

#49  
FEB 14 2008



**Chandler · Arizona**  
*Where Values Make The Difference*

**DATE:** February 14, 2008

**TO:** Mayor & City Council

**THRU:** W. Mark Pentz, City Manager [Signature]  
Debra Stapleton, Human Resources Director [Signature]

**FROM:** Greg Fretz, Labor Relations Administrator [Signature]

**SUBJECT:** International Association of Firefighters Local 493 Memorandum of Understanding Reopening

**RECOMMENDATION:**

The City and the International Association of Firefighters Local 493 mutually agree to reopen the current Memorandum of Understanding (M.O.U.) and we recommend that the City Council approve a 3.62% market adjustment for firefighters to be effective March 2, 2008.

**BACKGROUND:**

The current M.O.U. with the International Association of Firefighters Local 493 allows the parties to mutually reopen the current M.O.U.

**DISCUSSION/SUMMARY:**

The City Council has the authority to approve this recommendation and the recommendation to implement a 3.62% market adjustment to be effective March 2, 2008. The market adjustment recommendation was the result of a salary survey conducted by the City of Chandler and discussed with the International Association of Firefighters Local 493. Approving the recommendation will keep firefighter wages competitive with surrounding communities. Failure to approve the recommendation will result in Chandler falling further behind other communities and may risk that Chandler may not be able to attract and retain quality firefighters.

**FISCAL IMPACT:**

The amount will be \$175,905 from March 2, 2008 through June 30, 2008, and will be funded through anticipated salary savings from all general fund departments combined.

**PROPOSED MOTION:**

Move to approve a 3.62% market adjustment to be effective March 2, 2008.

  
\_\_\_\_\_  
Greg Fretz, Labor Relations Administrator