

## STAFF REPORT

For the two-year MOU between the City of Maricopa and the Professional Firefighters of Maricopa IAFF Local 4561 for the period July 1, 2025 – June 30, 2027.

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### SUMMARY

After five Meet-and-Confer sessions, the City and IAFF Local 4561 reached a tentative agreement on all articles, including wages, cancer screenings, and specialty incentives. This agreement is sustainable and addresses the priority of recruiting ready and talented Fire/EMS professionals. Ancillary incentives reward critical skills that improve response quality and community relations. Cancer screening benefits provide more comprehensive care for one of the most serious issues facing the fire service. Total agreement encourages recruitment and retention, which will be necessary as the Maricopa Fire & Medical Department pursues a CON and additional stations in future years.

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### KEY THEMES OF THE 2025-2027 IAFF MOU

<b>Competitive Base &amp; Specialty Pay</b>	<ul style="list-style-type: none"><li>• Wage plan brings pay to 104% of comparable cities</li><li>• Increased Paramedic Pay to \$3.12/hr, which better positions City for critical skills</li></ul>
<b>Incentives for High-Risk, High-Skill Assignments</b>	<ul style="list-style-type: none"><li>• Special Operations Pay covers HAZMAT</li><li>• Raised bilingual pay to \$0.55/hr to reward language-skilled staff and improve service for all residents</li></ul>
<b>Work-Life Balance and Wellness</b>	<ul style="list-style-type: none"><li>• Added an additional floating holiday and moved payouts to twice a year</li><li>• Added regular pay to deferred-comp calculations, boosting employee contributions and matches</li><li>• Expanded cancer screening benefits</li></ul>
<b>Operational Flexibility &amp; Definitions</b>	<ul style="list-style-type: none"><li>• New Definitions section provides greater clarity and understanding for both parties</li><li>• Provided mechanism for continued discussion with IAFF during the term of agreement</li></ul>

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### FISCAL IMPACT

*IAFF agreement is an estimated \$1,742,394 investment over a two-year agreement. Funding is included in the FY 26 Proposed Budget; FY 27 impact will be programmed in next year's forecast.*

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## **ALTERNATIVES**

1. **Modify** provisions and return to IAFF for re-ratification (delays implementation).
2. **Reject** the MOU; current agreement remains in force.
3. **Approve** as recommended (staff recommendation).