

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 Fire Prevention & Education employees, 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.

Bindi Lassige, Director, 452-4581

Matt C. Smith, Assistant Director, 452-7936

Nancy Corado, Labor Relations Manager, 229-6573

Human Resources Department

Dave Tait, Fire Chief, 452-6895

Fire Department

EXECUTIVE SUMMARY**ACTION**

This Resolution authorizes the execution of a three-year labor agreement between the City of Bellevue and International Association of Firefighters Union, Local 1604 representing Fire Prevention & Education employees.

RECOMMENDATION

Move to adopt Resolution No. 10567

BACKGROUND/ANALYSIS

The IAFF Local 1604 (Union) currently represents 18 employees working in the Fire Prevention and Education classification. 14 employees work as Fire Prevention Officers and four employees work in each of the following positions: Assistant Fire Marshal, Fire Plan Reviewer, Fire Public Information Officer, and Fire Education Coordinator.

The City and the Union began bargaining on April 8. After 10 formal bargaining sessions, the parties reached a tentative agreement on October 17. The tentative agreement was ratified by the employees on December 2, 2025. The ratified tentative agreement is now subject to Council approval.

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

- Provide a general wage increase of three and a half percent for all bargaining unit members retroactive to January 1, 2025.
- Provide a market increase of two percent for employees in the Fire Education Coordinator and Fire Public Information Officer classifications retroactive to January 1, 2025.
- Accelerate increases in Inspector Pay for Fire Inspectors.
- Increase Certified Fire Investigator Pay from three to four percent.
- Increase Investigator-in-Training Pay from one to two percent.
- Agree to compensate employees at two times their hourly rate of pay for hours worked on Independence Day or New Years Day.

- Agree to provide a new Standby Pay of 15 percent for each hour an on-duty investigator is required to be available and subject to call.
- Increase permitted cash out of accrued unused sick leave into a pre-tax voluntary employee benefit program (MERP) from 10 percent to 20 percent, with an additional five percent in certain circumstances, for employees retiring or separating from employment with at least 20 years of service. This change will make the City more competitive among other employers in the region offering higher sick leave cash-out percentages than Bellevue previously allowed.
- Extend medical benefit continuation coverage by six months for employees receiving compensation benefits and on approved leave with an option for employees to request reimbursement of COBRA premiums for another four months in cases of catastrophic on-the-job injury.

POLICY & FISCAL IMPACTS

Policy Impact

RCW 41.50.152 requires disclosure 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 increased costs to the City of approximately \$139,000 over the term of the three-year contract (January 1, 2025, through December 31, 2027), including wage adjustments and new benefits. Approximately 62 percent of these costs will be recovered through permit inspection fee revenue. Sufficient funds are available within the current budget for 2025 and 2026. Future budgets will be adjusted to incorporate the fiscal impact of this agreement.

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 Fire Prevention & Education employees, 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. 10567

AVAILABLE IN COUNCIL LIBRARY

2025-2027 labor agreement between the City of Bellevue and the International Association of Firefighters Union, Local 1604, representing Fire Prevention & Education employees