



Columbia Professional Firefighters, IAFF Local 1055
1204 Pannell Street
Columbia, Missouri 65201

Summary of 2023 Collective Bargaining Goals and Objectives

The Columbia Professional Firefighters, IAFF Local 1055 intend to seek an agreement on the following open items, referenced in section 5.06 of the current collective bargaining agreement;

- Compensation
- Standby Compensation/ Chapter 19-97
- Missouri Critical Illness Trust
- Promotions/ Section 2.03

The Union will propose a substantial across the board increase to our current pay plan to match current consumer price indices as well as inflation rates and in-line with Federal Cost of Living adjustments.

The Union will also propose two options regarding stand-by compensation, defined in chapter 19-97 of the Code of Ordinances. Proposal 1 will include a substantial increase to the stand-by compensation rate defined in 19-97 to adequately remunerate employees who are bound by ordinance to be “at the ready” for work should they be called in for duty. The current rate of \$15.00/day is an outrageously low compensation rate for the expectations the City asks of employees. Proposal 2 will include a change in the schedule for Assistant Fire Marshals, moving them to 56 hour shifts, similar to other firefighters, that will essentially negate the need for this policy to apply in the Fire Department.

The Union will propose the exact same proposal as last year for the City to enter the Missouri Critical Illness trust at the maximum eligible benefit for the employees.

The Union will also request that the City agree to open section 2.03 of the agreement to codify a number of proposals to improve the promotional process. Through recent promotional processes, the Union Identified multiple egregious process problems. After discussion with Human Resources regarding those problems and multiple meetings with Human Resources and Fire Administration, we have identified multiple solutions for those problems that need to be codified into the collective bargaining agreement.

The Union is requesting to present to the City Council at a meeting in January to discuss these issues directly with council members.