

BILL NO. 26-063

AN ORDINANCE APPROVING THE 2026 LABOR AGREEMENT BY AND BETWEEN THE CITY OF LEE'S SUMMIT, MISSOURI AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS 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 #2195 (hereinafter IAFF) represented Fire Fighters, Fire Captains, Communication Specialists, and Lead Communication Specialists 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 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; and,

WHEREAS, the 2012 Agreement was eligible for re-negotiation in December 2015, and, upon duly provided notice by IAFF, City and IAFF began the process of renegotiation soon thereafter; and,

WHEREAS, on December 21, 2016, IAFF and City finalized and approved the terms of a one-year agreement (hereinafter "the 2017 Agreement") for presentation to the City and members of the IAFF for consideration. The 2017 Agreement was approved by the City through the passage of Ordinance No. 8066; and,

WHEREAS, since the 2017 Agreement, the IAFF and the City have continued to renegotiate agreements upon expiration of the previous agreement. The IAFF and City entered into a new two-year agreement on March 5, 2019 which was approved as Ordinance No. 8572 (hereinafter "the 2019 Agreement"); and,

WHEREAS, the 2019 Agreement was for a two-year period and eligible for re-negotiation in June 2021, the City and the IAFF commenced negotiations for a renewal or replacement agreement; and,

WHEREAS, the 2021 IAFF agreement was initially valid for three years, however with passage of the Public Safety Sales Tax that agreement was made valid for four years and was set to expire on June 30, 2026; and,

WHEREAS, on March 21, 2026, the IAFF leadership and City Tentatively Agreed to the terms of a three (3) year agreement for presentation to the City and members of the IAFF for consideration (hereinafter "the Agreement"); and,

WHEREAS, the City desires to approve the Agreement, which shall expire on May 8, 2029, in order to allow for changes to wages as contemplated therein to take effect on the May 9, 2026 pay period, as well as to allow for immediate operation under the new provisions contemplated therein.

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

SECTION 1. That the 2026 Labor Agreement by and between the City of Lee's Summit, Missouri and the International Association of Fire Fighters #2195, a true and accurate copy being attached hereto and incorporated herein as though fully set forth as Exhibit A, be and hereby is approved.

SECTION 2. That the City Manager is authorized and directed to execute the Agreement in substantial compliance with the attached Agreement by and on behalf of the City.

SECTION 3. That the City Manager is hereby authorized and directed to take such action and execute such other documents as may be necessary or desirable to carry out and comply with the intent of this Ordinance and the Agreement.

SECTION 4. 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 _____, 2026.

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler Arcuri*

APPROVED by the Mayor of said city this ____ day of _____, 2026.

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler Arcuri*

APPROVED AS TO FORM:

City Attorney *Brian W. Head*