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City Council

Approval of Labor Contracts with the International Association of Fire Fighters, Local #468, Including Assistant Chiefs

Agenda Date: 1/21/2020

Agenda Item Number: 4.I

File Number: 20-0066

Type: contract **Version:** 1 **Status:** Passed

Title

Approval of Labor Contracts with the International Association of Fire Fighters, Local #468, Including Assistant Chiefs

Recommended Action

Committee Recommendation:

Not referred to a committee.

City Manager Recommendation:

Move to approve the labor agreements with the International Association of Fire Fighters, Local #468 and Local #468, Assistant Chiefs and authorize the Interim City Manager to execute the agreements.

Report

Issue:

Whether to approve the labor contracts between the City of Olympia and the International Association of Fire Fighters (IAFF), Local #468 and Local #468, Assistant Chiefs

Staff Contact:

Linnaea Jablonski, Human Resources Director, General Government, 360.753.8309

Presenter(s):

None - Consent Calendar Item.

Background and Analysis:

The labor agreements with IAFF, Local #468 and Local #468, Assistant Chiefs expired on December 31, 2019. The contracts cover one hundred (100) Fire Fighters and two (2) Assistant Chiefs in the City's Fire Department. The new agreements have been ratified by the Unions and City staff is now bringing them forward for approval.

The new proposed contracts for Council consideration are attached.

The contracts have three-year terms that will expire on December 31, 2022. Significant changes to the contracts are in the areas of wages.

Wages

Wage increases for these contracts will be based on 90 percent of Seattle CPI-U with a 1 percent minimum and a 4 percent maximum wage increase. The proposed wage increases include a .95 percent increase in 2020, this is lower than the calculated CPI-U cost-of-living adjustment to cover costs associated with changes to education and longevity pay.

Education and Longevity Incentive Pay

Education and Longevity pay were added to the Assistant Fire Chiefs contract and expanded in the Firefighter contract. Members will receive 2 or 4 percent for education pay based on degree, and between 1.5 and 6 percent for longevity pay.

Medical/Dental/Vision Benefits

All benefits remain the same as administered through the Northwest Fire Fighters Benefits Trust (NWFFT).

Wellness

The City will contribute \$3,000 annual match to an equipment repair fund to ensure wellness equipment is maintained or replaced as needed.

Janus

Language was added to clarify that membership to the Union is no longer a condition of employment based on the Janus vs. AFSCME ruling.

Washington Paid Family and Medical Leave (PFML)

Members will begin to pay into the new WA PFML program that is administered through the Employment Security Department.

The remainder of the contract changes are general and/or matching language clean-up items to include gender neutral language or added language based on operational or management needs.

Neighborhood/Community Interests (if known):

N/A

Options:

1. Move to approve the labor agreements with the International Association of Fire Fighters, Local #468 and Local #468, Assistant Chiefs and authorize the Interim City Manager to execute the agreements.
2. Do not approve the labor agreements with the International Association of Fire Fighters, Local #468 and Local #468, Assistant Chiefs as proposed and direct staff as to next steps.
3. Move to approve the labor agreements with the International Association of Fire Fighters, Local #468 and Local #468, Assistant Chiefs as amended by Council, and authorize the Interim City Manager to execute the agreements.

Financial Impact:

The cost to the City for implementing this contract in 2020 is \$233,672, which is \$17,090 less than what is already included in the 2020 Operating Budget. A summary of the economic agreements is attached.

Attachments:

2020-2022 Labor Contract - IAFF, Local #468

2020-2022 Labor Contract - IAFF, Local #468, Assistant Chiefs

Economic Agreement Summary - 2020-2022 IAFF, Local #468, Including Asst. Chiefs