

Mayer Fire Board
Special Meeting Minutes
March 28, 2019 5:00 PM
Mayer Fire Administration Office

1 ***Call to order.***

Chairman Coe called the meeting to order at 5:00 P.M.

2 ***Pledge of allegiance.***

3 ***Roll Call of members.***

Present were Chairman Coe, Clerk Madsen, Member Baca, Member Junkins. Member Montgomery was not present.

4 ***Meet and Confer (Labor Relations Policy)***

Union Representative for the Local 3066, Jake Alanis, spoke. He stated he had sent the documents that the Union would like to have voted in at this meeting, with the changes that the Union thought were the best options for this meeting, and welcomed questions. The main difference, he pointed out, is that they omitted the need for a MOU (Memorandum of Understanding) committee. The intent is for Representative Alanis, as the Union Representative, to meet with the labor group and bring their top priorities around any changes to the MOU document to the Chief. Chief McGhee will determine how and if any proposed financial items will fit in the budget, or not. Once Chief McGhee and Representative Alanis, have worked through the requests from the labor group, budgeted for them, and composed a draft of the proposed MOU document, they will present the draft to the Board for a vote.

Member Baca had questions about the policy. It was confirmed that yes, the MOU is revocable by the Board at any time. And that an agreed upon MOU is valid with the current Board. If board members change, there must be a new vote. Section 2B of the proposed MOU does not override the policy that exists on payroll deduction of union dues.

Representative Alanis stated that the MOU is a handshake agreement that says the Board can come to him, as labor group representative, with concerns about our MOU and he can come to the board to negotiate changes that the labor group might like to see.

Chairman Coe stated that the MOU was successful for many years with a committee in place. He believes that the committee makes the MOU transparent to the public. He does not believe the transparency is there without the committee.

Representative Alanis acknowledged but argued that most departments don't have an MOU committee and it is more effective and more efficient to proceed without the committee. With the MOU being available as a public document, Representative Alanis being fully accessible as the labor group representative, as well as Chief McGhee being fully accessible as the budget contact, the transparency remains.

Chairman Coe is concerned, regarding elections, that community members who are not pro-union, may insist on taking the MOU down if they are not able to see where money is being spent and why.

Chief McGhee stated that he was told we would be the only department in

Arizona that has a MOU committee. It is not the way the process is done. We are the only department in Arizona that has a budget committee. Departments don't do that. His suggestion was that we give it a try without the MOU committee and if it's not working, then we bring it back. Captain Haney, the union president, stated it is the way to do it. Now Mayer Fire wants to do something different again.

Member Baca states the bottom line is that the final decisions are made by the Board regardless of a committee or not.

Member Junkins offered the suggestion to post a draft of the MOU on the website before the Board approves it, in order for the public to respond to it before it is voted on by the Board.

Representative Alanis stated that anything that becomes a part of the MOU will be discussed, researched, and agreed to by and between the labor group and the Chief.

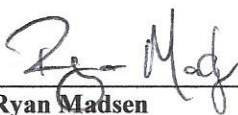
Member Junkins motioned to continue with the Meet and Confer document that was presented by Representative Alanis which drafts the MOU without a MOU committee. Member Baca seconded the motion. The vote was Aye-3, No-1; Member Baca, Member Junkins, Clerk Madsen voting Aye; Chairman Coe voting no. Motion carried.

5 *Future Agenda items*

none

6 *Adjournment*

Chairman Coe adjourned the meeting at 5:54pm.


Clerk Ryan Madsen

4-17-19
Date