



City Council

Approval of a Labor Contract with the Local #468, International Association of Fire Fighters, Fire Mechanics

Agenda Date: 2/8/2022
Agenda Item Number: 4.F
File Number:22-0057

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

Title

Approval of a Labor Contract with the Local #468, International Association of Fire Fighters, Fire Mechanics

Recommended Action

Committee Recommendation:

Not referred to a committee.

City Manager Recommendation:

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

Report

Issue:

Whether to approve the labor contracts between the City of Olympia and the Local #468, International Association of Fire Fighters, Fire Mechanics

Staff Contact:

Linnaea Jablonski, Human Resources Director, 360.753.8309

Presenter(s):

None - Consent Calendar Item

Background and Analysis:

The labor agreement with Fire Department Mechanics who are represented by Local #468, International Association of Fire Fighters (IAFF), AFL-CIO expired on December 31, 2021. The contract covers four (4) Fire Department Master Mechanics and one (1) Fire Department Operations Supervisor. The new agreement has been ratified by the Union. The proposed contract for Council's consideration is attached.

The contract has a three-year term that will expire on December 31, 2024. Significant changes to the contracts are in the areas of wages and benefits.

Wages

Wage increases for this contract is based on 90% of CPI-U with a 1% minimum and a 4% maximum wage increase. The increase in 2022 will be 4% based on the 2021 CPI-U.

Medical/Dental/Vision Benefits

The City agrees to pay the Northwest Fire Fighters Benefits Trust (NWFFT) 100% of the cost of the lowest base premium for employees enrolled with NWFFT \$1,500 Deductible Plan medical and vision premiums for the employee on a monthly basis. Previously, the City paid 95% of the cost of the lowest base premium for employees enrolled with NWFFT \$1,500 Deductible Plan. The cost associated to the benefits change is \$6,965 in 2022, \$2,389 in 2023, and \$2,449 in 2024.

Neighborhood/Community Interests (if known):

There are no known community interests.

Options:

1. Move to approve the labor agreement with the Local #468, International Association of Fire Fighters, Fire Mechanics and authorize the City Manager to execute the agreements.
2. Move to approve the labor agreement with the Local #468, International Association of Fire Fighters, Fire Mechanics with amendments, and authorize the City Manager to execute the agreements.
3. Do not approve the labor agreement with the Local #468, International Association of Fire Fighters, Fire Mechanics as proposed and direct staff as to next steps.

Financial Impact:

The cost to the City for implementing this contract in 2022 is \$26,660, which is included in the 2022 Operating Budget. A summary of the economic agreements is attached.

Attachments:

Contract
Economic Agreement Summary