



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 3, 2019

Re: Approving a Collective Bargaining Agreement between the Columbia Professional Firefighters I.A.F.F. Local 1055 and the City of Columbia

Executive Summary

The City of Columbia and the Columbia Professional Firefighters I.A.F.F. Local 1055 reached a tentative agreement on a new three year labor contract. The contract requires City Council approval.

Discussion

City of Columbia management representatives and representatives of the Columbia Professional Firefighters I.A.F.F. Local 1055, including employee bargaining committee members, participated in a process to renegotiate the current collective bargaining agreement that expires on September 30, 2019.

1055 represents Firefighters, Fire Engineers, Fire Lieutenants, Assistant Fire Marshalls and Fire Captains in the Columbia Fire Department. A tentative agreement has been reached and members of 1055 have ratified the proposed contract.

The proposed amendments include the same proposed pay adjustments included in the FY 2020 budget.

The most significant change from the current contract is a one year trial change to the work schedule for 56-hour employees. The current schedule is one day on/one day off, one day on/one day off, one day on/one day off, four days off. The tentative agreement changes that schedule to a 48/96 schedule, two days on, four days off, beginning February 20, 2020. The FLSA cycle will also change to one eighteen-day cycle.

If approved by council, the contract will be in effect October 1, 2019 through September 30, 2022. The contract also includes an annual compensation/wage reopener clause. The proposed agreement is attached.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY 2020 Budget.

Long-Term Impact: Based on annual budget and meet and confer process.



Strategic & Comprehensive Plan Impacts

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
09/17/18	B216-18, Ordinance 023644 approved, authorizing amendments to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055.
09/18/17	
	B280-17, Ordinance 023329 authorizing a two year collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055.

Suggested Council Action

Approve the proposed contract.