

CITY COUNCIL AGENDA TOPIC

Resolution authorizing execution of a labor agreement between the City of Bellevue and the International Association of Firefighters Union, Local 1604, representing Firefighters through Captains, for a three-year contract period starting January 1, 2024, and expiring December 31, 2026. The executed agreement shall be substantially in the form of the agreement in the Council Library.

Joy Misako St. Germain, Director, 452-4581

Matt Smith, Assistant Director, 452-7936

Human Resources

Jay Hagen, Fire Chief, 452-6895

Fire Department

EXECUTIVE SUMMARY**ACTION**

This Resolution authorizes execution of a three-year labor agreement between the City of Bellevue and International Association of Firefighters Union, Local 1604, representing Firefighters through Captains.

RECOMMENDATION

Move to adopt Resolution No. 10375

BACKGROUND/ANALYSIS

The International Association of Firefighters Union, Local 1604 (the Union) currently represents over 200 employees working in the positions of Firefighter, Firefighter/Engineer, Firefighter/Paramedic, Lieutenant, and Captain.

The City and the Union reached a tentative agreement on February 12, and that agreement was ratified by the employees on March 19. The ratified tentative agreement is now subject to Council approval.

Key Terms of Agreement

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

- 2024: Effective January 1, 2024 the monthly salary rates will be increased by 4.5 percent.
- 2025: Effective January 1, 2025 the monthly salary rates will be increased by 100 percent of the CPI-W, with a minimum increase of 2 percent and maximum of 6 percent.
- 2026: Effective January 1, 2026 the monthly salary rates will be increased by 100 percent of the CPI-W, with a minimum increase of 2 percent and maximum of 6 percent.

Other Changes:

- Increase wage differentials between Firefighter and Firefighter/Engineer and Firefighter and Firefighter/Staff Assistant by 2 percent each, between Firefighter and Firefighter/Paramedic by 2.25 percent, and between Firefighter and Lieutenant by 1.75 percent.
- End Prefire Specialist pay prior to the expiration of the agreement.

- Remove 2 percent premium pay attached to the Map Specialist assignment and clarify that work for this position will be done outside of regular working hours on overtime as needed.
- Modify education premium pay to a percentage based on degree, not on rank: 2.5 percent for 45 credits, 4 percent for an associate degree in fire technology, and 5 percent for a bachelor's degree.
- Codify previous MOU terms for lateral hires, including basing vacation accruals on years of career fire service.
- Increase sick leave accruals to 9 hours per pay period to better align with sick leave accruals of comparable fire districts.
- Increase sick leave accrual cashout upon retirement or separation of service after 20 years of employment from 10 to 25 percent to be deposited into the employees' Medical Employee Reimbursement Plan (MERP) to better align with policies of comparable employers.
- Require bargaining unit employees to pay the same premium rates and share for Washington Family Medical Leave (PFML) as other employees, which are set by the Washington State Employment Security Department.
- Allow employees to supplement PFML with their own accrued leave – not to exceed 100 percent of their regular wages.
- Restructure holiday hours accrual and provide the same accrual rates for both platoon and administrative assignment employees, eliminating current holiday hours changes when employees move into and out of platoon and administrative assignments.
- Establish a new discipline procedure in the agreement codifying that employees in their probationary period may be terminated without the right of appeal to the grievance procedure.
- Establish Heavy Machinery Rescue as a recognized Technical Rescue Lead Specialty eligible for the two percent lead pay.
- Increase Truck Pay by .75 percent.

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 and distribution, the agreement reached with the Union will result in a net increased cost to the City of approximately \$2.2 million dollars over the term of the three-year contract (January 1, 2024 – December 31, 2026), including wage adjustments. Sufficient funds are available within the 2023-2024 budget for the current year costs. The costs for 2025 and 2026 will be included in the 2025-2026 budget proposals.

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

OPTIONS

1. Adopt the Resolution authorizing execution of a labor agreement between the City of Bellevue and the International Association of Firefighters Union, Local 1604, representing Firefighters through Captains, for a three-year contract period starting January 1, 2024, and expiring December 31, 2026. 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. 10375

AVAILABLE IN COUNCIL LIBRARY

2024-2026 Agreement between the City of Bellevue and International Association of Firefighters Union, Local No. 1604, representing Firefighters through Captains