



TRAVIS COUNTY EMERGENCY SERVICES  
DISTRICT NUMBER TWO

Collective Bargaining Deliberations Meeting Minutes

Chapter 174 of the Texas Local Government Code

June 7, 2022,

A meeting of Travis County Emergency Services District Number Two and the Pflugerville Professional Firefighter's Association also known as the International Association of Firefighters, Local Union 4137 was held on Tuesday, June 7, at 2:00 p.m. at Travis County Emergency Services District Number Two Headquarters located at 201 East Pecan Street, Pflugerville, Texas 78660.

The following Commissioners and Representatives of the District and Representatives of the Pflugerville Professional Firefighter's Association and constituting a quorum, were present for the meeting:

In attendance by Commissioners

Mike Bessner	Robert Turner
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Others in attendance

Chief Perkins	Deputy Assistant Chief Alan Stacer	Jessica Frazier	Josh Stubblefield
Brian Lucas	Zachary Wadley	Susan Bauer	Drew Dilworth
Sequina Allen			

THE INITIAL MEETING *was called to order by Commissioner Bessner at 2:03 p.m. and the minutes were recorded by mechanical means*; The meeting was held pursuant to a formal Notice of Meeting, which had been posted in accordance with the Texas Open Meetings Act at the Travis County Clerk's Office and in the offices of the Travis County Emergency Services District Number Two Headquarters;

DISCUSSION ITEMS

Item 1: Discuss and handle introductory matters and confirm bargaining teams; *Commissioner Bessner introduced the District Representatives at the meeting*:

Item 2: Approve and execute Ground Rules discussed at the May 19th, 2022 meeting.

Item 3: Review and approve on the record the Minutes from the May 19th, 2022 meeting.;

*May 19, 2022; minutes were not approved due to many corrections. The District and Association Team Members submitted their revisions. They will review the updated minutes at the next meeting.*

Item 4: Presentation by Association of initial proposals and advice as to current Collective Bargaining Agreement articles not at issue in these negotiations from the Association's viewpoint.

*Association President Josh Stubblefield discussed the important articles. He discussed Article 16 about EFT pay and included a minor verbiage change to "10 consecutive shifts worked" instead of "10 consecutive shifts. Commissioner Bessner asked about a preplanned vacation. Commissioner Turner answered that it is covered by someone else. Next, they discussed Article 21 insurance benefits and would memorialize the entirety of healthcare benefits offered. There is a minimum of 20 years, with increased benefits with continuous employment. Article 22 on vacation issues included that the vacation is awarded on January 1st annually. It was suggested to go from 40 hours to shift, with 0-14 years being awarded 192 hours. IF they are shift work, the vacation hours are divided by 2. There was a discussion about if people are transferred to 40 hours, they would need to take off time, and there could be exceptions. They discussed verbiage on Article 26, overviewed 48 hours of bereavement, and removed the word "continuous." They would need to take 24 hours at a time. Next, the Association discussed Article 31, Association of Business, and discussed out-of-town trips, including annual conventions, and leaving additional time for training which will be approved on a case-by-case basis. This would be changed from 3 days to 10.*

*Caucus called by Mr. Bessner at 2:29 pm.*

*Association Team Members returned from caucus at 2:57 pm.*

*The Association discussed the shift work sick leave and moving between 40 hours and shift work to divide by 1.5. The association discussed sick leave with partners and spouses for staff to be able to use their sick time with them as well in addition to the definition of family members. They have discussed significant before, but "domestic partner" other is a better term. In section 4, the association is proposing a dollar-for-dollar sick leave with a minimum of 480, and a shift schedule would have a minimum of 1,200. Members who do not meet the requirements will be paid out 360 at the base rate. If one serves for five years, all sick leave is paid out. The association discussed ways to define eligibility. The group discussed TCDRS. The minimum is the dollar to dollar sick leave for bargaining unit and shift employees with the threshold of 480 and 720 at shift after five years and meeting this threshold.*

*The Association discussed the TCDRS plan and shared eligibility information and hopes to make it an article to immortalize in the contract and discussed social security benefits. The District asked how to delineate these steps, but the association is working on this aspect.*

Item 5: Presentation by District of initial responses to Association's proposals and any initial counter proposals or original District proposals for discussion or action.

*Caucus called by Mr. Bessner for the District team at 3:34 pm.*

*The Negotiating teams returned from caucus at 3:57 pm.*

*Item 21 is good. Item 26 Bereavement is good for non-continuous with 24 hours at a time. Item 31 is approved. They approved the vacation proposal and will craft language. In article 23, they approved the 12-hour award. Item 24 will be returned at a later meeting. The District shared that the Sick leave buyback is difficult to gauge exactly what it will be.*

Item 6: Confirm the next meeting date and any future business or discussion items to be posted on the agenda for the next meeting.

*The next meeting will include language for 16, 22, and 23 and include feedback for social security. They discussed taking three-hour meetings in order to get more done. They will start by discussing articles 16, 22, and 23 and present the sick leave article.*

The meeting was adjourned by Commissioner Bessner at 4:10 p.m.

The next bargaining meeting is scheduled for June 28, 2022, at 2:00 p.m.