

City of Avondale and the
Avondale Professional Firefighters Association

MEMORANDUM OF UNDERSTANDING

Negotiation Teams

APFA

Evan Titterington

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Facilitator

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Management

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Support

Paul Adams

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Callie McGraw

Process

- APFA submitted request to Meet and Confer
- Management and APFA representatives met from November 4, 2015 through February 3, 2016
- APFA members ratified the MOU on February 5, 2016

Agreement

- ⦿ Substantially reincorporates existing MOU language
- ⦿ Term of agreement:
 - July 1, 2016 – June 30, 2018

Key Changes

◎ Section 4.1 Base Rate of Pay

- 2016-17: Market adjustment of 1% plus one step (4%) for total of 5%
- 2017-18: Market adjustment of 1% plus one step (4%) for total of 5%

◎ Section 4.3 Specialty Pay

- Increase Paramedic pay from \$2.20 to \$2.40 per hour

Key Changes

- ◎ Section 4.5 Fixed Merit Award
 - Provides an amount to members who have reached the maximum level in the step plan
 - Amounts remain the same
 - Splits the award into two payments

Key Changes

- ◎ Section 4.8 Call-Back
 - Makes administrative purposes eligible for call-back pay
 - Captures other reasons currently not specified in MOU

Key Changes

- ◎ Section 8.4 Vacation Accruals
 - Should overall vacation accrual rates be increased by July 2, they would be applied to unit members
 - Includes the conversion factor for 56-hour workweek

Key Changes

- Section 8.6 Vacation Leave Payout
 - Removes limit on vacation leave payout upon separation

Key Changes

- Section 8.8 Post-Retirement Health Plan
 - Creates mechanism to save for medical expenses after retirement
 - Mandates eligible unit member participation
 - City will deduct 1.5% of members' gross salaries per pay period and remit
 - Vacation and portion of sick leave may be transferred to the fund upon retirement or separation

Budgetary Impact

Item	FY 2016-17	FY 2017-18
Wages	179,891	172,106
Benefits	37,390	35,777
Overtime	41,650	40,240
Paramedic Pay	35,300	35,300
TOTAL	294,231	248,123

- For FY 2016-17, overall increase in cost is 4.97%
- For FY 2017-18, overall increase in cost is 4.60%

Recommendation

Approve the MOU between the City of Avondale and the Avondale Professional Firefighters Association