



City of Rochester Hills  
AGENDA SUMMARY  
NON-FINANCIAL ITEMS

1000 Rochester Hills Dr.  
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Legislative File No: 2015-0294

**TO:** Mayor and City Council Members  
**FROM:** Pamela M. Gordon, Director of Human Resources  
**DATE:** July 10, 2015  
**SUBJECT:** Ratification of Tentative Agreement with MAFF

**REQUEST:**

Council approval for final ratification of a tentative four-year agreement between the City of Rochester Hills and the Michigan Association of Fire Fighters is requested.

**BACKGROUND:**

The City and the Michigan Association of Fire Fighters have tentatively agreed to the terms of a successor agreement. (The initial agreement was effective May 8, 2012 through December 31, 2014.) The City was officially informed on July 9, 2015 that the Union ratified the tentative agreement negotiated between the parties on July 8, 2015. The terms of the agreement would take immediate effect upon ratification by the City Council.

The new agreement gives the City the right to transition from the current combination Full-Time/Paid-On-Call (POC) operation to a combination Full-Time/Part-Time model. (The City is not obligated to make this change.) If the City does move to Part-Time operations, each current MAFF member will be given the option of becoming a Part-Time employee; working up to two (2), twelve (12) hours shifts; or becoming a Reserve employee, who would primarily be used to fill empty shifts.

This tentative agreement also re-organized the MAFF contract to more closely reflect the City's agreement with its full time fire fighter union, represented by the International Association of Fire Fighters (IAFF). Chief Canto requested this change to promote effective administration of both contracts.

A summary of the agreement and a wage comparison for covered classifications are attached for reference. A draft contract document is currently being compiled in advance of a closed session and full-ratification vote by the City Council on July 20, 2015.

**RECOMMENDATION:**

Approval of a tentative agreement effective January 1, 2015 through December 31, 2018, as ratified by members of the Michigan Association of Fire Fighters on July 8, 2015 is hereby recommended.

APPROVALS:	SIGNATURE	DATE
Department Review		

Department Director		
Mayor		
Deputy Clerk		