



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: March 18, 2024

Re: Approving the Second Amendment 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 amendment with the Columbia Professional Firefighters I.A.F.F., Local 1055 (IAFF). This Second Amendment replaces Section 2.08, Trade Time, and 2.11, Extreme Weather, of the current collective bargaining agreement (CBA). 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 manager is required to keep the council informed of all developments and potential impacts in a timely manner.

City of Columbia management representatives and representatives of the Columbia Professional Firefighters I.A.F.F., Local 1055 (IAFF), including employee bargaining committee members, participated in a process to negotiate the second amendment to the current Collective Bargaining Agreement (CBA) that will expire on September 30, 2025.

The proposed Second Amendment includes revisions to Section 2.08 and 2.11 of the CBA.

Section 2.08 relates to Trade Time, subsection V which provides out-of-rank trade time between members of holding ranks of Fire Captain and Firefighter effective through September 30, 2024 and may be extended to the end of the CBA contract if approved by Fire Chief and the Union President.

Section 2.11 relates to Extreme Weather, subsection III and subsection IV which restricts or prohibits all outdoor activity which may expose personnel to on duty, non-incident activity in extreme weather for more than forty-five (45) minutes.

If approved by Council, this amendment is effective upon Council approval.

Fiscal Impact

Short-Term Impact: NA

Long-Term Impact: NA



Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
09/05/2023	R134-23. Authorizing a first amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=6331597&GUID=2CFE56A9-926A-414A-8F27-5250505B6C2B&Options=ID Text &Search=1055
09/19/2022	B246-22. Authorizing a collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=5810322&GUID=ACFEA504-F01E-4DFE-BC2E-07E3FB3AD156&Options=Advanced&Search=
06/21/2022	R91-22. Authorizing a second amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=5699268&GUID=A86BEAB0-DC44-41D7-B706-6B67D01FF7EC&Options=Advanced&Search=
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
02/15/2021	B58-21. Authorizing an amendment to the collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4769560&GUID=415CB11F-C7B5-4426-853E-CE12B075E7C6&Options=Advanced&Search=
09/16/2019	B269-19. Authorizing a collective bargaining agreement with Columbia Professional Firefighters I.A.F.F. Local 1055. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4120655&GUID=44AC76B8-7F33-4C56-BA7B-11280ABA87B6&Options=Advanced&Search=

Suggested Council Action

Approve the proposed Second Amendment to the Collective Bargaining Agreement between the City and the Columbia Professional Firefighters I.A.F.F., Local 1055 (IAFF).