

## Legislation Details (With Text)

**File #:** BILL NO. 19-41  
**Name:**  
**Type:** Ordinance - Emergency  
**Status:** Passed  
**File created:** 2/19/2019  
**In control:** City Council - Regular Session  
**On agenda:** 3/5/2019  
**Final action:** 3/5/2019  
**Title:** An Ordinance approving the 2019 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; appropriating \$834,531.22 and containing and emergency clause.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Ordinance, 2. IAFF Local 2195 Contract, 3. Exhibit A, 4. Exhibit B

Date	Ver.	Action By	Action	Result
3/5/2019	1	City Council - Regular Session	for second reading	Pass
3/5/2019	1	City Council - Regular Session	adopted and numbered	Pass

An Ordinance approving the 2019 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; appropriating \$834,531.22 and containing and emergency clause.

Issue/Request:

An Ordinance approving the 2019 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; appropriating \$834,531.22 and containing and emergency clause.

Key Issues:

City staff recently concluded collective bargaining negotiations with the Executive Board of the International Association of Fire Fighters Local 2195 (IAFF) based upon direction provided by the City Council.

The proposed agreement provides a new pay system commonly referred to as a "step plan" for IAFF members. Under this system the Fire Department will utilize three classifications (Fire Fighter, Fire Engineer and Captain). Members who attain a paramedic license will be represented with an additional designation on the pay scale. Additionally, a step plan pay system has been implemented for Communication Specialists and Lead Communication Specialists working in the dispatch center. The pay ranges for these classifications have increased from their current amounts in an effort to be more competitive in the market. The approximate annual cost for these adjustments is \$834,531 which includes the cost of certain benefits that change based on pay rate. In addition to wage adjustments, IAFF members negotiated for a scheduling change that would

have sworn members on shift working 48 consecutive hours followed by 96 hours of leave.

In exchange for these wage adjustments both parties agreed to reform overtime provisions by changing the calculation of overtime from being earned on a daily basis to a work period basis. Further, the parties agreed to change the employee health insurance contribution rates.

Proposed City Council Motion:

FIRST MOTION: I move for second reading of An Ordinance approving the 2019 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; appropriating \$834,531.22 and containing an emergency clause..

SECOND MOTION: I move for adoption of An Ordinance approving the 2019 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; appropriating \$834,531.22 and containing an emergency clause.

Background:

If approved, this would be the third agreement between the City and the IAFF. The last agreement was reached in 2017 and included approximately \$1.0m in funding for wage enhancements.

Nick Edwards, Assistant City Manager, Administrative Services  
Beth Murano, Chief Counsel of Public Safety - Civil Rights Specialist

Recommendation: Staff recommends approval of An Ordinance approving the 2019 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; appropriating \$834,531.22 and containing an emergency clause.