



## HUMAN RESOURCES

TO: Bert Lumbreras, City Manager

THROUGH: Stephanie Reyes, Chief of Staff

FROM: Linda Spacek, Director of Human Resources

Date: August 2, 2019

SUBJECT: Summary of 2019 – 2022 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). The successor agreement has been ratified by the SMPFFA and is on the City Council Agenda for August 6th for the City Council's consideration and 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.

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 Fire Fighters Association (SMPFFA) as the sole and exclusive bargaining agent for the City of San Marcos Fire Fighters. 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 SMPOA will expire September 30, 2019. The agreement before you for approval is the fourth agreement to be effective from October 1, 2019 – September 30, 2022.

### Negotiating Teams

#### **City Team:**

Bert Lumbreras, City Manager  
Linda Spacek, Director of HR/Civil Service  
Stephanie Reyes, Chief of Staff  
Collette Jamison, Assistant City Manager  
Heather Hurlbert, Director of Finance

#### **Association Team:**

David Tomas, Firefighter, Lead  
Jeff Green, Captain  
Jim Matano, Battalion Chief  
Dustin Miller, Firefighter  
Bobby Nance, Driver/Engineer

## Goals for this Negotiation

In discussing issues important to both parties, an area of discussion over the last several negotiations have been the structure of our pay plan. The current pay plan does not support market competitiveness for all ranks. During the one-year extension, we committed to address this issue. A subcommittee has been meeting since last fall and spent significant time developing the proposed plan which is market competitive and provides career growth for officers. This will be key for recruiting and retention for years to come.

The Fire Department has very low turnover in sworn staff, but has experienced growth, adding new positions. We have had difficulty recruiting qualified paramedic/firefighters to fill vacancies. The market updates to the plan resulted in an increase in starting pay for a beginning firefighter of 2.72%, which improves our market position to attract top tier candidates. This agreement also provides additional flexibility in the timeline for applicants to meet certification requirements. The agreement updates training requirements to ensure proficiency, as well as updates, and clarifies provisions for promotional tests.

Through the Association voting process, an issue with how employees promote in the new pay plan was identified. We are currently working with the Association Team on this issue. This will be addressed through a future memo of understanding to modify the agreement the City Council will vote on Tuesday. The MOU will be brought back prior to the effective date of the agreement. We don't anticipate any financial impact resulting from this change.

The changes proposed in this agreement are detailed below.

## Highlights of the Agreement

Summary of negotiated changes included in the proposed 2019-2022 Successor Meet and Confer Agreement with the SMPFFA:

**Article 3 – Hiring** - Limit the requirement to attend paramedic school for firefighters hired before June 30, 2019 to seven years from hire date. The requirement to attain paramedic certification may be a requirement for promotion to positions with EMS duties.

### **Article 4 – Wages and Compensation**

- Adopt a new market competitive career pay plan and provide provisions for implementation. This plan provides competitive wages from hire over 15 years for all ranks.
  - 10/1/2019 – Implementation of pay plan by placing employees in plan and step increase.
  - 10/1/2020 – 2.5% base pay increase and step increase.
  - 10/1/2021 – 2.0% base pay increase and step increase.
- Flexibility to waive proof of certifications from the test date to the hire date for new hires.
- Broaden assignment pay to sworn staff assigned to work a 40-hour schedule (training, fire marshal's office, etc.).

### **Article 10 – Promotional Examinations:**

- Rewrote the language of this article for clarity.
- Post reading list each January for written examinations for the calendar year.

### **Article 18 – Fire Marshal's Office**

- Outline minimum qualifications for promotion/appointment to a position in the Fire Marshal's Office.

**Article 19 – Shift Reassignment/Transfer –**

- Provide firefighter with 15 days’ notice prior to reassignment
- Honor original vacation picks done prior to reassignment.

**Article 20 – Administrative Simplification**

- Provide administrative simplification allowing web postings and email notification in lieu of bulletin boards and post office mail.

**Funding:**

FIRE FUNDING				
Fire Funding 4% Projected Base Pay Per Year	Year 1	Year 2	Year 3	Total
Year 1	\$234,881	\$234,881	\$234,881	\$704,643
Year 2		\$243,512	\$243,512	\$487,024
Year 3			\$254,817	\$254,817
<b>Total Funding</b>	<b>\$234,881</b>	<b>\$478,393</b>	<b>\$733,210</b>	<b>\$1,446,484</b>
Projected Cost	Year 1	Year 2	Year 3	Total
Year 1	\$199,283	\$226,681	\$226,681	\$652,645
Year 2		\$262,066	\$290,719	\$552,785
Year 3			\$242,539	\$242,539
<b>Total Additional Payroll</b>	<b>\$199,283</b>	<b>\$488,747</b>	<b>\$759,939</b>	<b>\$1,447,969</b>

I extend my thanks to the SMFFA Team for spending many hours working through difficult issues this negotiation. The process of developing a new pay plan to meet the interests of both parties took dedication and compromise which resulted in a plan which will serve the department for many years.