



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: May 3, 2021

Re: Approving an amendment to the Collective Bargaining Agreement between the Columbia Professional Firefighter, International Association of Fire Fighters (IAFF) Local 1055 and the City of Columbia

Executive Summary

The City of Columbia representatives and the Columbia Professional Firefighter, IAFF Local 1055 reached an agreement on contract amendments concerning wages, extreme weather training, professional development, fire marshal pay and benefits. The contract amendment has been voted on and approved by their membership and requires City Council final approval.

Discussion

In mid-February 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) and Laborers' International Union of North America, Local 955 (LIUNA). The City concluded negotiations with CPOA and LIUNA in late March. Negotiations with IAFF concluded mid-April.

The IAFF Local 1055 held an election on April 18, 2021 for changes to Sections 2.11, 218, 3.02, 3.06 and 3.08 of the collective bargaining agreement (CBA); the membership approved the following amendments.

Section 2.11. Extreme Weather

Regular training cancelled typically during inclement temperatures, defined as the presence of:

- Wind Chill below 20 degrees Fahrenheit,
- Heat Index above 95 degrees Fahrenheit,

When necessary, training that occurs as part of the new recruit academy and annual ice rescue training are exempt from the temperature provisions.

Section 2.18. Fire Marshal's Division

A reference to the annual negotiations on assistant fire marshal pay was removed because there will be no additional amendment this fall.



Section 3.06. Benefits

After the last agreement, the City agreed to offer a PTSD Employee Assistance Program. This program offered to all public safety employees; provides for a more robust and job specific assistance than offered through the Employee Assistance Program (EAP). Because this is, a relatively new program and it may be difficult to find a provider if the current provider no longer offers the service, language has been added to the contract to address the process for seeking a different provider.

Section 3.08. Professional Development

This section includes language to add an annual meeting in September of each year at which the fire chief and IAFF will discuss training priorities for the upcoming fiscal year.

Section 3.02. Salaries

The City agrees to implement the following pay scale for base pay for all members of the Union effective at the beginning of the pay period following approval of City Council. The pay scale below shall be in effect for the duration of this agreement.

Pay Grade	Job Title	Type of Pay Rate	Entry	Step 1	Step 2	Step 3	Step 4	Step 5
F5	Firefighter I	2912 Hourly	14.47					
F6	Firefighter II	2912 Hourly	15.91	16.23	16.55	16.87	17.19	17.51
F7	Engineer	2912 Hourly	19.31	19.70	20.09	20.48	20.87	21.26
F8	Assistant Fire Marshal	2080 Hourly	32.73	33.39	34.05	34.74	35.43	36.14
F9	Captain	2912 Hourly	23.96	24.55	25.13	25.71	26.30	26.89

Implementation shall be as follows:

All members shall enter the grade, illustrated in the chart above, at the closest step at or above their current pay rate. If a member is currently above the top step, that employee will remain at the current pay rate. No member shall have his or her current pay rate reduced by any amount except because of demotion.

Any Firefighter II still on probation will be placed in the Firefighter II step closest to their



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current pay rate and shall not receive an additional step upon completion of the probationary period.

Current Fire Lieutenants will be reassigned to Fire Captain and placed in the closest step at or above their current pay rate.

After initial implementation the plan shall work as follows:

- Upon appointment as a full time permanent Firefighter I with the Fire Department, employees will enter the plan as a "Firefighter I" and remain in that grade until the beginning of the pay period following completion of the probationary period.
- At the beginning of the pay period following successful completion of the probationary period, members in the Firefighter I grade will move to "Firefighter II" grade and their pay will increase to the entry step of the Firefighter II scale.
- Upon promotion, the member will move to the entry step of the next grade.
- Upon reaching step five in any of the respective grades, members shall not receive an increase to their pay rate except across the board increases as indicated below.

The city manager will recommend the pay increase below if in the judgement of the city manager, anticipated revenue for FY 2022 will support the increases in pay. If City Council approves budgeted amounts sufficient to cover the recommended increases, the increases will be made as indicated:

1. Members' base pay shall move to the next step at the beginning of the pay period that includes October 1.
2. Pay ranges and member pay shall be increased at the beginning of the pay period that includes October 1 by the amount of funding approved for the across an board increase up to a maximum of 2.17%, except that if a member is currently above the top step, that employee will remain at the current pay rate.

To the extent funding is not approved by council sufficient to fund both 1 and 2 above, step increases shall be given priority.

The fiscal impact for the remainder of fiscal year 2021 is \$124,045.86; the fiscal impact for fiscal year 2022 is \$296,109.88, if approved in total.



Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY 2021 Budget and FY2022 Budget.

Long-Term Impact: Based on annual budget and collective bargaining process.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Public Safety, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

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

Legislative History

Date	Action

Suggested Council Action

Approve the proposed contract amendment for the Columbia Professional Firefighter, IAFF Local 1055.