

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of a successor labor agreement by and between the City and the International Association of Firefighters Local 1604 (Union) representing Fire Prevention Officers for the contract period January 1, 2019, through December 31, 2021.

Jerome (Jay) Hagen, Fire Chief, 452-6895
Fire Department

Joy St. German, HR Director, 452-4581
Matt C. Smith, Labor and Compensation Manager, 452-7936
Human Resources

EXECUTIVE SUMMARY

This Resolution authorizes the execution of a three-year collective bargaining agreement between the City and the International Association of Firefighters (IAFF) for the contract period January 1, 2019 through December 31, 2021.

RECOMMENDATION

Move to adopt Resolution No. 9519.

If approved, effective date: 01/07/2019

BACKGROUND/ANALYSIS

The Union represents approximately nine positions; approximately 0.7 percent of the City's workforce.

Negotiations for this successor agreement began on September 5, 2018. The parties reached a tentative agreement on November 29, after seven bargaining sessions. The Union ratified the tentative agreement on December 19. The tentative agreement is subject to Council approval as both Council approval and ratification of agreement by the bargaining unit are required for execution of the agreement.

Key Package Elements

Base Wages: The parties bargained away from variable wage increases determined by the CPI-W to predetermined increase percentages:

- 2019: 3.24 percent
- 2020: 3 percent
- 2021: 2.5 percent

Other Changes

- Beginning in 2020, new employees will have the option to enroll in either the Premiera Choice health plan or the health plan offered by Kaiser Permanente (HMO).
- A new 1 percent fire investigator in training pay.
- Language modifications pursuant to the United States Supreme Court holding in *Janus* and

modification of the sick leave language pursuant to I-1433.

- Modification to the Grievance Procedure.
- Other clarifications and non-economic agreements on a variety of issues brought forward by both the City and the Union.

POLICY & FISCAL IMPACTS

The agreement reached with the Union will result in a total cost to the City of approximately \$203,000 over the term of the contract (January 1, 2019 – December 31, 2021). Approximately \$169,000 of these costs will be recovered through permit and inspection fee revenues, including the new fire inspection fee scheduled to begin in 2020, resulting in a net increase of approximately \$34,000. Costs for 2019-2020 are included in the approved 2019-2020 budget. The 2021 costs will be included in proposals during the 2021-2022 budget process.

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 retirement billings because this requirement applies to Public Employees' Retirement System Plan 1 (PERS 1) employees only and the individuals covered by this agreement participate in Public Employees' Retirement System Plan 2 (PERS 2) and Public Employees' Retirement System Plan 3 (PERS 3).

OPTIONS

1. Adopt the Resolution authorizing execution of a successor labor agreement by and between the City and the International Association of Firefighters Local 1604 (Union) representing Fire Prevention Officers for the contract period January 1, 2019, through December 31, 2021.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS & AVAILABLE DOCUMENTS

Proposed Resolution No. 9519

AVAILABLE IN COUNCIL LIBRARY

2019-2021 successor labor agreement substantially in the form of the final agreement