



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: June 21, 2022

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). Key points of the amendment includes a FY22 3% across the board increase; either a \$1500 or \$750 one time retention pay; and a FY23 4.5% across the board increase. 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.

In April, City of Columbia management presented a wage proposal to representatives for Columbia Police Officer Association, Fraternal Order of Police Lodge #26 (CPOA), Columbia Professional Firefighter, International Association of Fire Fighters, Local 1055 (IAFF), Lieutenants of the Columbia Police Department (CPLA), Water and Light Association and Laborers' International Union of North America, Local 955 (LIUNA). The City has concluded contract amendments with IAFF and have tentatively agreed, subject to City Council approval, on contract amendments concerning pay adjustments.

Adjustments will be in the following order:

1. Pay ranges remain the same as FY 2022 due to ongoing classification and compensation study.
2. Effective on 6/26/22, City agrees to in increase pay for eligible members by 3%.
3. Retention Payment Effective 7/24/22.
 - a. \$1,500 one-time retention payment in FY 2022 for employees that were actively and continuously employed in a permanent city position from 3/8/20 through the effective date of the payment; or
 - b. \$750 one-time retention payment in FY 2022 for employees that were actively and continuously employed in a permanent city position from 1/9/22 through the effective date of the payment.
4. Effective on September 18, 2022, the City agrees to increase pay for eligible members by 4.5%.



5. The parties expressly agree to keep open for negotiation the following items for the next contract:
- a. Missouri Firefighters Critical Illness Pool
 - b. City of Columbia Firefighters Retirement Plan
 - c. Missouri LAGERS Public Safety Plan
 - d. 2% match for deferred compensation
 - e. Compensation, including pay structure

This concludes the financial amendments to the existing collective bargaining agreements for the represented labor unions.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations were approved with a FY-22 budget amendment on May 16, 2022.

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
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

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.