



TRAVIS COUNTY EMERGENCY SERVICES
DISTRICT NUMBER TWO

Collective Bargaining Deliberations Meeting Minutes

Chapter 174 of the Texas Local Government Code

June 28, 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 28, 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,

Robert Turner	
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Others in attendance

Chief Nick Perkins	Assistant Chief Mark Moellenberg	Jessica Frazier	Josh Stubblefield
Drew Dilworth	Dustin Pond	Zachary Wadley	Sequina Allen

THE INITIAL MEETING *was called to order by Commissioner Turner at 2:10 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: Review and approve on the record the Minutes from the May 19th, and June 7, 2022, meeting.

The team discussed language revisions. Ms. Frazier moved and Mr. Stubblefield seconded to approve the May 19th and June 7th meeting minutes as corrected.

Item 2: 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;

The group broke from 2:28 until 2:43 PM to deliberate in caucus. The District shared that Articles 1-3, 5-15, 19, 20, 25, 27-29, 32-36 are agreed upon.

The Association discussed Article 24: Sick Leave article and discussed changes made and addressed confusion. The group clarified it is after 20 years, not 25.

Item 3: Presentation by District of initial responses to Association's proposals and any initial counter proposals or original District proposals, for discussion or action

Ms. Frazier shared they have edits to 7, 8, 14, 19, and 20. She discussed revised proposals for TA for articles 21, 26, and 31 and shared the final versions. For insurance benefits, she included the retiree health plan. For bereavement (art 26) and using non-contiguous 48-hour leave in 24-hour periods. For Article 31, she shared there was a request to increase the pool of hours to 240 and discussed other language changes. The final versions of articles 21, 26, and 31 were signed.

The District presented proposals for articles 14, and 16 that would lower the static paramedic pay and institute an "acting" paramedic pay. The District clarified the roles of medics in squads on EMS missions and the Association felt this move went backward and felt there would be issues if firefighters did a trade. The District replied that trades are a separate issue and that the ability to do a trade is a benefit to the firefighters. The Association will consider the two proposed articles and provide their feedback at a future meeting.

The District presented a proposal for Article 23 - Holidays. This introduced a provision for proration of leave balance payout when an employee is separating from employment. The District proposed eliminating Article 20 - Comp Time and presented a proposal to update language in Article 30 - uniforms and PPE. Articles 4, 7 and 8 were presented with corrections to minor typos or date updates to reflect the new agreement dates.

For Social Security, the District is proposing to put together a workgroup to lay out steps and language necessary for the process and will place this in a letter of understanding.

The group went into caucus until 4:23 PM.

The Association agreed to TA Articles 4, 7, 8, and 30 as presented by the District.

Item 4: Confirm the next meeting date and any future business or discussion items to be posted on agenda for the next meeting.

The next meeting will be on July 12th. The deadline for adding any new articles will be on July 26th.

The Association will bring a Pay plan proposal to the next meeting and is still working on paramedics.

The meeting was adjourned by Commissioner Turner at 4:30 p.m.

The next bargaining meeting is scheduled for July 12, 2022, at 2:00 p.m.

