

## Pro's and Con's

Members, we are holding an absentee ballot process to vote on the potential change with the Training Captain position. The process the union followed for the previous vote was in question so we dug deeper into the issue. Our union attorney along with the IAFF stated that there was no bylaw violation and we were ok to proceed with the process. However, the executive board agreed that the issue in question was valid and that the process would be better followed by holding an absentee vote. The grey area in our bi laws will be addressed to more clearly define the process of voting in the future.

The vote is to either agree or disagree to the language of the side letter that is attached. Here is a description of what you are voting on:

The Department would like to turn the current VFA position of Training Captain into a Battalion Chief position, under an Emergency Management roll with training being one of the areas in that roll. The Department approached the union and asked for the position in exchange for something else. At the March meeting, the membership decided it would like the 3 shift training coordinators to be compensated, as well as the Chief putting in his strategic plan to return an administrative Captain to the department in the future. Since then, the Chief has stated at both the Labor/Management meeting as well as the recent Management team meeting that no matter what the vote is, he is going to stop funding the Training Captain position and return the current Training Captain to the floor and promote a Captain to BC. After checking with our attorney, unfortunately the Chief has the authority to do that. He cannot eliminate the position, but he has the authority to stop funding it. Since then, we have been working on a side letter with the city to bring to a vote. After weeks of back and forth, we feel we finally have a decent enough side letter (depending on how you feel about the situation) to bring to you for a vote. The key piece is that we were able to fight to keep item 10.5 (Training Officer Assignment) in our MOU. They initially wanted to strike through it but once the Chief revealed his cards, the big win was to keep it in the MOU. This will accomplish 2 things: This makes it much easier to get back, as we would only have to fight with the Chief for money in the budget to return it rather than

negotiate with the city during negotiations. It also holds the Chief to his strategic plan to fund the position in the future. The change in the MOU simply adds a Training Coordinator roll to 9.6 and appendix D.

**The Executive Board along with the Labor Team have unanimously agreed to recommend a YES vote for the side letter.**

We all agreed that we are not getting much for it, but there was also not much to get. Unfortunately we have been placed in a check/mate situation and we have to get what little we can. Here are a few of the reasons why and the pro's and con's to the vote:

Why a yes vote is recommended:

- The Chief is going to stop funding it, so at least we get 3 compensated specialty pay assignments out of it.
- 3 more specialty pay assignments. Current shift trainers are on other teams so they would not be compensated but the MOU is not made for 3 people, it is made to benefit ALL members now and in the future.
- Voting no does absolutely nothing for us. We lose it anyway.
- Concession of \$219,000 from our bargaining group that will be memorialized with the city as a concession on our part.
- Very little desire for the position of Training Captain position by our members.
- Allows one member to get promoted to BC
- Current Training Captain is returning to the floor regardless so there is no way to assist him by making a stand.
- Financial outlook of the city looks great even with a potential recession. VERY low likelihood of lay-offs.

### Pro's Continued:

- With the Chief no longer funding the position, it removes our ability to use it as leverage to help avoid potential lay-offs as it had in the past.

- 22 members at the March 16<sup>th</sup> meeting voted yes. No opposition and 1 abstain.

### CONS:

- This position has been in our MOU for a long time and was once used to help prevent lay-offs in 2008.

- Decreases Captains positions in our group from 16 to 15.

- Does not allow for chain reaction of promotion (1 member gets promoted to BC and that is it.)

The con's list is much shorter now that the position will not be funded. It's unfortunate but there is not much we can do about it.