



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 4, 2018

Re: Approving Amendments to the 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 (1055) reached a tentative agreement on amendments for FY 2019 to the current two year labor contract. The contract amendments require City Council approval.

Discussion

City of Columbia management representatives and representatives of 1055, including employee bargaining committee members, participated in a negotiation process on Section 1.08 Display of Union Insignia, Section 2.12 Apparatus Staffing, Section 2.14 Staffing and Overtime, Section 3.02 Salaries, and Section 3.03 Paid Holidays in the current collective bargaining agreement. These sections were reserved items open to negotiation for FY 2019.

1055 represents Firefighter I/II, Fire Engineers, Fire Lieutenants and Fire Captains in the Columbia Fire Department. A tentative agreement has been reached, and members of 1055 have ratified the amendments.

Three of the amendments are proposed to reflect the proposed change to overtime calculations in the FY 2019 budget and Section 19-96, to include a \$0.1786/hour across the board pay increase for 56 hour employees, also proposed in the FY 2019 budget, and to add the day after Thanksgiving as an official holiday, proposed in Chapter 19 and the FY 2019 budget:

Section 1.08 Union Insignia is replaced to reflect that discussion was held on this issue, but no agreement was reached this year.

Section 2.12 Apparatus Staffing is replaced. Language is added to include the City's and union's understanding of staffing as additional fire stations are opened and City's agreement to consider NFPA 1710 and other national standards in the development of plans for fire protections in the City of Columbia.

Section 2.14 Staffing and Overtime is replaced. Overtime pay eligibility will be calculated in accordance with the proposed change to section 19-96 of the Code of City Ordinances, with the overtime rate (or compensatory time in accordance with FLSA standards) for all in pay status in excess of two hundred four (204) hours during the work period.



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Section 3.02 Salaries is replaced to include the FY 2019 proposed \$0.1786/hour across the board pay increase for 56 hour employees, subject to appropriations by City Council.

Section 3.03 Paid Holidays is replaced. The day after Thanksgiving is added, at 11.25 hours for 56 hour employees.

If approved by council, the contract amendments will be effective on execution by both parties; the changes to overtime and pay will occur starting September 23, 2018. The proposed amendment to the collective bargaining agreement is attached.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY 2019 Budget.

Long-Term Impact: N/A

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
09/18/2017	B280-17, Ordinance 023329 approved, authorizing a two year collective bargaining agreement with the Columbia Professional Firefighters I.A.F.F. Local 1055.

Suggested Council Action

Approve proposed collective bargaining agreement amendments.