



TRAVIS COUNTY EMERGENCY SERVICES
DISTRICT NUMBER TWO

Collective Bargaining Deliberations Meeting Minutes

Chapter 174 of the Texas Local Government Code

July 26, 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 26, 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	
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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
Deputy Asst. Chief AJ Stacer			

Item 1 - call meeting to order. The meeting *was called to order by Commissioner Bessner at 2:04 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 2: Review and approve on the record the Minutes from the June 28, 2022, meeting. *The group reviewed the minutes, and various edits on wording were made. Minutes were approved inclusive of edits.*

Item 3: Presentation by District of articles for TA as agreed upon in prior meeting for signature.

Article 20 - Comp Time was presented to be deleted, and the article number 20 to be reserved for future use. Bessner and Stubblefield signed the TA document.

Item 4: 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 agreed to TA Article 22 - Vacation and Article 23 - Holidays as proposed by the District on 7/12.

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.

Chief Perkins presented a proposal for Article 2 - Definitions to address the definition of "firefighter" in Section 9 to include the Cadet program. The proposal also contains an addition for a definition of domestic partner.

Chief Perkins presented a proposal for Article 24 - Sick Leave, which increased the sick leave buy back to pay all accumulated hours at a 1:1 rate provided the minimum threshold was met. He also explained that with the addition of the definition of domestic partners, it would allow sick leave for that purpose, but that for extended leave where FMLA is required, the FMLA rules override the District's. The group held a discussion on the hours accumulated. The Association countered the Article 24 proposal to reduce the minimum threshold from 1,200 to 960 hours for shift employees and a correlated threshold for 40-hour firefighters.

The group went into caucus at 2:22 pm and returned at 2:41 PM.

The District shared an analysis of sick leave accumulation over the course of a firefighter career utilizing an average use of 48 hours of sick leave each year and pointed out that accumulating 1,200 hours over the course of a career should be obtainable, given the firefighter doesn't abuse their leave or even if they have legitimate significant medical events. Further, if the threshold is not achieved, that means the firefighter has already received a 1:1 benefit on sick leave. The District rejects the Association's counter for Article 24 and stands at the initial proposal presented.

The District provides initial response to the Association's payplan proposal and request for increasing the TCDRS match. Chief Perkins explains that budgetarily it isn't possible to do both and asks the Association to choose either increasing pay as much as the budget will allow or increasing the TCDRS match.

The Group entered caucus at 2:54 pm and returned at 3:05 pm

The Association agrees to TA Article 2 and Article 24 as presented by the District. They are leaning towards focusing on increasing pay scale as much as possible over TCDRS match increase.

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 is on August 16, 2022. Articles 14, 16, 17, 18, and 19 (overtime) will be discussed.

Item 7 - Adjourn Meeting

The meeting was adjourned by Commissioner Bessner at 3:13 p.m.

The next bargaining meeting is scheduled for August 16, 2022, at 2:00 p.m.