



City Council

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

Agenda Date: 2/4/2014
Agenda Item Number: 4.G
File Number: 14-0109

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

Title

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

Recommended Action

Committee Recommendation:

Not referred to a committee.

City Manager Recommendation:

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

Report

Issue:

Approval of labor contract between the City of Olympia and the International Association of Fire Fighters (IAFF), Local #468

Staff Contact:

Jay Burney, Assistant City Manager, 360.753.8740

Presenter(s):

Jay Burney, Assistant City Manager

Background and Analysis:

The labor agreement with IAFF, Local #468 expired on December 31, 2013. The contract covers 87 Fire Fighters in the City's Fire Department. This new agreement has been ratified by IAFF members, and City staff is now bringing it forward for approval.

The new proposed contract for Council consideration is shown in Attachment 1.

The contract has a three-year term that will expire on December 31, 2016. In looking at comparable jurisdictions, the IAFF, #468 presented data indicating they were behind their comparable jurisdictions by a little more than 3% based on settlements of contracts to-date. The agreement provides for a 3% increase in 2014. Increases in 2015 and 2016 are tied to City sales tax revenues,

with a 2% minimum, and a 4% maximum. The City also agreed to pay an additional \$25 per month into each member's Medical Expense Reimbursement Plan (MERP) starting in 2014 to close the remaining compensation gap between comparable jurisdictions.

In terms of benefits, the City offered to pay the entire premium costs for dependent dental and life insurance as the IAFF union was the only remaining group that we did not do so. This change will make it easier for staff in terms of contract administration.

The remainder of the contract changes are general language clean-up items based on operational needs.

Neighborhood/Community Interests (if known):

N/A

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.

Financial Impact:

The cost to the City for implementing this contract in 2014 is \$287,720, which is already included in the 2014 Operating Budget. A summary of the economic agreements is shown in Attachment 2.