

City of Avondale and the  
Avondale Professional Firefighters Association

# MEMORANDUM OF UNDERSTANDING

# Negotiation Teams

## APFA

Evan Titterington

Cassie Kalayasilpin

Calen Smith

Josh Wilson

Josh Cameron

## Facilitator

Dennis Teel, FMCS

## Management

Gina Montes

Kevin Artz

Cherlene Penilla

Larry Rooney

## Support

Paul Adams

Irma Gonzalez

Megan Matheis

# Process

- APFA submitted request to Meet and Confer
- Management and APFA representatives met weekly November 8-29, 2017
- APFA members ratified the MOU on January 12, 2018

# Agreement

- ⦿ Reincorporates existing MOU language
- ⦿ Term of agreement:
  - July 1, 2018 – June 30, 2020

# Key Changes

## ⦿ Section 4.1 Base Rate of Pay

- 2018-19: One step increase (4%)
- 2019-20: One step increase (4%)

## ⦿ Section 4.2 Regular Hourly Rate

- Includes base rate and specialty pay in calculation of life insurance and short-term disability benefits

# Key Changes

- ◎ Section 4.7 Overtime
  - Adds military leave as eligible to fulfill the employee's 120 hour work period
  - Impacts the calculation of FLSA overtime unique to the Fire service workweek
- ◎ Section 8.1 Sick Leave
  - Makes any overall increase in sick leave accrual rates in City policy applicable to represented members

# Key Changes

## Section 8.4 Vacation Accruals

- Adds vacation accrual amounts currently in City policy to MOU

Years of Service	Accrual per Pay Period
0 to 1	9.92 hours
2 to 4.99	11 hours
5 to 9.99	12.28 hours
10 to 14.99	13.57
15+	14.44 hours

# Key Changes

## ⦿ Section 8.9 Other Leaves

- Increases military leave from 336 hours to 420 hours in any two consecutive years

## ⦿ Section 11.2 Retreat Funds

- Provides 25% increase in total allocation:
  - Labor/Management Retreat (\$9,594)
  - Awards Banquet (\$6,000)



# Budgetary Impact

Item	FY 2018-19	FY 2019-20
Wages	110,330	117,400
Benefits	34,640	36,820
Overtime	36,220	37,800
TOTAL INCREASE	181,190	192,020

- For FY 2018-19, overall increase in cost is 2.4%
- For FY 2019-20, overall increase in cost is 2.5%

# Recommendation

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