

COLLECTIVE BARGAINING 2021

JANUARY 19, 2021



COLUMBIA • PROFESSIONAL
FIREFIGHTERS

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President, Columbia Professional Firefighters, IAFF Local 1055

WHAT TO EXPECT

Compensation

- Continue to address Compensation issues
- Commitment to annual raises

Staffing

- Increase to 4 person staffing
 - Long term plan or commitment to staffing increases
 - Opening of two new stations

Holidays

- Address two Holidays that are paid at 11.25 hours

Professional Development

- Training budget increases
 - Develop a plan

COMPENSATION

- **The Local is prepared to submit a proposal that will ask the City to commit to annual pay raises.**
- **Need to continue to address**
 - **Compression amongst the grades**
 - **Promoted members making less than those below them**
 - **Specifically, Engineers who were left behind in the last raises**
- **The Local believes that a longer term commitment from the City would be easier to budget for as long as the employee compensation is the top priority in the budget process.**

STAFFING

- **Local 1055 will submit a proposal to commit to four person staffing on all in-service apparatus**
- **Local 1055 will also be willing to work with the City to develop a plan to increase staffing over a specified time period to reduce upfront cost.**
- **It is time to develop a plan to address the lack of staffing in the Fire Department**
- **CFD is currently in the process of building two new stations with no plan to increase staffing to appropriately staff them.**

HOLIDAYS

- Two paid holidays are currently paid at 11.25 hours
- All other holidays are paid at 24 hours
- Members work all 24 hours, even if it is a holiday
- Allowance for time off is limited

PROFESSIONAL DEVELOPMENT

- We are prepared to submit a proposal to increase Fire Department Training budget and access for our members
- The Fire Department Training budget sustained significant cuts during previous economic hardships
- Fire Department has limited resources for training opportunities
- Difficult for Members to attend City Training due to shift schedules
- Currently working with the Fire Chief to develop better training opportunities

FINAL THOUGHTS

- The Local realizes that all open issues involve funding
- That is why we are prepared to work WITH the City to develop plans to address our goals

“A GOAL WITHOUT A PLAN IS JUST A DREAM”

Thank You



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