

DATE: October 30, 2019

TO: Greg Harrison, City Manager

FROM: Ed Beecher, Human Resources Director
John Jurgle, Fire Chief
Tracy Lyons, Deputy City Attorney
Paul Ryder, Outside Legal Counsel
Bobby Bush, Sr., Human Resources Analyst

SUBJECT: IAAF Local 1549 Collective Bargaining Agreement
October 1, 2019 through September 30, 2021

Background:

The City commenced negotiations with the IAAF team on June 5, 2019 and conducted eight (8) more meetings on July 1, July 15, July 30, August 5, August 13, August 20, September 25, and October 3, 2019 which resulted in the agreement summarized below. Estimated cost(s) for the current year fiscal impact is also provided.

KEY COMPONENTS OF TENTATIVE AGREEMENT

Article 11 Standby Pay:

As part of this package, the City agreed to increase the standby pay for Inspectors from \$3.00 per hour to \$4.00 per hour with this change to become effective in the first full pay period that starts on or after October 1, 2019.

Estimated Cost \$4,585

Article 12 Classifications:

The City agreed to increase the pay grade for the Lieutenant classification from Grade 27 to Grade 28, and for the Captain classification from Grade 29 to Grade 30, which will include a 5% increase in base pay to each employee in those classifications, with these changes to become effective in the first full pay period that starts on or after October 1, 2019.

Estimated Cost \$295,598

Article 15 Wages:

COLA Increases: The Parties agreed to the following wage increases:

- Year 1: 1.0% effective in the first full pay period that starts on or after October 1, 2019.

- Year 2: 1.0% effective in the first full pay period that starts on or after October 1, 2020.
- Year 3: 1.0% effective in the first full pay period that starts on or after October 1, 2021.

Estimated Cost \$167,693

Grade Step Increase: The Parties agreed to increase the maximum of the pay ranges for all unit positions over the term of this 3-year agreement.

- Year 1: 4.0% effective for merit increases (for employees who had already reached the prior maximum) earned on or after October 1, 2019.
- Year 2: 4.0% effective for merit increases (for employees who had already reached the prior maximum) earned on or after October 1, 2020.

Estimated Cost \$430,799

Article 16 Sick Leave:

On July 10, the City provided a copy of its initial draft proposals for a new City policy that would provide a vacation and sick leave Buy-Back plan/program, and the policy was issued 10/1/19 with changes related to DROP participants requested by the Union.

Estimated Cost \$74,100

Article 17 Group Insurance:

To address rising insurance costs, the Parties agreed to increase the deductible in Section 1, effective October 1, 2019, to \$500 for single coverage and \$750 for family coverage in the PPO, and to include language to set the HMO deductible at \$250 (as in the FOPE CBA).

Estimated Savings \$67,000

Article 21 Assignment Pay:

Paramedic and EMT Assignment Pay:

- Year 1: Add 0.5% to Paramedic and EMT pay, raising those payment from 15.5% to 16% for Paramedics and from 5.5% to 6% for EMTs with this initial increase to become effective in the first full pay period that starts on or after October 1, 2019.
- Year 2: Add another 0.5% to Paramedic and EMT pay, raising those payment from 16% to 16.5% for Paramedics and from 6.0% to 6.5% for EMTs with this second increase to become effective in the first full pay period that starts on or after October 1, 2020.
- Year 3: Add another 0.5% to Paramedic and EMT pay, raising those payment from 16.5% to 17% for Paramedics and from 6.5% to 7.0% for EMTs with this third increase to become effective in the first full pay period that starts on or after October 1, 2021.

Estimated Cost \$93,956

Rescue Assignment Pay:

Section 3: The Parties agreed that Rescue assignment pay shall get an initial increase

- Year 1: \$0.00 no increase in the first year of the contract.
- Year 2: from \$1.00 per hour to \$1.50 per hour with this change to become effective in the first full pay period that starts on or after October 1, 2020
- Year 3: second increase from \$1.50 per hour to \$2.00 per hour with this change to become effective in the first full pay period that starts on or after October 1, 2021.

Estimated Cost \$0.00

SUMMARY OF ESTIMATED COSTS

ITEM	COST
Standby Pay	\$4,585
Classification Changes of Lieutenants and Captains by 5%	\$295,598
Wages 1% for FY 2020, 2021 and 2022	\$167,693
Grade Step increase the Maximum of Pay Ranges by 8%	\$430,799
Vacation and Sick Leave Buy-Back	\$74,100
Group Insurance	(\$67,000)
Assignment Pay for Paramedics and EMTs	\$93,956
TOTAL COST	\$999,731