



17-884

TITLE: Consider/Discuss/Act on a Resolution Amending the Fourth Meet and Confer Agreement with the Professional Fire Fighters of McKinney, IAFF Local 2661

COUNCIL GOAL: Safe and Secure Community

MEETING DATE: September 5, 2017

DEPARTMENT: City Manager

CONTACT: Jose Madrigal, Deputy City Manager

RECOMMENDED CITY COUNCIL ACTION:

- Adopt Resolution amending the Fourth Meet and Confer Agreement with the Professional Fire Fighters of McKinney, IAFF Local 2661

ITEM SUMMARY:

- On October 7, 2014, City Council adopted a resolution ratifying the Third Meet and Confer Agreement with the Professional Fire Fighters of McKinney (PFFM), formerly McKinney Fire Fighters Association (MFFA).
- City and Association teams began substantive discussions in May of 2017 and concluded in August with consensus on the attached Fourth Meet and Confer Agreement.
- The term of the Fourth Meet and Confer Agreement with the PFFM is from October 1, 2017 to September 30, 2021.
- Notable changes include:
 - Market data being defined as average pay of benchmark cities plus 1.5%.
 - Market surveys and any corresponding adjustments will now occur twice annually on January 1st & April 30th
 - Duration of the contract changed to four years to coincide with the Police Meet and Confer Agreement. The agreement terminates on September 30, 2021.
 - Maintained rollback election termination option if no agreement after 60 days on a modified agreement.

- A new Personal Floating Holiday has been added to the agreement.
- Streamlined Sick Leave Payout process.
- Changed the definition of retirement within the agreement.
- Made other compensation adjustments to On-Call Pay, Special Events Pay, And Holiday Buy Back minimums.

BACKGROUND INFORMATION:

- Previous Council action pertaining to Fire Meet and Confer:
 - December 1, 2008 - Resolution No. 2008-12-191-(R) passed recognizing the MFFA for the purpose of Meet and Confer discussions.
 - December 15, 2009 - Resolution No. 2009-12-152-(R) passed rescinding Resolution No. 2006-03-050 pertaining to revised Fire Department policies agreed upon in Meet and Confer discussions.
 - May 17, 2010 - Resolution No. 2010-05-060-(R) passed adopting the First MFFA Meet and Confer Agreement.
 - February 7, 2012 - Resolution No. 2012-02-016-(R) passed adopting the First Amended and Restated MFFA Meet and Confer Agreement.
 - May 15, 2012 - Resolution No. 2012-05-065-(R) passed adopting the Second Amended and Restated MFFA Meet and Confer Agreement.
 - June 17, 2014 - Resolution No. 2014-06-069-(R) passed adopting the Third Amended and Restated PFFM Meet and Confer Agreement.
 - October 7, 2014 - Resolution No. 2014-10-115 (R) passed an amendment to the Third Amended and Restated PFFM Meet and Confer Agreement.

FINANCIAL SUMMARY:

- This agreement gives structure to anticipated salary and benefit cost increases needed to maintain market competitiveness.

BOARD OR COMMISSION RECOMMENDATION: N/A

SUPPORTING MATERIALS:

[Resolution](#)

[Fire Meet & Confer Agreement](#)