

**CITY OF PEORIA, ARIZONA
COUNCIL COMMUNICATIONS**

CC: TC
Amend No. _____

Date prepared: June 29, 2009

Council Meeting Date: July 07, 2009

TO: Honorable Mayor and City Council
FROM: Carl Swenson, City Manager
PREPARED BY: Wynette L. Reed, Human Resources Director
Steve Kemp, City Attorney
SUBJECT: Amendment to United Phoenix Firefighters Association (P.F.F.A.),
Local 493, Memorandum of Understanding (M.O.U.), July 1, 2008
to June 30, 2010

RECOMMENDATION:

Discussion and possible action by the Mayor and City Council to approve the attached amendment to the current Memorandum of Understanding (M.O.U.) with the United Phoenix Firefighters Association (P.F.F.A.), Local 493, two year contract, FY 2009-2010.

SUMMARY:

The current Memorandum of Understanding (M.O.U.) between the City of Peoria and the United Phoenix Firefighters Association (P.F.F.A.) is a two year contract beginning July 1, 2008 and ending June 30, 2010 with a base wage only re-opener for the second year.

The City is making this change to the M.O.U. due to the current economic condition and is consistent with the lack of wage increases for all other employees. The change to the current M.O.U. is as follows:

- Elimination of Article 3: Wages, subsection 5
- Modify Article 12: Uniform, Clothing and Equipment Allowance
The uniform allowance will be decreased from \$665 per year to \$498 per year

CITY CLERK USE ONLY:

- Consent Agenda
 Carry Over to Date: _____
 Approved
 Unfinished Business (Date heard previous: _____)
 New Business
 Public Hearing: No Action Taken

ORD. # _____ RES. # _____
LCON# 15808B LIC. # _____
Action Date: _____

- Modification to Article 13: Paid and Unpaid Leave, subsection 1 Vacation Leave

<u>Years of Employment</u>	<u>Hours Accrued Per Year</u>
1-4	108
5-9	122
10-14	156
15-19	212
20+	260

FISCAL NOTE: No fiscal impact.

ATTACHMENT: Amended Memorandum of Understanding, FY 2008-2010

**AMENDMENT TO MEMORANDUM OF UNDERSTANDING
BETWEEN CITY OF PEORIA, ARIZONA
AND
UNITED PHOENIX FIRE FIGHTERS ASSOCIATION LOCAL 493**

This Amendment to the Memorandum of Understanding is made on this 1st day of July, 2009, between the City of Peoria, Arizona ("City") and the United Phoenix Fire Fighters Association Local 493 ("Employee Organization").

RECITALS

WHEREAS, the Mayor and Council of the City have entered into a Memorandum of Understanding with the Employee Organization dated June 4, 2008 (hereinafter "Memorandum") governing the terms and conditions of work for the employee organization represented by the United Phoenix Fire Fighters, Local 493 as provided under the Peoria City Code, and

WHEREAS, the City and the Employee Organization desire to amend the Memorandum.

Therefore, the parties in consideration of the covenants and conditions to be performed by the City and the Employee Organization set forth in the Memorandum, the Parties agree to amend the Agreement as follows:

Section 2. Amendment to Article Three.

Article Three - Wages shall be amended to read as follows:

- A. Paragraph 5 of Article 3 – Wages shall be deleted in its entirety. Employee may voluntarily continue to contribute to their deferred compensation program to the extent permitted by the Internal Revenue Code of 1986, as amended.

Section 3. Amendment to Article Twelve.

Article Twelve – Uniform, Clothing and Equipment Allowance shall be amended to read as follows:

- A. Employees will receive four hundred ninety-eight dollars (\$498) per annum for reimbursement of reasonable expense for cost, maintenance and cleaning of uniforms, clothing and equipment. Two hundred forty-nine dollars will be paid on or about August 1 and February 1, of each MOU Year.

Section 4. Amendment to Article Thirteen.

Article Thirteen – Paid and Unpaid Leaves shall be amended to read as follows:

LCON13808B

A. 1. Vacation Leave

All full-time employees working twenty-four (24) shift days will earn vacation leave as outlined in the following schedule:

<u>Years of Employment</u>	<u>Hours Accrued Per Year</u>
1-4	108
5-9	122
10-14	156
15-19	212
20+	260

Paragraphs 2 – 9 remain unchanged

Section 5. Full Force and Effect Provision.

City and Employee Organization agree that the items covered by this amendment shall become effective on July 1, 2009.

City and Employee Organization agree that except solely as modified above, changed and amended, the terms, conditions, and provisions of the Memorandum and subsequent amendments thereto, shall continue in full force and effect and shall apply to, and shall govern, this amendment of the Memorandum.

In Witness Whereof, the parties execute this agreement on the date set forth above.

EMPLOYEE ORGANIZATION

CITY OF PEORIA, Arizona

By: Ron Singleton
Its: President

Carl Swenson, City Manager

ATTEST:

Mary Jo Kief, City Clerk

APPROVED AS TO FORM:

Stephen M. Kemp, City Attorney