



HUMAN RESOURCES

TO: Stephanie Reyes, City Manager

FROM: Linda Spacek, Director of Human Resources

Date: July 26, 2023

SUBJECT: Summary of 2023 – 2026 Proposed Meet and Confer Agreement with SMPFFA

This memo is designed to provide you with a summary of this negotiation for a successor Meet and Confer Agreement with the San Marcos Professional Firefighters Association (SMPFFA). Both teams have agreed to use of the Interest Based Bargaining or IBB process for negotiations. This is the basis to effectively discuss issues and work jointly to develop solutions rather than positions. The successor agreement has been ratified by the SMFFA and is on the City Council Agenda for August 1st for the City Council's consideration and recommendation for approval.

Background

Meet and Confer is a process designed to allow police and fire associations and management an opportunity to understand each other's interests and reach agreement on important employment issues. The enabling statute outlines specific areas of discussion for this process which include wages, rates of pay, hours of work and working conditions. Meet and Confer provides an opportunity to make modifications to Texas Statutes which will be better suited to our operational needs through pre-emption of Texas Statutes to meet local interests with agreement of officers.

In early 2006, The City of San Marcos City Council adopted the provisions of the Texas Local Government Code, Chapter 142, Sub Chapter B, Meet and Confer and approved the San Marcos Professional Firefighters Association (SMPFFA) as the sole and exclusive bargaining agent for the City of San Marcos firefighters. The initial agreement with the SMPFFA was effective October 1, 2009 with a three-year term. The City's current Meet and Confer Agreement with the SMPFFA will expire September 30, 2023. The agreement before you for approval is the fifth agreement to be effective from October 1, 2023 – September 30, 2026.

Negotiating Teams:

City Team:

Stephanie Reyes, City Manager
Chase Stapp, Assistant City Manager
Linda Spacek, Director of HR/Civil Service
Jon Locke, Director of Finance/CFO

Association Team:

David Tomas, Engineer, President
Louis Gonzales, Captain, Vice-President
Aaron Crawford, Battalion Chief
Bobby Dallimore, Engineer
Justin Nauert, Engineer

Goals for this Negotiation

In discussing issues important to both parties, key issues included the ability to attract and retain firefighters, enhancements to our promotional process, to refine provisions relating to the fire marshal's office, further define financial parameters, include provisions for firefighter accountability for misconduct and wages. A summary follows outlining changes. We did not complete work on one item relating to the authority of an arbitrator. We have agreed to continue discussions on this issue in the next negotiation.

AGREEMENT COST

Year 1: Base Pay Increase	\$ 612,883
Year 2: Base Pay Increase	\$ 421,116
Year 3: Base Pay Increase	<u>\$ 403,492</u>
Three-year Agreement	<u>\$1,437,492</u>

I extend my thanks to the SMPFFA Team for spending many hours working through difficult issues this negotiation. We worked on several difficult issues and both sides brought ideas that will allow the department to enhance operations and will serve the department and community for many years.