



TRAVIS COUNTY EMERGENCY SERVICES DISTRICT NUMBER TWO

Collective Bargaining Deliberations Meeting Minutes

Chapter 174 of the Texas Local Government Code

May 19, 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 Thursday, May 19, 2022, 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	Assistant Chief Mark Moellenberg	Deputy Assistant Chief Alan Stacer	Jessica Frazier
Josh Stubblefield	Dustin Pond	Susan Bauer	Drew Dilworth
Bobby Ortiz	Sequina Allen	Machelle Allen	

THE INITIAL MEETING *was called to order by Commissioner Bessner at 2:01 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: Chief Negotiator for the*

association and official bargaining team includes Josh Stubblefield, Dustin Pond, Susan Bauer, Drew Dilworth, and Brian Lucas. Bobby Ortiz, Ram Beck, and Zachary Wadley are alternates. The Executive team is Commissioner Turner, with Chief Perkins, Chief Moellenberg, Jessica Frazier, with the alternate as Deputy Assistant Chief Stacer, Commissioners April Griffin and Rico Reyes.

Item 2: Confirm agreement as to the start date of the collective bargaining process under Chapter 174 of the Texas Local Government Code;

The fact they are starting early helps when choosing the start date for the first meeting.

Item 3: Confer regarding Ground Rules and other procedural guidelines;

The teams reviewed the sets of rules.

Item 4: Establish a line of communications for review/approval/distribution of minutes;

Minutes will be produced by Sequina and will follow typical approval of minutes to both groups and will be approved at the next meeting.

Item 5: Presentation by Association of preliminary issues and/or proposals for discussion; *Joshua Stubblefield presented the issues and proposals for the associations. Items are Article 18 pay scale, Retirement increase, Article 24 Sick Leave with a minor verbiage change to include a significant other, and increasing sick leave hours. Items also include Article 17 hours worked to fix 40-hour shift work employees to fix pay disparity, Article 23 including 40-hour shift work vacation time, Article 26 verbiage change, and agreement to allow for special consideration and circumstance for use of noncontiguous 48 hours of leave. Article 21 – health benefits and post-employment health care and leave adjustments for consecutive shifts. Finally, they discussed social security and establishing a committee workgroup with the District to work together on building steps to opt-out of social security and executing those steps to determine if it is possible.*

Item 6: Presentation by District of preliminary issues and/or proposals for discussion; *Chief Perkins presented their issues and spoke identifying issues and spoke on the contract as a legal document. He spoke on updated Medic Pay and paramedic certifications. He addressed EFTs (Emergency Field Trainers) and spoke on the previous system the district employed, including Emergency Medical Service field trainers, and noted that paramedics will need to fill that role and the need for clinical work is increasing and keep an eye on sick leave use. He recognized that complaints from the city were that they were too expensive and the staffing factor. He spoke about the Uniform article and damaged the uniform. He spoke on further defining the percentage points for the promotion process and are amenable to discussion. He spoke on discussing leave hours awarded. Lastly, he discussed language on double time and holdover to make the language clearer in the standing letter.*

Item 7: Establish meeting date(s) for future collective bargaining deliberations;

The time frame is 120 days before the end of the contract. These targets will be established in the ground rules. June 7th was determined and meeting every other week. Other dates include June 28th, July 12th, and July 26th.

The meeting was adjourned by Commissioner Bessner at 2:46 p.m.
The next bargaining meeting is scheduled for June 7, 2022, at 2:00 p.m.

Respectfully submitted by: Minutes Services