like to see reflected in the future contract.

**EXECUTIVE
BOARD**

BRAD MIHELIC
CAMERON BURT
CORY PETTY
SAM SAUNDERS

Please inform us of a convenient time for an initial meeting to discuss the upcoming process, timelines and initial proposed changes.

Thank you for your assistance in this matter.

Bryon Hunt
President, Local 2251

PO Box 676
Carson City, NV 89702
Bhunt@carson.org
(775)846-4541