

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of a successor labor agreement by and between the City and International Association of Firefighters, Local 1604, representing Firefighters (Union) for the contract period starting January 1, 2020, and expiring on December 31, 2022.

Joy St. Germain, Director, 452-4581

Matt C. Smith, Manager, 452-7936

Human Resources

EXECUTIVE SUMMARY

This Resolution authorizes the execution of a three-year collective bargaining agreement between the City and the Union representing firefighters for a contract period beginning on January 1, 2020, and expiring on December 31, 2022.

RECOMMENDATION

Move to adopt Resolution No. 9711.

BACKGROUND/ANALYSIS

The Union represents over 200 employees (on November 15 of this year, 202 employees) working in the positions of Firefighters (including Engineers and Paramedics), Fire Lieutenants, and Fire Captains.

The City and the Union reached a tentative agreement on November 20, and that agreement was ratified by the employees on December 25. The ratified tentative agreement is now subject to Council approval.

Key Terms of Successor CBA

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

- 2020: 4 percent
- 2021: 100 percent of the Seattle/Tacoma/Bellevue CPI-W (June 2020)
- 2022: 100 percent of the Seattle/Tacoma/Bellevue CPI-W (June 2021)

Other Changes:

- Increase the Paramedic premium pay by one-half of one percent in 2022
- Add a 2 percent premium for Aid Car shifts starting in 2021
- Eligibility for Sick Leave Cash-out (10 percent of Bank) upon separation after 20 years (currently only available at retirement)
- Create three new Specialty Leads

Health & Welfare Insurance:

- Elimination of the Medical Waiver Rebate
- Elimination of the Dental Waiver Rebate
- Agreement by the Union to defer to the City's definition of Domestic Partner for benefit eligibility

Other clarifications and agreements on a variety of 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 LEOFF 1 or LEOFF 2.

Fiscal Impact

The agreement reached with the Union will result in a cost to the City of approximately \$5.2 million dollars over the term of the three-year contract (January 1, 2020 – December 31, 2022), including the 2020 wage adjustment, projection for the 2021-2022 Cost-of-Living Adjustment (COLA), and other changes. Sufficient funds are available within the 2020 budget to fund the 2020 contract costs; and costs for 2021 and 2022 will be included in the development of the 2021-2022 budget.

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 successor labor agreement by and between the City and International Association of Firefighters, Local 1604, representing Firefighters (Union) for the contract period starting January 1, 2020, and expiring on December 31, 2022.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS & AVAILABLE DOCUMENTS

Proposed Resolution No. 9711

AVAILABLE IN COUNCIL LIBRARY

2020-2022 successor labor agreement substantially in the form of the final agreement