



## Request for City Council Committee Action

**Date:** January 10, 2008

**To:** Council Member Paul Ostrow  
Chair, Ways & Means Committee

**Prepared by:** Tim Giles, Director, Employee Services

**Approved by:**

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Pam French  
Director, Human Resources

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Steven Bosacker  
City Coordinator

**Subject: International Association of Fire Fighters—Local No. 82**

**Presenters in Committee:** Tim Giles

### Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the International Association of Fire Fighters—Local No. 82; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

### Financial Impact (Check those that apply)

No financial impact (If checked, go directly to Background/Supporting Information)

Action requires an appropriation increase to the Capital Budget

Action requires an appropriation increase to the Operating Budget

Action provides increased revenue for appropriation increase

Action requires use of contingency or reserves

Other financial impact (Explain): **Collective Bargaining Agreement**

Request provided to the Budget Office when provided to the Committee Coordinator

**Fire Fighters Local 82 expired 12/31/06**

**Base description: 407 members; \$24,373,000 year (wages only); ~ \$59,900/member  
Business Lines: fire suppression; emergency medical technicians**

**Market:** Competitive

**Recruitment:** No issues

**Retention:** No issues

**Performance management impediments in the CBA:** None identified

**Issues/Concerns:** Irregular Attendance

**Tentative Agreement Components**

General: Four-year Agreement (1-year; 3-year) January 1, 2007 – December 31, 2010

**Economic Issues:**

(SUMMARY OF FOUR-YEAR ECONOMICS: 2.375% per year, including step progression and longevity)

- Effective September 9, 2007 – 3% ATB, all ranks
- Effective October 26, 2008 – 3% ATB, all ranks
- Effective January 1, 2010, or nearest pay period, 3% ATB, all ranks (ATB's include Longevity and Selection Premium)
- Effective December 31, 2008, eliminate Step 1 of all six-step schedules
- Eliminates Clothing Allowance and rolls into wage schedules
- Reduces Severance at Separation to 48 hour minimum from 60 hour minimum

**Non-economic Issues:**

- Incorporates Health Care Letter of Agreement
- Incorporates, but modifies, Job Bank Letter of Agreement
- Modifies "Fitness" assessment model
- Effective January 1, 2008 creates "Fitness for Duty" guidelines
- Effective January 1, 2008 creates Attendance Incentive (Gain Sharing "model")
- Effective January 1, 2008 creates "Emergency Time Off"