

## CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of a labor agreement between the City of Bellevue and the International Association of Firefighters Union, Local 1604, representing Firefighters, for a one-year contract period starting January 1, 2023, and expiring December 31, 2023.

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 one-year labor agreement between the City of Bellevue and the International Association of Firefighters Union, Local 1604, representing Firefighters for a contract period beginning January 1, 2023, and ending December 31, 2023.

## RECOMMENDATION

Move to adopt Resolution No. 10217

## 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 November 18, 2022, and that agreement was ratified by the employees on December 24, 2022. The ratified tentative agreement is now subject to Council approval.

### Key Terms of Agreement

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

- 2023: 8.89 percent increase effective January 1, 2023.

Other Changes:

- Increase the holiday accruals to reflect the addition of Juneteenth as a paid holiday for employees.
- Create option to transfer 24 hours of holiday leave from each employee's accrual for the purpose of conducting union business, thereby establishing a Union Leave Bank.
- Increase holiday sell back maximum from 120 to 144 hours.
- Clarify paramedic vesting conditions and procedures.

There are additional clarifications and agreements on a variety of non-economic and non-substantive items 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 \$830,000 dollars in addition to what has already been budgeted over the term of the one-year contract (January 1, 2023 – December 31, 2023), including the wage adjustments and other changes. Sufficient funds are available in the 2023-2024 budget to fund the contract costs.

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, for a one-year contract period starting January 1, 2023, and expiring December 31, 2023.
2. Do not adopt the Resolution and provide alternative direction to staff.

## **ATTACHMENTS**

Proposed Resolution No. 10217

## **AVAILABLE IN COUNCIL LIBRARY**

2023 labor agreement between the City of Bellevue and the International Association of Firefighters Union, Local 1604, representing Firefighters