

January 19, 2016

CITY COUNCIL AGENDA MEMORANDUM

SUBJECT

Resolution No. 9049 authorizing execution of a successor labor agreement by and between the City and the International Association of Firefighters, Union Local 1604, representing Fire Prevention Officers (Union) for the contract period January 1, 2015 through December 31, 2018.

FISCAL IMPACT

The agreement reached with the Union will result in a net cost increase to the City of approximately \$146,941 over the term of the contract (January 1, 2015 – December 31, 2018). Approximately \$63,184 of these costs will be recovered through permit and inspection fee revenues, resulting in a net increase of approximately \$83,757.

Sufficient funds are available within the 2015-2016 budget to fully fund the 2015-2016 contract costs. The costs in 2017-2018 will be included in the 2017-2018 budget proposals. The 2017-2018 estimated COLA is based on the early forecast prepared by the Budget Office for the 2017-2018 budget development.

RCW 41.50.152 requires disclosure of “excess compensation” employer costs to avoid the unknowing acceptance of significant future liability. The provisions of this contract will not increase estimated future retirement billings because this requirement applies to PERS 1 employees only, and the individuals affected by this agreement participate in PERS 2.

STAFF CONTACT

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Human Resources Department

POLICY CONSIDERATION

Shall the City enter into a successor labor agreement with the International Association of Firefighters, Union Local 1604, representing Fire Prevention Officers (Union) for the contract period January 1, 2015 through December 31, 2018?

BACKGROUND

The Union represents 9 positions, and .7% of the workforce.

Negotiations for the successor labor agreement began on December 10, 2014. The City and Union met approximately twelve times in negotiations and were able to reach a tentative agreement on November 24, 2015, which was ratified by the Union on January 14, 2016. The tentative agreement is subject to Council approval.

Key Package Elements

The contract term is January 1, 2015 through December 31, 2018.

Wages:

- 2015: 90% CPI-W, June (1.98%)
- 2016: 90% CPI-W, June (0.99%)
- 2017: 90% CPI-W, June
- 2018: 90% CPI-W, June

Other Changes:

- Definitions to Align with City Code (ACA changes):
The employment status definitions were amended to align with the federal definitions of “full-time” employee as adopted by Ordinance No. 6153 amending the Human Resources Code to align with the Federal Patient Protection and Affordable Care Act.
- Medical, Dental, and Vision Insurance:
Negotiated language for plan design changes to avoid the medical insurance excise tax for 2018.
- Beginning in 2016, Union agrees to pay the same premium contributions percentages as general employees for the City’s self-insured core plan.
- Flexible Spending Arrangement (FSA):
Union agrees that should employee pre-tax medical contributions to the Flexible Spending Plan count toward the excise tax threshold it will no longer be offered after December 31, 2017. (No employer contributions are made to an FSA.)
- Medical Expense Reimbursement Plan (MERP):
Union agrees that should employee pre-tax contributions to the MERP count toward the excise tax threshold it will no longer be offered on a pre-tax basis after December 31, 2017.
- Overtime:
A minimum 2 hour overtime for a callback of an on-call fire investigator (or callout and turned around en-route); unless occurs within 2 hours or less of shift start. In addition, on-call fire investigators shall receive a minimum of 30 minutes over time for time spent (of at least 15 minutes) responding via phone, computer or other device without physically responding to the scene. [This provision takes effect the month following final signature on the agreement.]
- Certification Pay:
International Code Council Fire Plans Examiner added to Certification Pay Matrix at same level of Fire Inspector 2. Fire Prevention Officers may not receive inspector certification pay at the same time as receiving fire plans examiner pay, and must be assigned to fire plans examination to receive pay.
- Advanced Level Fire Plans Examination Pay:
Must be a Certified Fire Protection Specialist (CFPS) and be assigned to plan review and primarily review large, high-rise, unique and complex projects. If eligible and assigned plan review and performing advanced plan review for a least 75% of plan review time shall receive 8% of base pay while assigned and performing the advanced level body of work. (Note: maximum amount that an employee can receive is 10% - If employee is receiving the investigator pay at 3% the maximum allowed with both investigator and advanced fire plans examiner pay is 10% (not 8% + 3% = 11%). [At this time there are no employees currently eligible for this pay.]

- **Responder Pay:**

Changed from an hourly rate of \$4.12 (2016 rate) for each hour the employee is required to be available and subject to call, to a monthly flat rate amount depending on the number of investigators assigned to the on-duty rotation. (This should not result in an additional cost to the City – this was to provide an even amount to all those assigned to the rotation.) [This provision takes effect the month following final signature of the agreement.]

2016 Rates

Number Assigned to Rotation	Monthly Amount to be divided and paid between the two pay periods
3 assigned	\$684.70
4 assigned	\$513.53
5 assigned	\$410.82
6 assigned	\$342.35

- Non-economic agreements on a variety of issues brought forward by both the City and the Union, including bargaining of most recent HRPPM version.

EFFECTIVE DATE

If approved, this Resolution becomes effective immediately upon Council adoption.

OPTIONS

1. Adopt the Resolution authorizing execution of a successor labor agreement by and between the City and the International Association of Firefighters, Union Local 1604, representing Fire Prevention Officers for the contract period January 1, 2015 through December 31, 2018.
2. Do not adopt the Resolution and provide alternative direction to staff.

RECOMMENDATION

Option 1.

MOTION

Move to approve Resolution No. 9049 authorizing execution of a successor labor agreement by and between the City and the International Association of Firefighters, Union Local 1604, representing Fire Prevention Officers (Union) for the contract period January 1, 2015 through December 31, 2018.

ATTACHMENTS

Proposed Resolution No. 9049

AVAILABLE IN COUNCIL DOCUMENT LIBRARY

Labor Agreement substantially in the form of what will be the final agreement.