

CITY COUNCIL AGENDA TOPIC

A RESOLUTION authorizing execution of a labor agreement between the City of Bellevue and the International Association of Fire Fighters Local 1604, representing Battalion Chiefs, for a three-year contract period starting January 1, 2025, and expiring December 31, 2027. The executed agreement shall be substantially in the form of the agreement in the Council Library.

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Human Resources

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EXECUTIVE SUMMARY**ACTION**

This Resolution authorizes the execution of a three-year labor agreement between the City of Bellevue and International Association of Fire Fighters Local 1604, representing Battalion Chiefs.

RECOMMENDATION

Move to adopt Resolution No. 10520.

BACKGROUND/ANALYSIS

The IAFF Local 1604 (Union) currently represents eight employees working in the Battalion Chief classifications. Six employees work as Platoon Battalion Chiefs, in command of the City's three Platoon shifts, and three employees work as Administrative Battalion Chiefs managing various administrative programs such as Training and Advanced Life Support.

The City and the Union began bargaining on September 24, 2024. After nine formal bargaining sessions, the parties reached a tentative agreement on May 20, 2025. The tentative agreement was ratified by the employees on June 10, 2025. The ratified tentative agreement is now subject to Council approval.

Key themes addressed during bargaining included decreasing administrative burden by harmonizing various terms with the Firefighter contract, addressing the issue of "Gap" days for Battalion 102, and helping future retirees deal with medical costs post-employment.

Some of the significant terms of the tentative agreement include the following:

- Increase longevity pay in years 15, 20, 25.
- Allow Deputy Chiefs to perform bargaining unit work on a limited basis.
- Modify sick leave accruals to match Firefighters.
- Increase the current sick leave cash out to thirty-two percent, with the potential to receive 40 percent if the employee is enrolled Choice or Kaiser for three years prior to retirement, and

direct the payment to a pre-tax voluntary employee benefit program (MERP) that can be used for medical needs post-retirement.

- Agree to cashout an employee's existing vested vacation balance to their MERP account upon separation that can be used for medical needs post-employment.
- Increase pay for "Acting" as a Fire Chief or Deputy Chief.

The City and the union have also tentatively agreed to close all "Gap" days for Battalion 102 in 2026 and 2027, and to close a portion of scheduled "Gap" days for Battalion 102 in 2025. This will enable full "command" staffing of the City's second full-time battalion. This agreement is memorialized in a memorandum of understanding included as an attachment to the tentative labor agreement.

POLICY & FISCAL IMPACTS

Policy Impact

RCW 41.50.152 requires disclosures of "excess compensation" costs to avoid the unknowing acceptance of significant future liability. The provisions of this contract will not increase estimated future DRS retirement billings because this requirement applies to PERS 1 employees only and the individuals affected by this agreement participate in LEOFF 2.

Fiscal Impact

Assuming current staffing, the agreement reached with the Union will result in a net increased cost to the City of approximately \$782,000 over the term of the three-year contract (January 1, 2025 – December 31, 2027), including the wage adjustments, longevity pay, and possible cost to close "Gap" days. Sufficient funds are available in the 2025-2026 budget to fund the contract costs for this period. The costs for 2027 will be included in the 2027-2028 budget proposals.

Based upon recent history, approximately 19-20 percent of these costs will be offset by revenue from Advanced Life Support (ALS) funding and contract cities.

OPTIONS

1. Adopt the Resolution authorizing execution of a labor agreement between the City of Bellevue and the International Association of Fire Fighters Local 1604, representing Battalion Chiefs, for a three-year contract period starting January 1, 2025, and expiring December 31, 2027. The executed agreement shall be substantially in the form of the agreement in the Council Library.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS

Proposed Resolution No. 10520

AVAILABLE IN COUNCIL LIBRARY

2025-2027 labor agreement between the City of Bellevue and IAFF Local 1604, representing Battalion Chiefs