

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, 2021, and expiring December 31, 2022.

Joy Misako St. Germain, Director, 452-4581
Matt C. Smith, Assistant Director, 452-7936
Human Resources

Jay Hagen, Fire Chief, 452-6895
Fire Department

EXECUTIVE SUMMARY

This Resolution authorizes the execution of a two-year agreement between the City of Bellevue and the International Association of Firefighters, Local 1604, representing Battalion Chiefs, for a contract period beginning January 1, 2021, and expiring December 31, 2022.

RECOMMENDATION

Move to adopt Resolution No. 10231

BACKGROUND/ANALYSIS

The International Association of Firefighters, Local 1604 (the Union) currently represents approximately six 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 November 23, 2022, and that agreement was ratified by the employees on January 16, 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:

- 2021: 2.25 percent increase effective January 1, 2021.
- 2022: 6.50 percent increase effective January 1, 2022.
- Increase the premium pay for administrative assignments by 2 percent effective January 1, 2021.
- Increase the incentive for education degree attainment by 1.5 percent effective January 1, 2021, and increase by 1.5 percent effective January 1, 2022, for parity with Fire Captain and Police Majors.

Other Changes:

- Modify how wages for work performed in excess of the member's normal work schedule is calculated.
- Provide for a minimum pay of two hours when recalled to perform command and control responsibilities outside of their regular work hours.
- Recognize alternative work schedules for administrative assignments that are agreeable to the Local and the Employer and not detrimental to the efficient rendering of duties.
- Change holiday accruals to reflect the addition of Juneteenth.
- Establish ability to cash-out sick leave accruals (10 percent of bank) upon separation after 20 years of employment at the City (currently only available at retirement).

Health & Welfare Insurance:

- Eliminate the medical waiver rebate.
- Eliminate the dental waiver rebate.
- Eliminate language related to the now repealed excise tax under the ACA.
- Union agrees to defer to the City's definition of domestic partner for benefit eligibility.

There are additional clarifications and agreements on a variety of non-economic and non-substantive issues 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 and distribution, the agreement reached with the Union will result in an increased cost to the City of approximately \$83,000 in addition to what has already been budgeted over the term of the two-year contract (January 1, 2021 – December 31, 2022), including the wage adjustments and other changes. 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, 2021, and expiring December 31, 2022.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS

Proposed Resolution No. 10231

AVAILABLE IN COUNCIL LIBRARY

2021-2022 labor agreement between the City of Bellevue and the International Association of Firefighters, Local 1604, representing Battalion Chiefs