



21-0829

TITLE: Consider/Discuss/Act on a Resolution Ratifying the Fifth Meet and Confer Agreement with the Professional Fire Fighters of McKinney

COUNCIL GOAL: Safe and Security Community

MEETING DATE: September 21, 2021

DEPARTMENT: City Manager's Office

CONTACT: Barry Shelton, Assistant City Manager

RECOMMENDED CITY COUNCIL ACTION:

- Adopt Resolution ratifying the Fifth Meet and Confer Agreement with the Professional Fire Fighters of McKinney (PFFM).

ITEM SUMMARY:

- City and Association teams began substantive discussions in June of 2021 and concluded in August with consensus on the attached Fifth Meet and Confer Agreement.
- The initial term of the Meet and Confer Agreement with the PFFM is from October 1, 2021, to September 30, 2025, with an optional extension to September 30, 2027.
- Notable changes include:
 - The proposed agreement increases the salary tables from the market average to 2.25% above market average over the six years of the contract.
 - The duration of the contract changed from four years to four years with an optional two years if neither party wishes to renegotiate. The agreement initially terminates on 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

SUPPORTING MATERIALS:

[Resolution](#)