

**MEMORANDUM OF UNDERSTANDING
TO AMEND A PORTION OF THE MEET AND CONFER AGREEMENT
BETWEEN THE CITY OF MCKINNEY, TEXAS AND THE PROFESSIONAL FIRE FIGHTERS
OF MCKINNEY, IAFF LOCAL 2661**

This Memorandum of Understanding ("MOU") is entered into by and between the City of McKinney ("City"), Texas and the Professional Fire Fighters of McKinney, IAFF Local 2661, ("Association"), collectively referred to as the "Parties," for the purpose of amending a portion of the current Meet and Confer Agreement.

1. PURPOSE

The purpose of this MOU is to revise Article 10 – *Annual Written Promotional Exam Dates*, Section 5. *Promotional Process for Battalion Chief* of the Meet and Confer Agreement dated October 1, 2021, between the Parties.

2. AMENDED PROVISION

Effective October 1, 2025, the Parties agree that Article 10 – *Annual Written Promotional Exam Dates*, Section 5. *Promotional Process for Battalion Chief* of the Meet and Confer Agreement shall be amended to state:

Section 5. Promotional Process for Battalion Chief

Written exams will not be used to determine eligibility for promotion to Battalion Chief. On or about the first Thursday in April of each year, the promotional list for Battalion Chief will be open to new candidates. To be eligible to begin the process of promotion to the rank of Battalion Chief with the Department, a candidate must meet the following criteria:

- Hold the rank of Captain for a minimum of two (2) years before the deadline established by the Chief; and,
- If hired before May 4, 2018, candidates must have an associate degree from a nationally or regionally accredited institution and a Candidate Assessment Value Evaluation (CAVE) score of at least 100 points.
- If hired on or after May 4, 2018, candidates must have a bachelor's degree from a nationally or regionally accredited institution.

Nothing in this Agreement shall prohibit or otherwise limit applications from outside the Department if an internal candidate is not selected for the position. The Fire Chief's promotional panel for Battalion Chief applicants shall consist of at least two (2) Captains selected by the Fire Chief.

3. FULL FORCE AND EFFECT

All other terms and conditions of the Meet and Confer Agreement not expressly modified by this MOU shall remain in full force and effect.

4. RATIFICATION

This MOU is subject to ratification by the City Council and by a majority vote of the Association membership. Upon ratification, this MOU shall become effective as of the date stated above.

5. SIGNATURES

IN WITNESS WHEREOF, the Parties hereto have executed this Memorandum of Understanding to be effective as of the date last signed below.

For the City of McKinney:

Name: _____
Title: _____
Date: _____

For the Professional Fire Fighters of McKinney, IAFF Local 2661

Name: RANDY ATCHLEY 
Title: PRESIDENT
Date: 9/8/25