

City of Avondale and the
Avondale Professional Firefighters Association

MEMORANDUM OF UNDERSTANDING

Negotiation Team

APFA

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Agreement

- ⦿ Reincorporates existing MOU language
- ⦿ Term of agreement:
 - July 1, 2020 – June 30, 2022

Key Changes

◎ Section 4.1 Base Rate of Pay

- 2020-21:
 - One step increase (4%)
 - Removes bottom 4 steps for Engineer and Captain
 - Removes bottom 2 steps for Firefighter and adds 1 step to top of the range
- 2021-22:
 - One step increase (4%)
 - Removes bottom step for Firefighter, Engineer, Captain
- Removes Fixed Merit Award (pay for members at the top of the range)

Key Changes

- ◎ Section 4.2 Regular Hourly Rate
 - Removes life insurance from definition
 - Reverts life insurance benefit to what is provided citywide
- ◎ Section 4.7 Hours Worked
 - Pays overtime for hours worked in excess of 96 on designated pay periods
 - Adds OT not currently paid
 - Pilot project to be assessed prior to next MOU

Key Changes

- ◎ Section 8 Holiday Pay
 - Pays an additional 11.25 hours for working a City-designated holiday
- ◎ Section 8.1 and 8.4 Sick/Vacation Leave Accruals
 - Removes requirement to match citywide accruals if they exceed MOU accruals

Key Changes

- Section 8.5 Vacation Sell Back
 - Keeps ability to sell back vacation twice per year
 - Requires that sell back be paid over two consecutive pay periods making amounts pension eligible

Budgetary Impact

Item	FY 2020-21	FY 2021-22
Pay Range Restructure	116,643	45,451
Fixed Merit Award	(25,000)	(25,000)
Overtime - 96-hour pay period	25,000	35,000
Holiday Pay	72,633	72,633
Vacation Sell Back Pension	25,000	25,000
TOTAL	214,276	153,084

TOTAL COST: \$367,360

Recommendation

Recommend that the City Council approve the proposed modifications to the Memorandum of Understanding(MOU) with Avondale Professional Firefighters Association Local 3924 and direct staff to bring a revised MOU before City Council at a future meeting.