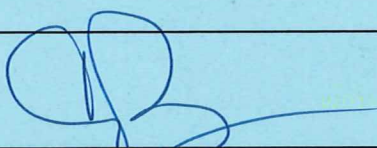
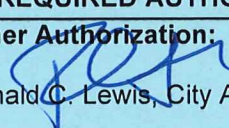


<b>SUBJECT:</b> Employment Terms and Conditions, Compensation, and Benefits of Classified Firefighters of the City of Houston; Containing Findings and Other Provisions Relating to the Foregoing Subjects; Amending Chapter 34; Amending Chapter 14; Superseding or Repealing Certain Ordinances; Providing for Severability, and Declaring an Emergency.		<b>Page</b> 1 of 1	<b>Agenda Item #</b>
<b>FROM (Department or other point of origin):</b>  Fire Department		<b>Origination Date</b> 06/12/17	<b>Agenda Date</b> June 21, 2017
<b>DIRECTOR'S SIGNATURE:</b> Samuel Peña, Fire Chief 		<b>Council District affected:</b>  All	
<b>For additional information contact:</b> Rodney West, Executive Asst. Chief, Phone : (832) 394-6731 Richard Mann, Executive Asst. Chief, Phone: (832) 394-6712 Natalie DeLuca, Sr. ACA, Phone: (832) 393-6272		<b>Date and identification of prior authorizing Council action:</b> 81-1801; 93-623; 95-1135; 97-1505; 2011-0548; 2012-1110, 2014-0194; 2016-641	
<b>RECOMMENDATION: (Summary)</b> The Fire Department recommends approval of the ordinance			
<b>Amount and Source of Funding:</b> Funding for this item is included in the FY 18 Adopted Budget. Therefore, no Fiscal Note is required as stated in the Financial Policy Ord. 2014-1078.			
<b>SPECIFIC EXPLANATION:</b> <p>The 2011 Collective Bargaining Agreement ("CBA") between the City of Houston and the Houston Professional Firefighters' Association, Local 341, International Association of Firefighters, ("HPFFA") expired on June 30, 2014, but all terms remain in 'evergreen' (i.e. continue to be observed) until December 31, 2016. In August 2016, Council approved an extension of the term of the 2011 CBA through June 30, 2017, and no further.</p> <p>Despite negotiating in good faith over a 60-day period, the City has been unable to reach agreement with HPFFA for a successor CBA. To allow for certainty in the operation of the Houston Fire Department until such time as a successor CBA terms are established, the proposed ordinance adopts many of the provisions of the current CBA and is consistent with state civil service laws.</p> <p><b>CBA Provisions Adopted As-Is by Proposed Ordinance:</b></p> <ul style="list-style-type: none"> <li>• 520 Hour Compensable Sick Leave Plan (as compared to 1040 Compensable Plan for municipal employees).</li> <li>• Reduced Personal Leave Hours.</li> <li>• Rates of base pay, longevity, bilingual pay, training pay and the following assignment pays at the rates established in the 2011 CBA and applicable amendments thereto: <ul style="list-style-type: none"> <li>Hazardous Materials Assignment</li> <li>District Training Officer Assignment</li> <li>Field Training Officer Assignment</li> <li>Paramedic/Preceptor Assignment</li> <li>Paramedic (Non-restricted) Pay</li> <li>Paramedic (Restricted) Pay</li> <li>Paramedic Officer Program ("POP") Pay</li> <li>EMT/EMS Pay</li> </ul> </li> </ul>			
<b>REQUIRED AUTHORIZATION</b>			
<b>Other Authorization:</b>  Ronald C. Lewis, City Attorney	<b>Other Authorization:</b> Kelly Dowe, Director, Finance Department	<b>Other Authorization:</b>	



## **SPECIFIC EXPLANATION CONT'D:**

### **CBA Terms Altered by Proposed Ordinance**

- Termination Pay Deferred Payment Program consistent with Texas Local Government Code, Chapter 143.
- Holiday Accrual rate for members of Emergency Communication matches hours worked.

### **CBA Terms Not Adopted by Proposed Ordinance:**

- Minimum 3 hours of Higher Class Pay, regardless whether less than 3 hours is worked.
- Minimum 4 hours of Overtime, regardless whether less than 4 hours is worked.
- Annual Holiday Buy Back Program, costing \$1.5 million dollars.
- Premium Holiday accruals and Double-pay on July 4, Thanksgiving, Christmas, and July 1.
- Payment of \$30 per pay period per enrolled HPFFA member for HPFFA Medical Trust.
- Phase Down Program.

### **CBA Terms Not Adopted by Proposed Ordinance, which may continue at management discretion:**

- Uniform Voucher/Voucher Rollover.
- Guaranteed Opportunity to use Accrued Holidays.
- Minimum Staffing Requirements.
- Deduction of HPFFA dues and assessment by City of Houston via payroll deduction.
- Use of Association Business Leave for HPFFA business.
- Paid Special Assignment for HPFFA President (absence may continue if funded by Association Business Leave).
- Paid Special Assignment for Pension Chair (absence may continue in accordance with state law).
- Cash Equipment Allowances for Arson (may continue in the form of equipment reimbursement).
- Payment of mileage for travel between stations (may continue in accordance with existing reimbursement policy).

### **New Terms Adopted by Proposed Ordinance:**

- At separation, payment of all accrued holidays for current fire fighters.
- At separation, payment of accrued holidays for new fire fighters limited to 11 holidays.