I move a motion that the AFA request to meet with the city manager to discuss any offer(s) that would improve pay and/or working conditions for members related to the implementation of a new pay and timekeeping system. A written report of any and all offers will be provided to the membership for consideration within seven days after the completion of the discussions.

The AFA recently conducted a survey to get input from members on possible changes due to a new electronic timekeeping system being considered by the city. The two survey questions asked if members would allow the city to do away with pay averaging and do away with Kelly days. Both of these items are covered by the current Collective Bargaining Agreement (CBA) and would need the approval of the AFA to implement, either through a Memorandum of Understanding (MOU) or opening talks for re-bargaining these items. The results of the survey indicated that members were willing to do away with pay averaging but not do away with Kelly days. Based on the results of the survey, a motion was made to grant AFA permission to discuss with the City a MOU to eliminate payroll averaging while still keeping the current Kelly Day schedule and 19-day cycle. On June 21, this motion did not pass.

This provides an opportunity to reconsider the position of the AFA membership on issues related to the new electronic timekeeping system. For this new system, the city would benefit from eliminating payroll averaging and changing from a 19-day work cycle to a 14-day work cycle. Both of these would simplify the payroll process and make reading paychecks much easier. However, both of these are items that would require changes to the current CBA. So it would be appropriate for the AFA to enter discussions with the city to determine what the city is willing to offer for making these changes. On the discussion board for the survey to get input on these changes, there were several comments that provided suggestions for what could be offered. There are also similar conversations occurring daily at fire stations. These improvements to pay and/or working conditions potentially include items such as increasing the number of vacation slots, increasing the amount of vacation leave accrued, and including additional work hours in to the pension system.

This motion simply directs the AFA to meet with the city to determine what pay and working condition improvements the city would be willing to offer related to the implementation their new electronic timekeeping system. The discussions at these meetings do not commit the AFA to anything. The offer(s) from the meetings will be compiled into a report and brought back to the membership. At that time, the AFA membership can determine if the offer(s) is worth making changes to the CBA by a vote on the offer(s). If you agree with allowing the AFA to meet with the city to learn what they are willing to offer that would improve pay and/or working conditions for members related to the implementation of a new pay and timekeeping system, vote yes on this motion.