



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: March 1, 2021

Re: Amending Chapter 19

## 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 was introduced at the 2/1/21 City Council Meeting. If the contract amendment is approved, an amendment to Chapter 19-96 is required.

## 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 basis 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 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 and shall be paid at the overtime rate (or compensatory time in accordance with FLSA standards) for all hours in pay status in excess of one hundred thirty-six (136) hours during the eighteen-day work period.

## 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



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

## Legislative History

Date	Action
2/1/2021	Council Bill B58-21 - Amendment to the Collective Bargaining Agreement between the Columbia Professional Firefighter, International Association of Fire Fighters (IAFF) Local 1055 and the City of Columbia.

## Suggested Council Action

Approve Chapter 19 amendment.