



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: February 1, 2021

Re: Approving an amendment to the Collective Bargaining Agreement between the Columbia Professional Firefighter, International Association of Fire Fighters (IAFF) Local 1055 and the City of Columbia

Executive Summary

The City of Columbia and the Columbia Professional Firefighter, IAFF Local 1055 reached a tentative agreement on a contract amendment that would permanently establish a 48/96 work schedule for Columbia firefighters. The contract amendment requires City Council approval.

Discussion

In early December, City of Columbia management representatives and representatives of the Columbia Professional Firefighter, IAFF Local 1055 discussed the 48/96 work schedule. Members of the IAFF Local 1055 have been operating under this work schedule on a trial bases since October 2019.

The IAFF Local 1055 held an election on January 15, 2021 for a permanent change to Section 2.17 of the collective bargaining agreement (CBA) as it pertains to shift schedule; the membership overwhelmingly approved the amendment.

Under this amendment members assigned to a fifty-six(56) hour per work week average under Chapter 19-96(b)(1) shall work a 48-96 work schedule which shall be defined as a regular schedule under which employees work two (2) consecutive, uninterrupted 24 hour shifts followed by four (4) consecutive 24 hour days off.

The amendment also states that all employees hired on or after October 1, 2019 shall have their permanent residence within a thirty-five (35) mile radius of Fire Station 1. Members hired on or after October 1, 2019 who reside outside of this area must change their permanent residence that complies with this requirement within one hundred and eighty (180) days of their hire date or one hundred and eighty (180) days of the effective date of this agreement, whichever is later.

For Members hired prior to October 1, 2019, whose residence as provided to the City as of October 1, 2019 was more than thirty-five (35) miles from Fire Station 1, those members shall not move their permanent residence to a location that is further than their residence as provided to the City as of that date.



City of Columbia

701 East Broadway, Columbia, Missouri 65201

For Members hired prior to October 1, 2019, whose residence as provided to the City as of October 1, 2019 was less than thirty-five (35) miles from Fire Station 1, those members shall not move their permanent residence to a location that is further than thirty-five (35) miles from Fire Station 1.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY 2021 Budget.

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

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Public Safety, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
09/16/2019	Ordinance No. 024018 (B269-19) - Authorized a collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055.

Suggested Council Action

Approve the proposed contract amendment for the Columbia Professional Firefighter, IAFF Local 1055.