

**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 Fire Prevention & Education employees for a three-year contract period starting January 1, 2022, and expiring December 31, 2024. 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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*Fire Department*

**EXECUTIVE SUMMARY**

This Resolution authorizes the execution of a three-year labor agreement between the City of Bellevue and the Union representing Fire Prevention & Education employees.

**RECOMMENDATION**

Move to adopt Resolution No. 10288

**BACKGROUND/ANALYSIS**

The International Association of Firefighters, Local 1604, (Union) currently represents 16 employees working in the positions of Fire Prevention Officer, Fire Plan Reviewer, Fire Public Information Officer, Fire Education Coordinator, and Assistant Fire Marshal.

The City and the Union reached a tentative agreement on June 12, 2023, and that agreement was ratified by the employees on August 2, 2023. The ratified tentative is now subject to Council approval.

**Key Terms of Agreement**

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

- 2022: 7 percent increase effective January 1, 2022.
- 2023: 5.89 percent increase effective January 1, 2023.
- 2024: 90 percent of CPI-W with a minimum increase of 1 percent and maximum of 5 percent.

Other Changes:

- Incorporate the Fire Education Coordinator, Fire Plan Reviewers, Fire Public Information Officer, and Assistant Fire Marshal classifications into the agreement.
- Define a non-exempt employee as an employee that is not exempt from federal and state minimum wage and overtime laws and regulations.
- Increase the holiday accruals to reflect the addition of Juneteenth as a paid holiday for employees.
- Provide fully benefited employees hired before June 12, 2023, and on active status on the date of ratification, a lump sum of \$3,000, subject to all applicable withholdings and payroll taxes.

- Redefine sick leave cash-out to align with the City’s Human Resources Policies and Procedures Manual.
- Codify existing shared leave program.

There are other clarifications and agreements on a variety of non-economic and non-substantive issues brought forward by both the City and the Union.

## **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 PERS 2 or 3.

### **Fiscal Impact**

Assuming current staffing, the agreement reached with the Union will result in a net increased cost to the City of approximately \$153 thousand dollars over the term of the 3-year contract (January 1, 2022 – December 31, 2024), including wages adjustments. Costs will be recovered through permit and inspection fee revenues. Sufficient funds are available within the 2023-2024 budget to fund the contract costs.

## **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 Fire Prevention & Education employees for a three-year contract period starting January 1, 2022, and expiring December 31, 2024. 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 Ordinance/Resolution No.10288

## **AVAILABLE IN COUNCIL LIBRARY**

2022-2024 labor agreement between the City of Bellevue and the International Association of Firefighters, Local 1604, representing Fire Prevention & Education employees