

**2018 AMENDMENTS TO**  
**COLLECTIVE BARGAINING**  
**AGREEMENT**

**BETWEEN:**

**THE CITY OF COLUMBIA, MISSOURI**

**AND THE**

**COLUMBIA PROFESSIONAL FIREFIGHTERS**  
**I.A.F.F LOCAL 1055**

**EFFECTIVE DATE:**

**OCTOBER 1, 2018 THRU SEPTEMBER 30, 2019**

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2017 to September 30, 2019 (“CBA” or “Agreement”) and the agree that these amendments to that Agreement have been made as a result of their good faith efforts to satisfy their obligations under Missouri law, and that the parties have met, discussed, and agreed upon a resolution of all reserved issues raised by the parties pursuant to Section 19-26 of the Code of Ordinances.

These amendments replace sections of the Agreement as indicated herein. Unless expressly replaced herein, all provisions of the existing CBA continue to apply up to the time of expiration on September 30, 1019. Terms defined in the Agreement shall have the same definition in this amendment.

**Section 1.08 of the CBA is replaced with the following provision:**

**Section 1.08. Display of Union Insignia**

The parties agree that they have engaged in good faith discussions of the interest of the union in displaying the insignia on city uniforms and city equipment and have not reached an agreement on this issue.

**Section 2.12 of the CBA is replaced with the following provision:**

**Section 2.12. Apparatus Staffing**

The minimum daily staffing level for the Columbia Fire Department shall be as specified in OB ATT-7, as included as an appendix to this Agreement.

The aforementioned notwithstanding, the parties agree that during the term of this Agreement the City shall recommend the City’s risk profile, Standard of Cover, and appropriate staffing levels for the Columbia Fire Department to the City Council for their consideration. The City has sought input from the Union on the development of the City’s risk profile, Standard of Cover and recommended staffing levels, and will continue to allow the Union the opportunity to comment on the development of the City’s proposals to City Council.

The City is currently in the preliminary stages of developing two additional fire stations; this development may involve, among other steps, the appropriation of funding, development of design plans by a qualified architect retained by the city, and the selection of a construction contractor. Prior to the completion of the two fire houses, the city will assure that staffing is available for the staffing of the two new fire stations through the hiring of three firefighters in addition to the current staffing of the department and the reassignment of firefighters and equipment as deemed appropriate in the judgment of the Fire Chief. All actions required of the city pursuant to this section with respect to development of the fire stations and staffing are contingent on and subject to council approval and appropriations.

With regard to fire apparatus staffing, the City will consider NFPA 1710 and other national standards in the development of plans for fire protection in the City of Columbia. CFD policies and procedures regarding staffing are established by OBs in accordance with Section 1.02; nothing in this section alters the Fire Chief's authority under Section 1.02.

**Section 2.14 of the CBA is replaced with the following provision:**

**Section 2.14. Staffing and Overtime**

**Use of Personnel**

A Member on duty as a result of constant staffing needs shall fill any riding position deemed necessary by the Division or Battalion Chief, provided that the Member possesses the required qualifications to fill that position.

**Constant Staffing**

Operational Bulletin ATT-7 included as an Appendix to the Agreement will be followed.

**Overtime**

If overtime is required, it shall be paid in accordance with Section 19-96 of the Code of Ordinances, or in the alternative, Members may elect to receive comp time in accordance with Section 19-96. This paragraph is subject to approval of appropriations for this purpose by City Council.

**Extraordinary Circumstances Provision**

The City may, in its sole discretion, authorize additional staffing above and beyond the minimum staffing standards set forth in this Agreement if it determines that the threat of severe weather or civil unrest, or the existence of natural disasters or acts of terrorism, requires a force size greater than provided for by the minimum staffing standards set forth in this Agreement. The authorization of additional staffing for said circumstances shall not be precedent setting, and the assignment of said staffing shall be done as set forth in this Section.

**Fire Marshal Office:**

Firefighters staffing the Fire Marshal's office shall be compensated for standby time in accordance with Section 19-97 of the Code of Ordinances and shall be compensated for call-in in accordance with Section 19-98 of the Code of Ordinances.

**Section 3.02 of the CBA is replaced with the following provision:**

### **Section 3.02. Salaries**

For Members who meet the definition in Chapter 19 of the Columbia Code of Ordinances of “permanent employees” of the City on September 23, 2018, and who are not at or above the pay range maximum for their current position as of that date, the City will provide an increase in the hourly rate of pay of \$0.1786 per hour. This paragraph is subject to approval of appropriations for this purpose by City Council.

The City Manager will make good faith efforts to recommend to the City Council that the City of Columbia seek additional revenue to fund increases in the number of public safety positions within the city and increases in employee compensation. Provided that the aforementioned revenue initiative is supported by the requisite ratifying body, including city council and the voting public as necessary, the city will negotiate in good faith on increases in public safety staffing and employee compensation in succeeding years.

Beginning in 2018, the City will engage in a discussion with employee representatives, including the Union, regarding the current pay plan. The discussions will occur in conjunction with the City’s efforts to prioritize city services, with employee representatives having the opportunity to participate in the presentation of information to City Council on the impact that compensation has on the delivery of city services. The City will meet at least once with the Union prior to October 2018 on these issues. The goal of the meeting(s) will be to develop a collective strategy for educating City Council on the impact compensation is having on delivery of City services and identify the role each party will have in conveying the information to the council.

In addition, the City will recommend to City Council that the Union be given the opportunity to engage the Council in discussion and dialogue at council work sessions on union concerns. The City will recommend two sessions of at least thirty minutes to be held in November or December, with at least one of the sessions in December. Specific dates and times will be determined in discussions between the parties.

### **Section 3.03 of the CBA is replaced with the following provision:**

#### **Section 3.03. Paid Holidays**

Except as indicated below, covered Members shall receive the equivalent of twenty-four (24) hours of pay at the Member’s respective pay grade for the following recognized holidays:

- a. New Year’s Day
- b. Martin Luther King Day (11.25 hours only)
- c. Memorial Day
- d. Independence Day
- e. Labor Day
- f. Thanksgiving Day
- i. The day after Thanksgiving Day (11.25 hours only)

- j. Christmas Day
- k. Floating Holidays as set forth in Section 19-121(c) of the Code of Ordinances

**Approval of the Amendment**

The following individuals by endorsing this Amendment represent that they are authorized agents of the Union or the City with the authority to express the approval of the terms and provisions of this Amendment on behalf of the Columbia Professional Firefighters, IAFF Local 1055, or the City of Columbia, Missouri.

**City of Columbia, Missouri**

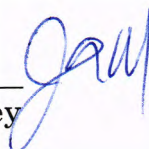
By: \_\_\_\_\_  
Mike Matthes, City Manager

Date: \_\_\_\_\_

**ATTEST:**

By: \_\_\_\_\_  
Sheela Amin, City Clerk

**APPROVED AS TO FORM:**

By: \_\_\_\_\_   
Nancy Thompson, City Attorney

I hereby certify that there is a balance in the appropriate accounts otherwise unencumbered and sufficient to meet the financial obligations contemplated by this agreement.

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Michele Nix, Director of Finance

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Travis Gregory, President  
IAFF Local 1055

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Zachary Privette, Secretary  
IAFF Local 1055