

Meet and Confer Agreement

Jose Madrigal
Deputy City Manager

City Team

Jose Madrigal, DCM

Rob Daake, ACM

Danny Kistner, Fire Chief

Kathryn Usrey, Interim HR Director

Rodney Rhoades, CFO

Chris Lowry, Assistant Fire Chief

Tim Mock, Assistant Fire Chief

Darrek Ferrell, Assistant to the City Manager

Timeline

Negotiations
Began:
February
26, 2014

Negotiations
Concluded:
May 27,
2014

Agreement
Ratified by
Association
with 91%
Approval:
June 10,
2014

Agreement
Approved by
City Council:
June 17,
2014

Current
Agreement
Expires:
September
30, 2014

New
Agreement
Effective:
October 1,
2014

Key Deal Points

Contract Term

- Changing from 2 years to 3 Years

Pay Plan

- 7 steps instead of 9

Sick Leave Payout

- Up To 1080 Hours
 - 20 + years service with McKinney
 - Retire through TMRS
 - Have to give 365 day notice
- Not eligible for any payout under 10 years of service

No Strike/Lock Out

- Members of Association agree to not cause, counsel, or permit its members to strike, slow down, disrupt, impede, or otherwise impair normal functions of the Fire Department.

Key Deal Points

Certification Pay

- Monthly compensation for intermediate, advanced and master

Assignment Pay

- For firefighters switching to a 40 hour work week

Holiday Buy Back Program

- Reinstated – Allows for sell back of accrued holiday leave time

Fire Department Catastrophic Leave Bank

- Sets up a leave bank for firefighters to use:
 - To be eligible for leave
 - Must exhaust sick leave
 - Must participate in City Catastrophic Leave Bank



Summary

- Proposed Agreement:
 - Promotes open communication
 - Inline with philosophy of compensation at the midpoint of comparison cities
 - Provides 3 years of stability
 - Within budget limits
- Staff respectfully recommends approval