

SUBMITTED BY: Ana Urquijo, City Manager

MANAGEMENT TEAM REVIEW: Jose Grijalva, Mayor

FOCUS AREA: Other / NA

**ORGANIZATIONAL
IMPROVEMENTS:**

SUBJECT: **MEET and CONFER PROCESS - PFFD**

EXECUTIVE SUMMARY:

The Douglas Municipal Code 2.68 allows employee representatives, in this case Professional Firefighters of Douglas Local 2128 (PFFD), to meet and confer annually with the City Manager on employment issues. PFFD submitted a timely proposal for consideration with the upcoming budget process for FY2026.

BACKGROUND:

PFFD entered into a meet and confer process with the City Manager on or before December 1, 2024, in accordance with DMC 2.68. Written proposals were submitted to the City Manager on behalf of their association.

The City Manager, Human Resources Manager and the Fire Chief met with PFFD officers to discuss their proposals. After further review with staff, the City Manager submitted her recommendations to you by memorandum dated March 31, 2025. DMC 2.68 allows PFFD to file with the City Clerk written exceptions to the City Manager's recommendation within ten days of that day. PFFD did not file a written response to the City Manager's recommendations.

DISCUSSION:

The City Manager is recommending moving towards the requested schedule change starting January 2026.

FISCAL IMPACT:

N/A.

“...I MOVE THAT THE MAYOR AND COUNCIL ACCEPT THE CITY MANAGER RECOMMENDATIONS.”