



TRAVIS COUNTY EMERGENCY SERVICES  
DISTRICT NUMBER TWO

Collective Bargaining Deliberations Meeting Minutes

Chapter 174 of the Texas Local Government Code

July 12, 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, July 12, 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 Nick Perkins	Assistant Chief Mark Moellenberg	Jessica Frazier	Josh Stubblefield
Deputy AC AJ Stacer	Dustin Pond	Brian Lucas	Drew Dilworth
Sequina Allen	Ram Beck	Bobby Ortiz	

Item 1: Call meeting to order. *The meeting was called to order by Commissioner Bessner at 2:02 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;

Item 2: Presentation by District of articles for TA as agreed upon in prior meeting for signature. *The following articles were signed as TA by Bessner and Stubblefield:*

- *Article 4 - Authority and term - change date from 2022 to 2025*
- *Article 7 - Non-Discrimination - typo, “the members of the bargaining unit in the bargaining unit”*
- *Article 8 - Assoc. & District Meetings - update to not have a set date/time.*
- *Article 30 - Uniforms and PPE - change from “worn” to “damaged while performing duties”*

Item 3: Presentation by Association of initial proposals and advice as to current Collective Bargaining Agreement articles not at issue in these negotiations from Association's viewpoint.

*The Association shared that they will not propose changes to Articles 1, 3, 5,6,9,10,11,12,13,15, 19, 20, 25, 27, 28, 29, 32, 33,34,35 and 36 and would be ready to TA these articles as they currently exist.*

*TA documents signed by Bessner and Stubblefield for the following Articles with no changes to the current text: 1, 3, 5, 6, 9, 10, 11, 12, 13, 15, 25, 27, 28, 29, 32, 33, 34, 35, and 36.*

*The association pointed out an issue in Article 2 - Definitions that the definition #9 for "Probationary Firefighter" needs to be updated based on the new Cadet academy employees. The District agrees and will provide a proposed edit at the next meeting. The District agrees to TA the articles listed by the Association with the exception of 19 and 20.*

*The Association agrees to delete article 20 and reserve the Article number for future use.*

*The Association provides their response to the District's 6/28 proposal with their Proposal for Articles 14 and 16. Article 14 will retain the \$3.09 per hour for anyone with credentialing, regardless of assignment and Article 16 contains ALS assignment pay of \$1.50 per hour. The membership with Paramedic credentialing is concerned about losing the continuous 3.09 per hour and views that as a risk. They are concerned with the decreased pay when assigned to light duty, when taking leave, or if there isn't ample hours/opportunity to work on ALS units. The District will review the proposal and provide a response at a later date.*

*The Association presented their proposal for Article - 18 Pay plan. The group proposed changing the pay change from October 1st to hire/anniversary dates and discussed a plan of a pay scale increase to be in line with what is expected from the Round Rock negotiations. They also want to change back to a printed pay scale by year and rank printed in the CBA document and want to include market adjustment increases past the 15 year service level. Cadets start at 10% lower until they are certified.*

*The group discussed retro pay for 5 firefighters that have asserted concerns with the details of the current contract and change from anniversary date pay change to 10/1.*

Item 4: Presentation by District proposals and/or response to Association proposals, for discussion or action;

*The District presented their proposal for Article 22 - Vacation to codify the conversion ratio and proration of payout for separating employees.*

*The Group entered caucus at 3:04 PM and returned from caucus at 4:01 pm*

*The group will discuss Article 2, section 9, at the next meeting. The District will need more time for articles 14, 16, and 18 and the retro pay request for the next meeting and discussed moving the cost-of-living adjustment to the anniversary date. The group discussed a step raise (longevity*

*tenure) and a merit increase. The 6/28 minutes will be distributed at the next meeting on July 26<sup>th</sup>.*

Item 5: Confirm next meeting date and any future business or discussion items to be posted on agenda for next meeting.

*The next bargaining meeting is scheduled for July 26, 2022, at 2:00 p.m. Other upcoming meeting dates include August 16th and August 30th from 2-5 PM.*

The meeting was adjourned by Commissioner Bessner 4:24 p.m.