MEET AND CONFER AGREEMENT BETWEEN THE SAN MARCOS PROFESSIONAL FIREFIGHTERS ASSOCIATION LOCAL #3963 AND THE CITY OF SAN MARCOS, TEXAS AMENDMENT #1

Ratified by SMPFFA October 2, 2019
Approved by the City Council October 15, 2019

This Amendment #1 is made to Article 4, Wages and Compensation, Section 1, Subsection 3.c. to specifically address promotional progression from Driver Engineer to Captain in the San Marcos Fire Department. All other provisions of the Meet and Confer Agreement shall remain in full force and effect.

ARTICLE 4 WAGES AND COMPENSATION

Section 1. Monthly Base Pay

1. The base rate for Firefighters shall be determined as follows (Attachment A):

a. For the First Contract Year: Implementation of new pay plan

Attached in appendix A

b. For the Second Contract Year: 2.5%c. For the Third Contract Year: 2%

2. To implement the plan:

- a. Firefighters will be placed based on their current rate of pay in the rank/step, with the rate that is the closest higher rate in the new plan.
- b. Firefighters who are topped out in rank in the current pay plan at implementation will have a new step date of October effective October 1, 2019.
- 3. Progression within the pay plan:
 - a. When sworn in, firefighters will be placed on 19.00.
 - b. Firefighters hired through the lateral entry program may be placed up to step 19.03.
 - c. Upon promotion:
 - 1. A firefighter will move to the same step in the new rank (slide over to the same step in the next rank). For example, a firefighter at 19.10 promotes to Driver 20.10 on August 15th and has a November step date. Following promotion, the Driver receives a step increase to 20.11 in November. Firefighters will increase to the next step in their rank/step each year on their anniversary date until reaching the maximum step.
 - 2. All ranks will follow the promotional pattern in item 1 above with the exception of promotions from Fire Driver/Engineer to Fire Captain which will be placed in the Captain step plan based on the lower of total years of service OR current step, not to exceed the step 22.10 in FY 2020, step 22.11 in FY 2021, step 22.12 in FY 2022, or step 22.13 in the event of a one-year extension in year 4.

EXECUTED THIS 15th DAY OF October, 2019.

FOR THE CITY OF SAN MARCOS, TEXAS	:
	Date:
BERT LUMBRERAS CITY MANAGER	
ATTEST:	
JAMIE LEE CASE CITY CLERK	
APPROVED:	APPROVED AS TO FORM:
LES STEPHENS FIRE CHIEF	MICHAEL COSENTINO CITY ATTORNEY
FOR THE SAN MARCOS FIREFIGHTERS	ASSOCIATION:
HOWARD MINOR	Date:
BOBBY NANCE SECRETARY	Date: