



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 5, 2023

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 first amendment to the current Collective Bargaining Agreement (CBA) that will expire on September 30, 2025.

The proposed CBA includes the following FY-2024 pay adjustments.

1. Effective on October 1, 2023, the City agrees to increase member pay for eligible members by 4.25% and shall adjust the steps in the pay scale as shown in Section 3.02 Salaries, to reflect such 4.25% increase.
2. Following the above adjustment, eligible members shall move one step.
3. The new pay steps incorporating the 4.25% increase are set forth in the pay scale shown in section 3.02.

The union and the city are in the process of scheduling mediation pursuant to Section 19-25(d)(5) in reference to the Missouri Firefighters Critical Illness Pool included in Section 3.06 of the CBA. A future contract amendment may be introduced if the parties come to an agreement to modify the CBA as a result of mediation.

If approved by Council, this amendment is effective October 1, 2023.



Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations were approved with a FY-24 budget.

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

Legislative History

Date	Action
09/19/2022	B246-22. Authorizing a collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=5810322&GUID=ACEEA504-F01E-4DFE-BC2E-07E3FB3AD156&Options=Advanced&Search=
06/21/2022	R91-22. Authorizing a second amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=5699268&GUID=A86BEAB0-DC44-41D7-B706-6B67D01FF7EC&Options=Advanced&Search=
05/03/2021	R71-21. Authorizing amendments to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4928157&GUID=4C514D14-38DB-4598-931B-5DCAB1505084&Options=ID Text Attachments &Search=1055
02/15/2021	B58-21. Authorizing an amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4769560&GUID=415CB11F-C7B5-4426-853E-CE12B075E7C6&Options=Advanced&Search=
09/16/2019	B269-19. Authorizing a collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4120655&GUID=44AC76B8-7F33-4C56-BA7B-11280ABA87B6&Options=Advanced&Search=

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).