RESOLUTION NO. 13-306

A RESOLUTION APPROVING WAGE AND BENEFIT ADJUSTMENTS FOR FIRE SUPERVISORY EMPLOYEES FOR THE PERIOD OF JULY 1, 2014 THROUGH JUNE 30, 2017

WHEREAS, there are employees of the City of Council Bluffs, Iowa, who do not bargain collectively with the City regarding wage and benefits; and,

WHEREAS, It has been determined that it is in the City's best interest to establish wage and benefit changes for Non-union fire supervisory/management staff below the rank of Fire Chief taking into account the wage and benefit settlements agreed or awarded to subordinate employees in the fire union;

WHEREAS, approval of the attached wage benefit adjustments is considered to be consistent with the best interest of the City,

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the wages and benefits for the period of July 1, 2014 through June 30, 2017 as recommended in the attached staff report be adopted and approved in accordance with the indicated effective dates for the non-union employees in the classifications of Assistant Fire Chiefs and EMS Emergency Operations Officer.

AND BE IT FURTHER RESOLVED THAT

That the Human Resources Director is hereby directed to make modifications to the Personnel Polices as may be needed to implement these changes.

ADOPTED
AND
APPROVED December 2, 2013

Thomas P. Hanafan, Mayor

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Cindy Lynch, Human Resources Case/Project No. Applicant.	Ordinance No. Resolution No. 13-306	First Reading Second Reading Third Reading _____

Subject/Title

Approval of Wage and Benefit Adjustments for Fire Supervisory Employees for the period of July 1, 2014 through June 30, 2017

Background/Discussion

With the approval of a three year labor contract with the Council Bluffs Association of Professional Firefighters, it is important that similar adjustments to the Fire Supervisory pay and benefits be made. This maintains the current rank differential which is both fair and necessary to attract the best employees to these positions. The recommended changes will apply to the five Assistant Fire Chiefs and the EMS Operations Officer. The Chief is not included in this group.

Fire Supervisory staff would receive a 2.5% increase 7-1-14; a 2.5% increase 7-1-15; and a 2.5% increase on 7-1-16. Other economic changes contained in the newly approved Fire contract would also be applied to supervisory staff. This includes increasing the maximum out-of-pocket specified in our health plan to $1,250 for an individual and $2,500 for a family; and (2) reducing the accrual limits on vacation and the hours that can be paid out upon termination.

Recommendation

Approval of these wage and benefit changes is recommended. I have prepared a resolution that will effectuate these changes