

AGENDA ITEM # _____

DATE: 06/22/2015

COAC NUMBER: 15-5618

**CITY OF GOODYEAR
CITY COUNCIL ACTION FORM**

SUBJECT: City Council to consider for possible action, approving new MOU between the City of Goodyear and United Goodyear Firefighters

STAFF PRESENTER: Lyman Locket,
Human Resources Director

**COMPANY
CONTACT:**

RECOMMENDATION:

ADOPT RESOLUTION NO. 15-1710 APPROVING A NEW MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF GOODYEAR AND THE UNITED GOODYEAR FIREFIGHTERS COMMENCING ON JULY 1, 2015, AND EXPIRING ON JUNE 30, 2018.

PURPOSE:

Per Section 3-12-14, "G" of Chapter 3 of the Goodyear City Code, the Mayor and Council of the City of Goodyear, Maricopa County, Arizona are authorized to enter into a memorandum of understanding as a result of tentative agreements proposed through the Meet and Confer process.

BACKGROUND AND COMMUNITY BENEFIT:

Section 3-12-13 of Chapter 3 of the Goodyear City Code outlines the process by which Sworn Police and Sworn Fire Employees of the City of Goodyear and their designated representatives can Meet and Confer with the City Manager relating to their wages, hours, benefits and working conditions. Tentative agreements established in the Meet and Confer process are included in the new MOU.

PREVIOUS ACTIONS AND DISCUSSION:

The following components of the MOU were discussed with Council during the compensation portion of the budget discussions held at the April 20, 2015 Council Work Session. Provisions included in the new MOU between the City of Goodyear and the United Goodyear Fire Fighters are:

- MOU has a three (3) year term
- Revised language to clarify structure of Labor-Management Committees
- Wages and Compensation
 - Year 1 – FY15-16 Average salary increase of 6.0%
 - Year 2 – FY16-17 average salary increase of 4.2%
 - Year 3 – FY 17-18 average salary increase of 4.9%
 - Lump sum salary increases will be 2.5% for employees at maximum of pay range

- Contract contains a revenue trigger that provides potential funding to address market movement in the final year of the contract
- Move-up pay revised to a 5.0% and 10.0% increase
- Specialty Pay
 - Hazardous Material Technician increase to \$1.00
 - Paramedic Certification Pay raised to \$2.25
- Post –Retirement Health Savings Trust Fund will be established by United Goodyear Firefighters. The City will contribute \$12.50 per pay period on behalf of each eligible employee. Funding will be made available by reducing the uniform allowance an equal amount.

FISCAL ANALYSIS:

Cost of contract by year is as follows:

Year 1 FY15-16: \$661,538

Year 2 FY16-17: \$500,334

Year 3 FY17-18: \$468,455

ATTACHMENTS:

1. Resolution No. 15-1710
2. Exhibit A - MOU July 1, 2015 through June 30, 2018 City of Goodyear and United Goodyear Firefighters (Final Version)