

RESOLUTION NO. 37-2017

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS
RATIFYING THE MEET AND CONFER AGREEMENT BETWEEN THE CITY OF ABILENE
AND THE ABILENE PROFESSIONAL FIRE FIGHTERS' ASSOCIATION FOR THE PERIOD
OCTOBER 1, 2016 THROUGH September 30, 2019**

WHEREAS, Texas Local Government Code Chapter 142 provides for the meet and confer process; and

WHEREAS, representatives of the City of Abilene and the Abilene Professional Fire Fighters' Association have negotiated a proposed meet and confer agreement for the period effective October 1, 2016 through September 30, 2019 to supersede the current meet and confer agreement; and

WHEREAS, the proposed agreement has been ratified by a majority of the membership of the Abilene Professional Fire Fighters' Association.

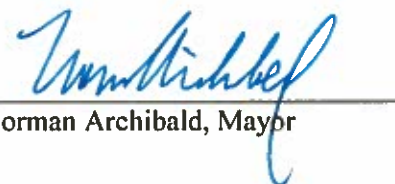
NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS:

Part 1: The City Council of the City of Abilene, Texas hereby ratifies the proposed meet and confer agreement between the City of Abilene and the Abilene Professional Fire Fighters' Association for the period October 1, 2016 through September 30, 2019.

ADOPTED this 23rd day of March, 2017.

ATTEST:


Darlette Dunlap, City Secretary


Norman Archibald, Mayor

APPROVED:


Stanley Smith, City Attorney

**Summary of Changes to the Meet and Confer Agreement
between the City of Abilene (City) and the
Abilene Professional Fire Fighters Association (APFFA)
for the period October 1, 2016 through September 30, 2019**

- Article 3 – Hiring
 - provides hold harmless language for each party, mutually, pertaining to the classification and appointment of fire fighters
 - provides adjustments to the probationary period relative to paramedic certification
- Article 4 – Promotions
 - changes reflect accruing seniority points through the completion of the Assessment Center exercises during a promotional process
 - extends the life of promotional eligibility lists from one year to two years beginning October 1, 2018.
- Article 7 – Base Salary Step Pay and Other Pay
 - provides for a minimum 1.5% across-the-board increase in base salary in years two and three of the agreement
Fiscal Impact: Approximately \$207,348 in year two and an additional \$210,458 in year three
 - provides for increasing monthly longevity pay in years 10 through 30 of service, capping in year 30 of service. *Change effective October 1, 2018*
Fiscal Impact: Approximately \$135,540 in year three
 - provides for increasing Texas Commission on Fire Protection Certification Pay to the following amounts, *change effective October 1, 2018*
 - Intermediate Officer \$75 monthly
 - Advanced Officer \$155 monthly
 - Master Officer \$275 monthly*Fiscal Impact: Approximately \$65,540 in year three*
 - provides for other certification pay when a firefighter holds five or more approved certifications. *Change effective October 1, 2018*
Fiscal Impact: Approximately \$115,000 maximum in year three
- Article 12 – Miscellaneous Provisions
 - Adds language to address minimum staffing levels (four person staffing)
- Article 14 – Association Business Leave
 - Provides for an annual opportunity to voluntarily donate leave to the association business leave pool
- Article 15 – Term of Agreement
 - Removes budget reopener language since compensation adjustments are addressed in Article 7