

## Legislation Text

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**File #:** BILL NO. 22-06, **Version:** 1

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An Ordinance approving the 2021 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.

(Note: First read by Council on January 4, 2022. Passed with unanimous vote.)

Issue/Request:

An Ordinance approving the 2021 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 Fire Fighters Local 2195 (IAFF). Negotiations were conducted after receiving guidance and direction provided by the Mayor and City Council.

The proposed agreement continues to provide a "step plan" for IAFF members utilizing five general classifications (Fire Fighter, Fire Engineer, Captain, Communication Specialist, and Lead Communication Specialist). The step plan continues to recognize members who have attained a paramedic license with an additional recognition within the pay scales.

The proposed agreement includes a "base agreement" for a three-year term that would expire on June 30, 2025 which includes three percent (3%) increases for each year of the agreement. The agreement also provides an "optional pay plan" subject to the passage of a proposed one-half cent public safety sales tax that is structured as a four-year agreement that would expire on June 30, 2026. The first year in both the "base agreement" and the "optional pay plan" are the same with a 3% increase for the first year. Should the proposed one-half cent public safety sales tax be approved by the voters at the April 5, 2022 municipal election, years two, three, and four of the "optional pay plan" would be effective beginning in February of 2023, 2024 and 2025.

The negotiations resulted in a number of provisions being amended to provide greater clarity and reflect current practice(s). Provided below is a summary which identifies some of the more substantive changes to the agreement:

- \* Includes provisions for Emergency Conditions (new)
- \* Revisions to Communications Center minimum staffing (no less than three on shift at any time)
- \* Includes provisions for bilingual pay (new)
- \* Includes specialty pay for Fire Investigations Unit (new)
- \* Guidance for converting vacation and compensatory time when moving between 40-hour weekly, 12-hour shift, and 24-hour shift positions/schedules (revised)

- \* Sick leave reporting (revised)
- \* Revisions to discipline (length of time to remain active based on severity)
- \* Revisions to grievance procedure (includes voluntary mediation step)

Members of the IAFF have held an election and have voted in favor of ratification of the proposed contract.

Proposed City Council Motion:

I move for a second reading of an Ordinance approving the 2021 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.

Background:

If approved, this will be the fourth agreement between the City and the IAFF. The last agreement was approved in 2019 as a two-year agreement.

Mark Dunning, Assistant City Manager  
Beth Murano, Chief Counsel of Public Safety - Civil Rights Specialist  
Mike Snider, Fire Chief

Staff recommends approval of the ordinance.