



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: June 17, 2024

Re: Approving amendments to the Collective Bargaining Agreement between the City and the Columbia Professional Firefighters I.A.F.F., Local 1055.

## Executive Summary

The City of Columbia has negotiated labor contract amendments with the Columbia Professional Firefighters I.A.F.F., Local 1055 (IAFF). The amendment requires City Council approval.

## Discussion

The City of Columbia Code of Ordinance, Section 19-25 establishes the roles and responsibility for labor negotiations; it sets out the process for those negotiations and includes a timeline. The city council, as a council or as individuals, are prohibited from engaging in any form of collective bargaining with employees, employee groups, or employee representatives. The city council is required to issue instructions on labor relations matters and working agreement provisions only to the city manager. The city manager, in turn, is required to keep the council informed of all developments and potential impacts in a timely manner.

City of Columbia management representatives and representatives of the Columbia Professional Firefighters I.A.F.F., Local 1055 (IAFF), including employee bargaining committee members, participated in a process to negotiate the third amendment to the current Collective Bargaining Agreement (CBA) that will expire on September 30, 2025.

The proposed CBA includes the following FY-2024 and FY-2025 adjustments.

1. Effective the beginning of the pay period following City Council approval, the City agrees to increase member pay for eligible members by 2% and shall adjust the steps in the pay scale to reflect such 2% increase. If a member is currently above the top step, that employee will remain at the current pay rate.
2. Effective September 29, 2024 eligible members shall move to the next step.
3. Amendments to sec 2.19 Social Media.
4. Effective upon City Council's approval of the Municipal Ordinance and Trust and Pool Agreement with the Missouri Firefighter Critical Illness Pool (mid-year), the city will join the Pool at the \$200,000 level. The City will fund the pool at the \$200,000 level for the remainder of calendar year 2024 and calendar year 2025.
  - a. The City and the Union agree that education on the actions for prevention and early detection of cancer in the Fire Service will continue in accordance with CFD SOG-40 Cancer Reduction, which meets or exceeds the requirements listed by the Critical Illness Pool.
5. The City agrees to work in good faith with Local 1055 to establish a work group with Fire Administration and members of Local 1055 to develop a proposal for the formation of a formal Field Training Officer program that is financially feasible and in the best interest of the Fire Department. The proposal must be reviewed and



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

approved by the full negotiating team and Local 1055 membership. Upon approval, an amendment to Section 19-99 will be submitted to City Council for consideration.

If approved by Council, this amendment is effective immediately.

## Fiscal Impact

Short-Term Impact: FY-24 Budget can accommodate the increase and staff will program the increase in FY-25.

Long-Term Impact: Based on annual budget and collective bargaining process.

## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Safe Neighborhoods, Tertiary Impact: Inclusive Community

### Comprehensive Plan Impacts:

Primary Impact: Livable & Sustainable Communities, Secondary Impact: Secondary, Tertiary Impact: Tertiary

## Legislative History

Date	Action
09/05/2023	R134-23 Authorizing a first amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. <a href="#">R134-23</a>
09/19/2022	B246-22. Authorizing a collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. <a href="#">B246-22</a>
06/21/2022	R91-22. Authorizing a second amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. <a href="#">R91-22</a>
05/03/2021	R71-21. Authorizing amendments to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. <a href="#">R71-22</a>
02/15/2021	B58-21. Authorizing an amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. <a href="#">B58-21</a>
09/16/2019	B269-19. Authorizing a collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. <a href="#">B269-19</a>

## Suggested Council Action

Approve for the proposed amendments to the Collective Bargaining Agreement between the City and the Columbia Professional Firefighters I.A.F.F., Local 1055 (IAFF).