

**City Council
Agenda Memo**



**City Council
Meeting Date: September 12, 2013**

TO: Larry D. Gilley, City Manager

FROM: Ronnie C. Kidd, Managing Director for Administration

SUBJECT: Oral Resolution Ratifying the Meet and Confer Agreement between the City of Abilene and the Abilene Professional Fire Fighters Association

GENERAL INFORMATION

The Meet and Confer Agreement currently in effect between the City of Abilene (the City) and the Abilene Professional Fire Fighters Association (APFFA) is for the period October 1, 2011 through September 30, 2013. Accordingly, a team representing the City and a team representing the APFFA have been in the negotiation cycle for the last several months to reach an agreement to be effective October 1, 2013.

Texas Local Government Code Chapter 142 provides for the meet and confer process. Once again, we are pleased with the outcome of the process and believe the new agreement continues to serve the interests of both parties. Attached is a summary of the key points and/or changes reflected in the new agreement. The agreement covers the **three** year period October 1, 2013 through September 30, 2016 (fiscal years 2014-2016).

Ratification of the agreement by APFFA membership was previously accomplished and we received notification from the APFFA president on August 19, 2013.

SPECIAL CONSIDERATIONS

The agreement builds upon previous agreements and provides for preemption of Chapter 143 Civil Service regulations as agreed upon by both parties.

FUNDING/FISCAL IMPACT

The proposed fiscal year 2014 budget currently under consideration by Council provides for a 3% across-the-board compensation increase for all employees, effective December 29, 2013. The Meet and Confer agreement reflects this compensation adjustment. The agreement also contains "reopener" language to allow for discussion regarding base pay during the City's fiscal year 2015 and 2016 budget processes (for years two and three of the agreement).

STAFF RECOMMENDATION

Staff recommends that the City Council ratify the Meet and Confer agreement between the City and APFFA for the period October 1, 2013 through September 30, 2016.

ATTACHMENTS

Executive Summary of Fire Meet and Confer Agreement

(Note: The entire agreement document is on file with the City Secretary should any Council member wish to review it.)

Prepared by:

Name Ronnie C. Kidd

Title Managing Director for Administration

Item No. 6.1

Disposition by City Council

- Approved Ord/Res# _____
- Denied _____
- Other

City Secretary



EXECUTIVE SUMMARY
FIRE MEET & CONFER AGREEMENT
FISCAL YEARS 2014, 2015 & 2016



Following are changes or updates to the meet and confer agreement between the City of Abilene and the Abilene Professional Fire Fighters' Association based upon the recent meet and confer negotiation cycle. All other terms of the agreement carry forward to the new agreement and remain intact.

- ❑ Term of Agreement
 - ◇ Three (3) year term, expiring September 30, 2016
 - ◇ Reopener in years two (2) and three (3) to discuss base salary, as well as paramedic pay and certification pay, during the budget process

- ❑ Base Salary
 - ◇ 3% Across-the-Board, effective January 1, 2014, as proposed for all employees in FY 14 budget
 - ◇ Reopener in years 2 and 3 to discuss base pay, as well as paramedic pay and certification pay, during the budget process

- ❑ Promotional Processes
 - ◇ Changes weighting of written examination/assessment center for Lieutenant rank to 60%/40%
 - ◇ Provides for the ability to waive the assessment center component of the promotional process in certain circumstances, such as when all candidates are guaranteed promotion due to vacancy status.
 - ◇ Provides the joint labor/management committee with authority to make adjustments to the promotional process outside the met and confer negotiation cycle, with civil service commission approval

- ❑ Association Business Leave
 - ◇ Provides for an additional one-time donation of sick leave to the Association Business Leave (ABL) pool balance
 - ◇ Increases the number of hours a firefighter may donate to the ABL pool at retirement (up to 96 hours from 48 hours)