



## Legislation Details (With Text)

**File #:** 2018-5934  
**Type:** Resolution  
**Status:** Approved  
**File created:** 9/11/2018  
**In control:** City Council  
**On agenda:** 9/27/2018  
**Final action:** 9/27/2018  
**Title:** Consider a resolution authorizing the Mayor to execute a Meet and Confer Agreement between the City of Round Rock and the Round Rock Fire Fighters Association, IAFF Local 3082.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution, 2. Exhibit A

Date	Ver.	Action By	Action	Result
9/27/2018	1	City Council	approve	Pass

Consider a resolution authorizing the Mayor to execute a Meet and Confer Agreement between the City of Round Rock and the Round Rock Fire Fighters Association, IAFF Local 3082.

This is the second Meet and Confer agreement with the Round Rock Firefighters Association and, if approved, would expire on September 30, 2021.

This agreement includes salary adjustments completed as part of a recent market study. An across the board pay increase of 4% was implemented in March 2018 in advance of the new agreement. The annual pay steps in the agreement reflect an additional 2.5% adjustment from the previous year's scale for the term of the agreement. The pay scales also reflects a compression of "steps" from 18 to 15 over the term of the agreement. There will also be a new 14-day work cycle, which will commence October 2019 to simplify compensation processes.

In addition, there was some language simplification made in the contract and small administrative changes that include the following:

- The promotional testing process was upgraded (Assessment Center Testing)
- Credit for military service and EMS credentials were defined for candidates (Credit for EMS now allowed)
- The process of assuring members are adequately afforded opportunities for scheduling time off (Allowing 8 Vacation slots per day)

The City Manager's office had several meetings with the Firefighters Association board and feels this agreement makes appropriate changes to the pay and benefits received by those covered under the agreement. The Firefighters Association membership voted to approve the agreement in August.