

COLLECTIVE BARGAINING 2022

JANUARY 2022



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FIREFIGHTERS

Zachary Privette

President, Columbia Professional Firefighters, IAFF Local 1055

PRIORITIES

Compensation

Staffing

Missouri Cancer Trust

Retirement Notification Incentive

Residency Requirement

Physical Fitness and Wellness

Chapter 19 & Department Policies



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COMPENSATION

- In 2021, mid-year, the City and the Local agreed to a new pay plan
- Step Pay plan, designed to move members through the grades in the plan yearly

- Continue the steps
- Adjust for inflation
- Full commitment to the plan

| Job Title | Type of Pay Rate | Entry | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|------------------------|------------------|-------|--------|--------|--------|--------|--------|
| Firefighter 1 | 2912 Hourly | 14.78 | | | | | |
| Firefighter 2 | 2912 Hourly | 16.26 | 16.58 | 16.91 | 17.23 | 17.56 | 17.89 |
| Engineer | 2912 Hourly | 19.73 | 20.13 | 20.53 | 20.92 | 21.32 | 21.72 |
| Assistant Fire Marshal | 2080 Hourly | 33.44 | 34.11 | 34.79 | 35.49 | 36.20 | 36.92 |
| Captain | 2912 Hourly | 24.48 | 25.08 | 25.68 | 26.27 | 26.87 | 27.47 |

- The Local suggest 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.

COMPENSATION

PREMIUM PAY FOR FRONTLINE WORKERS

- In the Spring of 2021, Congress passed the American Rescue Plan Act, releasing millions of dollars to Local Municipalities
- The funding was restricted to four main provisions
- Provision #2 of the legislations reads;
 - *“to respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers of the State, Territory, or Tribal government that are performing such essential work.” Section 602(c)(1)(B)*
 - *The legislation defined **premium pay** to mean an amount up to \$13.00 per hour in addition to wages or remuneration the worker otherwise receives and in aggregate amount not to exceed \$25,000 per eligible worker.*
- The Local has made requests to Council on the topic.
- The Local will submit a proposal to grant each member a monthly payment for premium pay in accordance with this legislation for their unwavering work throughout the pandemic.

STAFFING

- **Local 1055 will submit a proposal to commit to four person staffing on all in-service apparatus**
- **Local 1055 is willing to work with the City to develop a plan to increase staffing over a defined time period to reduce upfront cost.**
- **It is time to develop a plan to address the lack of staffing in the Fire Department**
- **Construction of Two new Firehouses without added staffing**

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STAFFING

Fire Department staffing can be viewed in three separate lenses, all necessary to form a complete picture

- **Current Staffing**

3-person trucks = Understaffed

Commit to 4-person staffing

Reduces overtime cost

Reduces Mandatory Staffing

Keeps Companies available

Can be accomplished with

12 New Personnel

- **New Station Opening**

Station 11 Under Construction

0 New staff to Open Station

Station 10 Under Consideration

**Compounds problems with
already strained staffing model**

**Requires 12 New Personnel
- Per Station**

- **Future Staffing**

New Stations

Retirement/Turnover

Maintaining 4 person staffing

**WE MUST DEVELOP AND
COMMIT TO A PLAN**

MISSOURI CANCER TRUST

Cancer is currently the #1 cause of injury and death amongst Firefighters nationwide

- **Governor Parsons Signed Senate Bill 45 into law in July 2021**
 - **Creates the Voluntary Firefighter Cancer Benefit Pool**
 - **By 3 or more political subdivisions**
- **Pool would then make payments to Covered Individuals based on the cancer diagnosis**
- **Workers Compensations benefits that are awarded due to the same injury are reduced by 100% by any benefits received from the pool**
- **Employer in a work comp claim is subrogated the right of the employee to receive benefits from the pool and employer may recover any amount the employee would have been entitled to under the pool**
 - **Benefits from the pool shall be treated as advance payments by the employer, on account of future installments of workers compensation benefits.**

RETIREMENT NOTIFICATION INCENTIVE

- Innovative proposal recommended by a member of the Local to reduce staffing decreases due to retirements
- Currently - Up to 17 weeks to train and certify new Recruits

- **1 Year Notice**

Eligible employee gives department 1 year notice of anticipated retirement date

- Eligible for pay out of $\frac{1}{2}$ of their accrued sick time at current rate of pay.
- Must sign and commit to retire on date set, at least one year in advance

- **6 Months Notice**

Eligible employee gives department 6 months notice of anticipated retirement date

- Eligible for pay out of $\frac{1}{4}$ of their accrued sick time at current rate of pay.
- Must sign and commit to retire on date set, at least 6 months in advance

- Department can hire a new employee and have them trained and ready when the retiring member leaves avoiding a temporary vacancy

RESIDENCY REQUIREMENT

- Residency Requirement included in 2019 CBA
- Coincided with New Shift Schedule

Potentially limits recruiting and retaining talented candidates

Most recent test process

- Approx. 100 applicants
- 14 candidates on the hiring list

Propose removing requirement completely

PHYSICAL FITNESS AND WELLNESS

- Currently in CBA

Propose new assessment for physical fitness
Continue to build upon Health Screenings

MUST INCLUDE CITY COMMITMENT

- Enhancing health assessments
- Fitness Equipment in Fire Stations
- Memberships to ARC

IAFF Initiative to change the culture in the Fire Service to have healthier members.

CHAPTER 19 & DEPARTMENT POLICIES

- **Local will have a number of proposals to update and modify policies found in Chapter 19 and Fire Department Policies**

- **Chapter 19**

19-25 - Bargaining Process
19 Article IV - Pay and Compensation
19-97 - Standby Pay
19-121- Holidays
19-226 - Discipline
19-236-238 - Grievances, Appeals and Complaints

Most correlate to sections in CBA

- **Fire Department Policies**

Personnel Policies
Attendance Policies
Equipment Policies
Training Policies

- **The Local and the Fire Chief have communicated well and have defined areas for improvement of Department Policies**

FINAL THOUGHTS

- This is a full contract year, with the agreement expiring September 30, 2022
 - This will require a lot of work and a lot of time for both parties
- 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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