

AGENDA ITEM #: _____

DATE: May 11, 2020

CAR #: 2020-6945



CITY COUNCIL ACTION REPORT

SUBJECT: City Council to consider for possible action, approving new Memorandum of Understanding (MOU) between the city of Goodyear and United Goodyear Firefighters Local 4005

STAFF PRESENTER(S): Lyman Locket, Human Resources Director

OTHER PRESENTER(S): None

Summary: The city of Goodyear and the United Goodyear Firefighters (UGFF) Local 4005 have completed the Meet and Confer process and have reached Tentative Agreements to be included in the new proposed Memorandum of Understanding (MOU) between the two parties. Per Section 3-12-14, "G" of Chapter 3 of the Goodyear City Code, the Mayor and Council of the city of Goodyear are authorized to enter into a MOU as a result of Tentative Agreements proposed through the Meet and Confer process.

Recommendation:

ADOPT RESOLUTION NO. 2020-2050 APPROVING A NEW MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF GOODYEAR AND UNITED GOODYEAR FIREFIGHTERS LOCAL 4005 COMMENCING ON JULY 1, 2020 AND EXPIRING ON JUNE 30, 2021.

Fiscal Impact: The new costs of the contract over the prior year are estimated for FY2021 at \$661,200 or 4.7% of wages and benefits.

Background and Previous Actions

A tentative agreement has been reached with the United Goodyear Firefighters. Provisions included in the proposed MOU between the city of Goodyear and the United Goodyear Firefighters are as follows:

- MOU has a one (1) year term
- Wages and Compensation:
 - 5.0% step increase and a 2.5% market adjustment for Firefighters, Engineers, and Captains
 - Deferred Compensation - city contribution increase from 1.0% to 1.25%
 - Longevity Pay - apply a 1.4% factor
 - Hours Reduction Day (HRD) - provide one (1) HRD per authorized fifty-six (56) hour position
 - Health Trust - city contribution increase from \$12.50 to \$22.50 per pay period

- Specialty Pays:
 - Paramedic Certification - increase from \$2.40 to \$2.50 per hour
 - Hazardous Material Technician (HAZMAT) - increase from \$1.10 to \$1.15 per hour
 - Paramedic Preceptor - add specialty pay at \$1.10 per hour

Staff Analysis

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.

Attachments

1. Resolution No. 2020-2050
2. Memorandum of Understanding between city of Goodyear and United Goodyear Firefighters Local 4005 for July 1, 2020 through June 30, 2021 (FINAL VERSION)