

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of a labor agreement between the City of Bellevue and the International Association of Firefighters, Local 1604, representing Battalion Chiefs, for a two-year contract period starting January 1, 2023, and expiring December 31, 2024.

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Fire Department

EXECUTIVE SUMMARY

This Resolution authorizes the execution of a two-year labor agreement between the City of Bellevue and the International Association of Firefighters, Local 1604, representing Battalion Chiefs, for a contract period beginning January 1, 2023, and expiring December 31, 2024. The executed agreement shall be substantially in the form of the agreement in the Council Library.

RECOMMENDATION

Move to adopt Resolution No. 10282

BACKGROUND/ANALYSIS

The International Association of Firefighters, Local 1604 (Union) currently represents seven employees working in the position of Battalion Chief (including Administrative Battalion Chiefs and Platoon Battalion Chiefs). Battalion Chiefs provide supervision and daily management and command of the City's suppression, basic and advanced life support, training, and special operations personnel and activities for the Fire Department.

The City and the Union reached a tentative agreement on June 9, 2023, and that agreement was ratified by the employees on July 11, 2023. The ratified tentative agreement is now subject to Council approval.

Key Terms of Agreement

Wages: The parties bargained a two-year contract with the following wage adjustments:

- 2023: A 7.354 percent increase effective January 1, 2023.
- 2024: Effective January 1, 2024, salary rates will be increased by the percentage required to maintain an 11.5 percent differential between the Platoon Battalion Chief base salary and the Platoon Captain base salary (at top step).
- The parties also agreed to add a longevity pay of 3 percent for 10 years of service effective January 1, 2023. This rate is in parity with firefighters.

There are additional clarifications and agreements on a variety of other items included in the proposed contract.

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 \$30,000 over the term of the two-year contract (January 1, 2023 – December 31, 2024), including the wage adjustments and longevity pay. Sufficient funds are available within the 2023-2024 budget to fund the contract costs.

Based upon recent history, approximately 19-20 percent of these costs will be offset by revenue from Advance 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 Firefighters, Local 1604, representing Battalion Chiefs, for a two-year contract period starting January 1, 2023, and expiring December 31, 2024.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS

Proposed Resolution No. 10282

AVAILABLE IN COUNCIL LIBRARY

2023-2024 labor agreement between the City of Bellevue and the International Association of Firefighters, Local 1604, representing Battalion Chiefs