

## Legislation Text

---

**File #:** BILL NO. 17-11, **Version:** 1

---

AN ORDINANCE APPROVING THE 2017 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.

Issue/Request:

AN ORDINANCE APPROVING THE 2017 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.

Key Issues:

City staff recently concluded collective bargaining negotiations with the Executive Board of the International Association of Firefighters Local 2195 based upon direction provided by the City Council.

The proposed agreement provides a one-time salary adjustment for 124 IAFF members to be effective January 14, 2017. The approximate annual cost for these adjustments is \$862k which includes a \$2,000 increase to the paramedic stipend.

In exchange for these wage adjustments, provisions in the contract were changed to clarify management's right and responsibility to change and adopt new policies and extinguish past practices that are in conflict with organizational needs.

The new contract will remain in effect through December 31, 2017.

In addition to wage adjustments for IAFF members, a one-time wage adjustment for chief officers is being simultaneously proposed to preserve pay equity among the different ranks and grades. The approximate annual cost for this additional adjustment is \$109k which includes non-sworn personnel.

If the contract is approved, a budget amendment will be necessary to accommodate the additional expenses incurred as a result of wage adjustments for both the IAFF members and the chief officers and non-sworn personnel. The budget amendment will be presented to the Finance and Budget Committee at its' February meeting.

Proposed City Council Motion:

FIRST MOTION: I move for second reading of AN ORDINANCE APPROVING THE 2017 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. I MOVE FOR SECOND READING.

SECOND MOTION: I move for adoption of AN ORDINANCE APPROVING THE 2017 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. I MOVE FOR ADOPTION.

Background:

Collective bargaining negotiations between the City and the IAFF began on October 22, 2015. Following City Council elections in April and a change of labor relations outside legal counsel in June, informal dialogue and discussion continued, and negotiations formally resumed between the two groups on December 6, 2016.

The proposed collective bargaining agreement is a product of those discussions and the subsequent negotiations.

Impact/Analysis:

The total annual impact of this agreement, including adjustments for chief officers and non sworn personnel is approximately \$1.21m. An increased anticipated cost for overtime is not included in this amount.

Presenter: Nick Edwards

Recommendation: Staff recommends approval of THE 2017 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.

Committee Recommendation: N/A