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City Council

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

Agenda Date: 2/13/2023

Agenda Item Number: 4.C

File Number: 23-0164

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

Title

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

Recommended Action

Committee Recommendation:

Not referred to committee.

City Manager Recommendation:

Move to approve the labor contracts with the International Association of Fire Fighters, Local #468.

Report

Issue:

Whether to approve the labor contracts with the International Association of Fire Fighters (IAFF), Local #468.

Staff Contact:

Linnaea Jablonski, Human Resources Director, Office of Strategic Initiatives, 360.753.8309

Presenter(s):

None, Consent Calendar Item.

Background and Analysis:

The labor agreements with IAFF, Local #468 expired on December 31, 2022. The contract covers approximately ninety-one (91) Fire Fighters in the City's Fire Department. The new agreement has been ratified by the Union and City staff is now bringing it forward for approval.

The contracts have three-year terms that will expire on December 31, 2025. Significant changes to the contracts are in the areas of wages.

Wages

Wage increases for these contracts will be based on 90% of Seattle CPI-U with a 1% minimum and a 5% maximum wage increase.

Education and Longevity Incentive Pay

Increased Masters Degree from 4% to 6%.

Medical/Dental/Vision Benefits

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

Wellness

The City and the Union will jointly implement a peer support program.

The City also agreed to implement Ready Rebound to help fire fighters reduce injury related costs, streamline treatment and rehabilitation.

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

Climate Analysis:

This agenda item is expected to result in no impact to greenhouse gas emissions.

Equity Analysis:

This agenda item is not expected to impact known disparities in our community.

Neighborhood/Community Interests (if known):

There are no known community interests.

Options:

1. Move to approve the labor agreement with the International Association of Fire Fighters, Local #468 and authorize the City Manager to execute the agreement.
2. Do not approve the labor agreement with the International Association of Fire Fighters, Local #468 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 as amended by Council, and authorize the City Manager to execute the agreement.

Financial Impact:

The cost to the City for implementing this contract in 2023 is \$666,671, which is included in the 2023 Operating Budget. A summary of the economic agreements is attached.

Attachments:

Contract

Economic Agreement Summary