



September 30, 2025, but will extend to September 30, 2027, if the City and the Association choose not to renegotiate.

- Modification of the promotional process for Battalion Chief.
  - A streamlined Sick Leave Payout process, removing the requirement to retire from TMRS in order to receive full payout.
  - Inclusion of Field Training Officer (FTO) pay for those assigned to FTO duty.
  - Modifications to the holiday buy-back program.
  - Improved Fire Fighter physicals.
  - Clarifications to the disciplinary process.
  - Other minor modifications and clarifications to existing agreement provisions.
- The agreement has been ratified by the PFFM membership.
  - Ratification by the City Council through resolution will finalize the agreement.

#### **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.
  - September 5, 2017 - Resolution No. 2017-09-005(R) passed adopting the Fourth Amended and Restated PFFM Meet and Confer Agreement.

#### **FINANCIAL SUMMARY:**

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

#### **BOARD OR COMMISSION RECOMMENDATION: N/A**

