

Proposed Memorandum of Understanding

City of Goodyear and United Goodyear Firefighters Local
4005

Discussion Summary

- ❑ Covered Positions Per Meet and Confer Ordinance
- ❑ Market Data
 - ▣ Firefighter, Fire Engineer and Fire Captain
- ❑ Components of Proposal
 - ▣ Base Pay
 - ▣ Other Pay Components
 - ▣ Other Components
- ❑ Cost of Contract

Covered Positions

- Under the Meet and Confer Ordinance

- ▣ Firefighters (42)

- Primary responsibilities include responding to emergency situations to perform fire suppression and or medical pre-hospital procedures

- ▣ Fire Engineers (17)

- Primary responsibilities include responding to emergency situations, driving fire apparatus, performing rescue operations and fire suppression

- ▣ Fire Captains (24)

- Primary responsibilities include directing the activities of fire personnel, supervising firefighters and ensuring safety of personnel and apparatus.

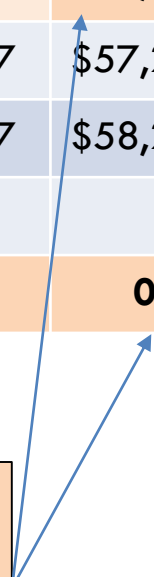
Firefighter Market Data

Salary Survey Respondent	Job Title	Ave. Tenure	Minimum	Midpoint	Maximum	Ave. Annual Base Salary
Goodyear	Firefighter	8.2	\$44,084	\$53,187	\$62,289	\$51,500
*Benchmark Average	Firefighter	7.8	\$45,273	\$54,640	\$64,007	\$57,238
Average w/1 StdD	Firefighter	8.2	\$44,706	\$54,483	\$63,137	\$58,233
Goodyear Comparison to Market		1.00	0.99	0.98	0.99	0.88

Benchmark Cities:

Avondale, Buckeye, Chandler, Gilbert, Glendale, Peoria, Phoenix, Scottsdale, Surprise, Tempe

Goodyear
Firefighter's actual
Average salary is at
88% of market



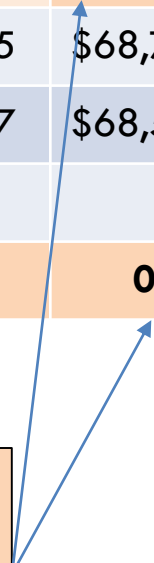
Fire Engineer Market Data

Salary Survey Respondent	Job Title	Avg. Tenure	Minimum	Midpoint	Maximum	Avg. Annual Base Salary
Goodyear	Engineer	11.8	\$59,288	\$64,022	\$68,756	\$65,106
*Benchmark Average	Engineer	13.7	\$61,713	\$67,034	\$72,355	\$68,793
Average w/1 StdD	Engineer	14.0	\$64,390	\$66,643	\$70,017	\$68,542
Goodyear Comparison to Market		.84	0.92	0.96	0.98	0.95

Benchmark Cities:

Avondale, Buckeye, Chandler, Gilbert, Glendale, Peoria, Phoenix, Scottsdale, Surprise, Tempe

Goodyear
Engineer's actual
average salary is at
95% of market



Fire Captain Market Data

Salary Survey Respondent	Job Title	Avg. Tenure	Minimum	Midpoint	Maximum	Avg. Annual Base Salary
Goodyear	Captain	14.5	\$68,756	\$76,264	\$83,772	\$78,711
*Benchmark Average	Captain	17.1	\$68,321	\$76,686	\$85,050	\$82,212
Average w/1 StdD	Captain	17.7	\$70,540	\$77,959	\$82,647	\$81,915
Goodyear Comparison to Market		.82	0.97	0.98	1.01	0.96

Benchmark Cities:

Avondale, Buckeye, Chandler, Gilbert, Glendale, Peoria, Phoenix, Scottsdale, Surprise, Tempe

Goodyear Captain's actual average salary is at 96% of market

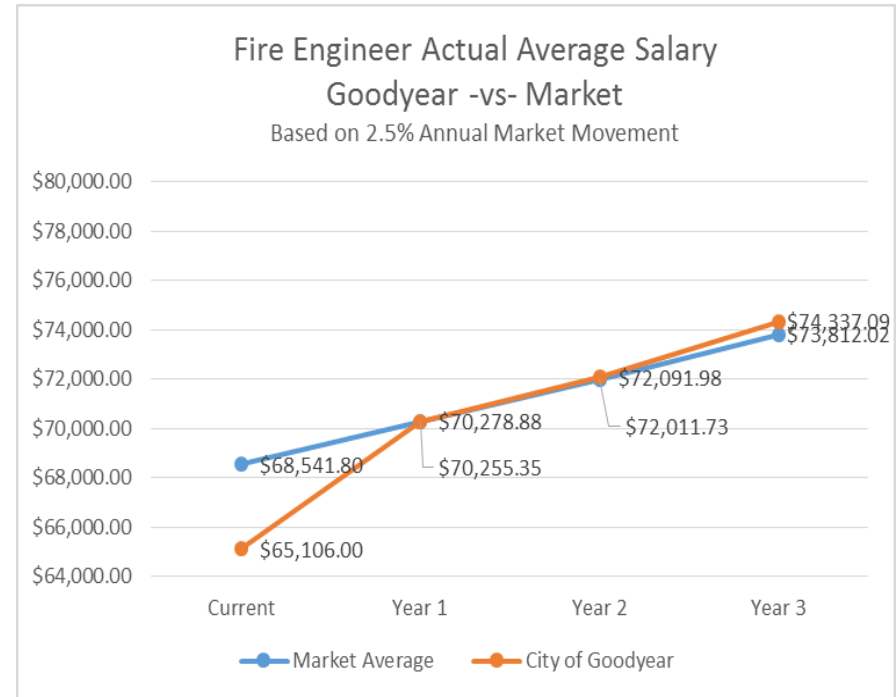
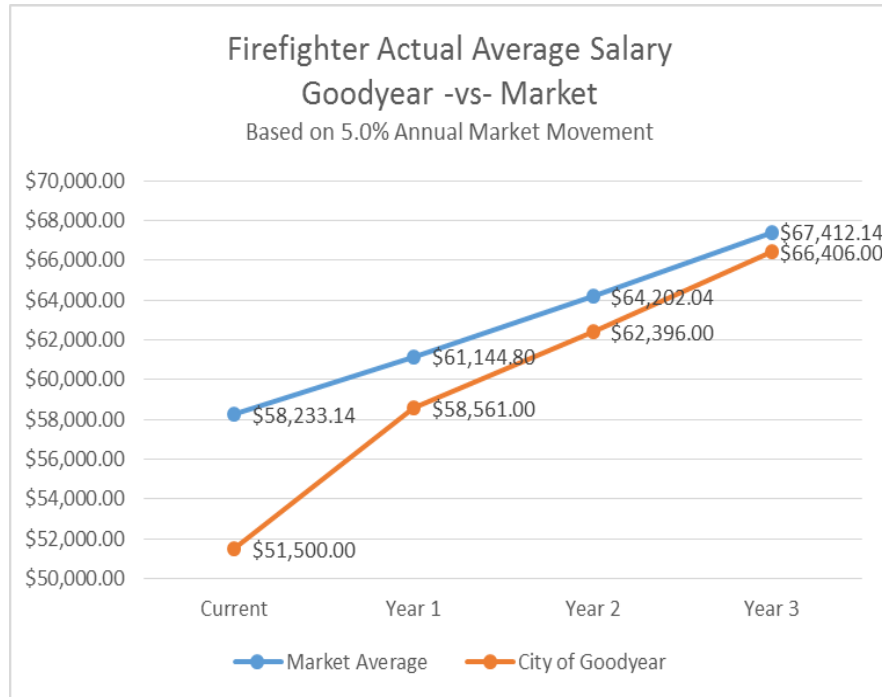
Components of Proposed MOU

- ❑ Three-year Memorandum of Understanding
- ❑ Base Pay
- ❑ Other Pay Components
 - ▣ Lump Sum
 - ▣ Specialty Pay
- ❑ Other Components
 - ▣ Voluntary Employee Benefits Association (VEBA) Trust Contribution
 - ▣ Restructure Move-up Pay
 - ▣ Update Committee Language

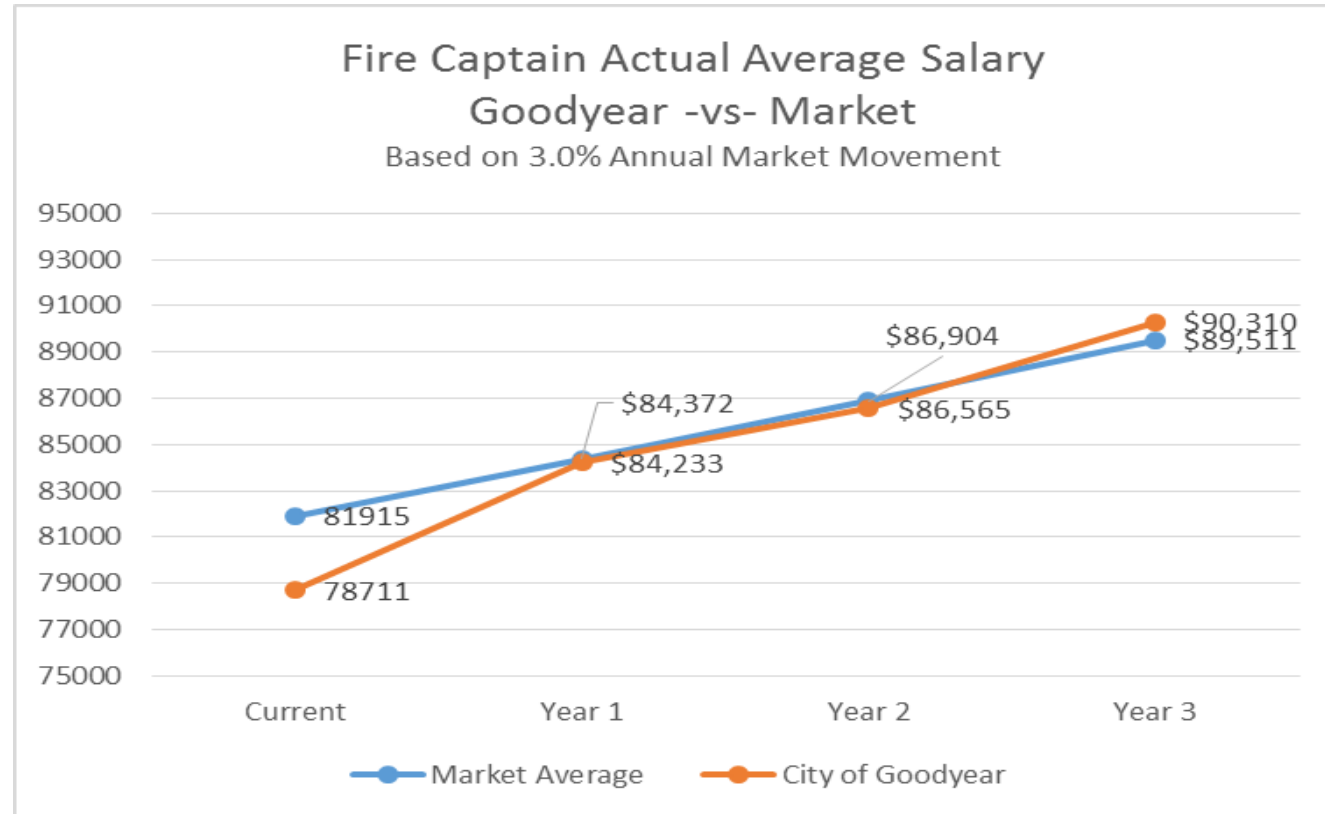
Base Pay

- Frontloaded increase
 - Year 1 - 6.0%
 - Year 2 - 4.3%
 - Year 3 - 5.0%
- Year 3 Includes a 3.0% market adjustment and movement back to steps

Results of Contract



Results of Contract con't



Other Pay Components

- 2.5% Lump Sum for Employees at max of range

Year	Cost
Year 1	\$24,700
Year 2	\$46,777
Year 3	\$3,635

- Specialty Pay

Pay Type	Current	Market Ave.	Proposed	Cost
HazMat	\$0.86/\$0.22	\$1.02	\$1.00	\$60,907*
Paramedic	\$2.00	\$2.21	\$2.25	\$40,255*

*Includes benefit costs

Other Components

- Reallocate a portion of the current Uniform Allowance \$26,975
 - ▣ City to reallocate \$26,975 on a per member basis of \$12.50 per pay period to contributions to a VEBA Trust Fund created by UGFF.
- Change Move-up language to (Estimated savings \$28,800):
 - ▣ 5.0% pay for one rank jump
 - ▣ 10.0% for two rank jump
 - ▣ Institute a 4-hour minimum requirement
- Revenue trigger with the following components
 - ▣ Additional funding available in year 3 of the contract if revenue collections exceed projections
 - ▣ Management option for wage reopener if revenue projections are not meet
- Update Committee Language to better reflect the current meeting structures
- Allow donation of floating holiday to Labor Relations Bank.

Fire Contract Costs

Year 1 - 2015-16							
		Ongoing			Lump Sum/One-time - 2.5%		
		Salary/Wage	% Based Benefits	Total	Salary	Benefits	Total
	Base Pay	\$ 319,180	\$ 63,836	\$383,016	\$ 24,700	\$ 4,940	\$ 29,640
	Paramedic Pay	33,546	6,709	40,255			
	HAZMAT Pay	50,756	10,151	60,907			
	Overtime	123,100	24,620	147,720			
	FIRE TOTAL	\$ 526,582	\$ 105,316	\$631,898	\$ 24,700	\$ 4,940	\$ 29,640
Year 2 - 2016-17							
		Ongoing			Lump Sum/One-time - 2.5%		
		Salary/Wage	% Based Benefits	Total	Salary	Benefits	Total
	Base Pay	\$ 281,946	\$ 56,389	\$338,335	\$ 46,777	\$ 9,355	\$ 56,132
	Paramedic Pay	0	0	0			
	HAZMAT Pay	0	0	0			
	Overtime	88,222	17,644	105,866			
	FIRE TOTAL	\$ 370,168	\$ 74,034	\$444,202	\$ 46,777	\$ 9,355	\$ 56,132
Year 3 - 2017-18							
		Ongoing			Lump Sum/One-time - 2.5%		
		Salary/Wage	% Based Benefits	Total	Salary	Benefits	Total
	Base Pay	\$ 294,111	\$ 58,822	\$352,933	\$ 3,635	\$ 727	\$ 4,362
	Paramedic Pay	0	0	0			
	HAZMAT Pay	0	0	0			
	Overtime	84,604	16,921	101,525			
	FIRE TOTAL	\$ 378,715	\$ 75,743	\$454,458	\$ 3,635	\$ 727	\$ 4,362

Questions ?



Questions?