

2026-2031 Collective Bargaining Agreement

June 16, 2026

East Fork Fire Protection District



Negotiation History and Timeline

- ◆ The Administration and Association entered into the process on February 11, 2026, and completed negotiations on March 26, 2026.
- ◆ Four negotiation sessions were held before a tentative agreement was reached between the District Administration and the Association.
- ◆ Both staff and association time was dedicated to session preparation, supposals, and proposals.
- ◆ The location of the four meetings was split between the District and Association.

Contract Structure

- ◆ The proposed Contract document represents both additions and subtractions of articles from the previous CBA.
- ◆ The Contract contains several Appendices which are referenced in various Articles.
- ◆ Formatting of the document was completed in-house.

In Compliance with Nevada Revised Statutes (NRS 288.153)

- ◇ The Agreement must be approved at a public meeting and the fiscal impact of the agreement reported.
- ◇ East Fork Fire Protection District has negotiated and the East Fork Professional Firefighters – General Association Bargaining Unit membership has ratified a new five (5) year, with specific articles available for reopening.

Highlights

◆ 5-year agreement

- ◆ Three years of 3% annual wage increases, with a contract reopener at Year 3 to discuss Years 4 and 5
- ◆ 34 Articles remain the same with no changes
- ◆ 37 Articles with negotiated changes
- ◆ 4 Appendices with negotiated changes
- ◆ Funding for the fiscal impact is incorporated into the District's adopted budget
- ◆ Supports the District's goal of maintaining positive labor relations, ensuring a competitive workforce, and supporting recruitment and retention

Fiscal Impact – General Association

- ◇ This group includes 83 represented personnel.
- ◇ The fiscal impact of the agreement is \$1,376,984
 - ◇ FY26/27--\$445,496
 - ◇ FY27/28--\$458,861
 - ◇ FY28/29--\$472,627
- ◇ The fiscal impact of Years 4 and 5 of the agreement will be negotiated during the Year 3 reopener.

Articles Subject To Re-Opening

◇ Article – Description - Reopener Date

- ◇ Article 8 - Nevada Public Employees Retirement System when there is a rate change
- ◇ Article 17 - Drug and Alcohol - FY 26/27
- ◇ Article 20 - Wages - FY 28/29
- ◇ Article 34 - Tuition Reimbursement - FY 27/28
- ◇ Article 41 - Professional Development Leave - FY 27/28
- ◇ Article 48 - Employee Life and Health Insurance - When there is a rate change of 20% or more
- ◇ Article 68 - Lateral Transfers Firefighter/Paramedic - FY 26/27
- ◇ Article 70 - Wildland Fuels language/articles - FY 26/27

Articles with Notable Changes

- ◆ **Article 29 (Training and Safety Assignment)**
 - ◆ **Change from Training Captain to Administrative Captain**
 - ◆ **Recognizes the changes made during the reorganization and Memorandum of Understanding (MOU)**
- ◆ **Article 37 (Sick Leave)**
 - ◆ **Added ability to be paid out for sick leave upon separation beginning at year 5 versus year 9**
 - ◆ **Added ability for employees to cash out up to 72 (56-hour employees) and 40 hours (40-hour employees) of sick leave annual at straight time (total hourly rate)**
- ◆ **Article 52 (Staffing)**
 - ◆ **Recognize the changes made due to the Administrative Captain position**
 - ◆ **Minimum daily from 21 to 20 and ensure 3 Administrative Captains**

Articles with Notable Changes

- ◇ **Article 61 (Probationary Period)**
 - ◇ Added language to extend probation
- ◇ **Article 63 (Temporary Promotion)**
 - ◇ Removed temporary promotion and replaced with long-term acting
- ◇ **Article 67 (Flight Paramedic)**
 - ◇ Replaced Station Habitability with Flight Paramedic assignment
 - ◇ Recognized MOU regarding Air 12 and assignments

Articles Moved to Appendix D – Meet and Confer

◇ Articles

- ◇ Article 17—Drug and Alcohol

- ◇ Article 9—Corrective and Disciplinary Action

◇ Appendices

- ◇ Appendix B—Employee Development/Performance Program

Recommendation

- ◆ The Administration recommends:
 - ◆ Approval of the Collective Bargaining Agreement as presented.
 - ◆ Authorize the District Fire Chief to execute the agreement on behalf of the District.

QUESTIONS?