

DRAFT Amendment to Meet and Confer Agreement

This document is a draft amendment to the current Meet and Confer Agreement (Agreement) between the City of McKinney and The McKinney Fire Fighters Association, IAFF Local 4017, which runs from October 1, 2010 through September 30, 2012.

The Agreement specifies amendment procedures in Article VIII, Section 3, which reads:

Section 3. Amendment Clause

This Agreement may not be changed or altered in any manner except by mutual written agreement. The Parties agree that upon mutual agreement additional provisions may be negotiated and added as Amendments. Any Amendments of this Agreement shall be in writing, shall contain an effective date, and shall be dated and signed by authorized representatives of the respective parties. All Amendments shall be ratified in the same manner as provided by state law for original ratification.

As such, the following language changes to Article VI of the Agreement is proposed for ratification by the MFFA pursuant to Local Government Code 142.114 (b).

ARTICLE VI – VACATION ACCRUAL

Section 1. Applicability. This article applies to all firefighters employed by the City, excluding the Fire Chief and Assistant Fire Chief. Unless otherwise specified, all accrual rates described in this Article are for firefighters assigned to a 56 hour work week.

Section 2. Vacation Accrual. The rate of vacation accrual for firefighters shall be stair-stepped in order to reward longevity using the following schedule:

- ~~0 to 9 years of completed service accrue at 15 hours/month~~
- ~~10 to 14 years of completed service accrue at 17 hours/month~~
- ~~15 to 19 years of completed service accrue at 19 hours/month~~
- ~~20 to 24 years of completed service accrue at 21 hours/month~~
- ~~25 to 29 years of completed service accrue at 23 hours/month~~
- ~~30 or more years of completed service accrue at 25 hours/month~~
- 0 to 9 years of completed service accrue at 180 hours/year or 15 hours/month*
- 10 to 19 years of completed service accrue at 228 hours/year or 19 hours/month*
- 20 or more years of completed service accrue at 300 hours/year or 25 hours/month*

Firefighters on a 40 hour work week shall accrue using the following schedule:

- ~~0 to 9 years of completed service accrue at 10 hours/month~~
- ~~10 to 14 years of completed service accrue at 11.33 hours/month~~

- ~~15 to 19 years of completed service accrue at 12.67 hours/month~~
- ~~20 to 24 years of completed service accrue at 14 hours/month~~
- ~~25 to 29 years of completed service accrue at 15.33 hours/month~~
- ~~30 or more years of completed service accrue at 16.67 hours/month~~
- 0 to 9 years of completed service accrue at 120 hours/year or 10 hours/month*
- 10 to 19 years of completed service accrue at 152 hours/year or 12.67 hours/month*
- 20 or more years of completed service accrue at 200 hours/year or 16.67 hours/month*

*Adjustment to accrual rates, per amendment to Agreement, effective January 1, 2012. First reflection of new accruals occurs on February 17, 2012 paycheck.

All other provisions of the City's vacation policy and procedures will continue to be governed by the then existing City and Fire Department policies and procedures.

Date Presented to MFFA membership for ratification:

1/23/12

A vote of MFFA membership resulted in this amendment:

PASSING

FAILING

MFFA Authorized signature certifying results:



Upon successful ratification by the MFFA, an Amended and Restated Meet and Confer Agreement will be presented to the City Council for ratification.