

# **Memorandum of Understanding**

**United Mesa Firefighters Association**

**Term July 2023-June 2026**

# Compensation

- Market analysis was conducted against peer agencies
- Agreed upon market adjustments (effective July 2023):
  - Rank of Firefighter: 3%
  - Rank of Engineer: 3%
  - Rank of Captain: 6%
- Officers and Sergeants will be eligible for up to a 5% merit “step” increase for all three fiscal years

# Compensation

- Additional market analysis will be conducted in Spring of 2025 and implemented in July 2025
- Out of Rank Compensation – employees that work six or more consecutive hours in a higher job classification will receive a 5% higher pay rate for the hours worked

- Deferred Compensation – COM will increase the employer contribution from \$100 to \$120 for each biweekly pay period. The employee's required contribution will increase from \$10 to \$20/per paycheck.
- Pilot Programs to Increase Attendance and Wellness:
  - Perfect Attendance Vacation Hour Increase
  - Holiday Premium Pay
  - Medical Evaluation Incentive

- Perfect Attendance Incentive – COM will provide an incentive for achieving perfect attendance (no utilization of sick or dock time) in a six-month period from January 1-June 30 and July 1-December 31. A \$500 incentive is available for each six-month period.
- Additional issues will be addressed through the City's Personnel Rules.

Questions?



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