

IAFF Local 493 and the City of Phoenix
Side Agreement

To account for planned changes in the Department's Rescue staffing ("Rescue Conversion") and to provide needed flexibility to its deployment model The City of Phoenix and IAFF Local 493 agree as follows:

To amend Section 3-3, H of the successor M.O.U. through the 2024 negotiations process to provide:

The Fire Department will maintain daily "peak time" opportunities on either 2 person rescues or 4 person units on a peak time basis only. Special events staffing and overtime opportunities outside of the 9-11 response system will not be counted as a peak time opportunity.

This item reflects an agreement between the Fire Department and the Union in 1984 on the future staffing of the rescues. The increased work-load and responsibility of the full time rescues was incented by agreement that there would be overtime opportunities on peak time rescues. Further, the department was reorganized through the RBO process in 1993 to enhance ALS and rescue capabilities throughout the city. This reorganization included a pool of employees to staff back rescues and guarantee that no new employee would have to work more than 200 shifts on a rescue. Employees agreeing to be in this pool are then entitled to work on the peak time rescues on an overtime basis when their name comes up in a rotation. **The Fire Department and Local 493 will continue to work jointly through the RBO Process to determine the deployment of peak time units to ensure the greatest benefit to the service delivery system and provide adjustments, when needed.**

This change accounts for a 2024 Rescue conversion plan whereby some peak time rescues will be converted to "full-time" status. The change from "peak time rescues" to "peak time opportunities" provides flexibility in the deployment model.

In consideration for this change, **the Fire Department will maintain a minimum of 28 peak time opportunities daily until December 31, 2025.**

Term. If the City Council fails to approve the Department's rescue conversion plan, this agreement shall be immediately voided. If the City Council approve the Department's rescue conversion plan, this agreement shall remain in full force and effect until December 31, 2025.

IAFF Local 493:

Bryan Willingham, President, IAFF Local 493

Date

Fire Department:

Mike Duran III, Chief, Phoenix Fire Department

Date

City of Phoenix:

Jason Perkiser, Assistant Human Resources Director

Date