

## **BILL NO. 17- 11**

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AN ORDINANCE APPROVING THE 2017 LABOR AGREEMENT BY AND BETWEEN THE CITY OF LEE'S SUMMIT, MISSOURI AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2195 AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE SAME BY AND ON BEHALF OF THE CITY.

WHEREAS, the International Association of Fire Fighters Local 2195 (hereinafter IAFF Local 2195) has long represented fire fighters and fire department communications employees of the City of Lee's Summit, Missouri (hereinafter "City") regarding terms and conditions of employment, historically through a process known as "meet and confer"; and,

WHEREAS, in response to the 2007 Missouri Supreme Court decision in Independence-National Education Association v. Independence School District, which held that the constitutional right to organize and bargain collectively as outlined in Article I Section 29 of the Missouri Constitution applies to public employees as well as private-sector employees, in 2012, the City and IAFF Local 2195 negotiated the first formal collective bargaining agreement between the parties (hereinafter "the 2012 Agreement") setting forth provisions regarding wages, benefits, and other terms and conditions of employment for employees represented by IAFF Local 2195; and,

WHEREAS, the 2012 Agreement was eligible for re-negotiation in June 2015, and, upon duly provided notice by IAFF Local 2195, City and IAFF Local 2195 began the process of renegotiation on October 22, 2015; and,

WHEREAS, on December 21, 2016, IAFF Local 2195 and City finalized the terms of a one-year agreement for presentation to the City and members of the IAFF Local 2195 for consideration (hereinafter "the 2017 Agreement"); and,

WHEREAS, the 2017 Agreement contains several substantive modifications to the 2012 Agreement including, among other items, a one-time wage adjustment for 124 IAFF Local 2195 members to be effective January 14, 2017, provisions intended to clarify management's rights and responsibilities regarding City and Fire Department policies and procedures, and the modification of the process of consideration and implementation of past practices; and,

WHEREAS, City desires to approve the 2017 Agreement, which shall expire on December 31, 2017, in order to allow for changes to wages as contemplated therein to take effect on January 14, 2017, as well as to allow for immediate operation under the new provisions contemplated therein.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LEE'S SUMMIT, MISSOURI, as follows:

SECTION 1. That the 2017 Labor Agreement by and between the City of Lee's Summit, Missouri and the International Association of Firefighters Local 2195, a true and accurate copy being attached hereto as "Exhibit A" and incorporated herein as though fully set forth, be and hereby is approved.

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SECTION 2. That the City Manager is authorized to execute said Agreement by and on behalf of the City.

SECTION 3. That this ordinance shall be in full force and effect from and after the date of its passage and adoption, and approval by the Mayor.

SECTION 4. That should any section, sentence, or clause of this ordinance be declared invalid or unconstitutional, such declaration shall not affect the validity of the remaining sections, sentences or clauses.

PASSED by the City Council of the City of Lee's Summit, Missouri, this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

\_\_\_\_\_  
*Mayor Randall L. Rhoads*

ATTEST:

\_\_\_\_\_  
*City Clerk Denise R. Chisum*

APPROVED by the Mayor of said city this \_\_\_\_ day of \_\_\_\_\_, 2017.

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*Mayor Randall L. Rhoads*

ATTEST:

\_\_\_\_\_  
*City Clerk Denise R. Chisum*

APPROVED AS TO FORM:

\_\_\_\_\_  
Chief Counsel of Management and Operations/Deputy City Attorney  
*Jackie McCormick Heanue*