RESOLUTION NO. 11-31

A RESOLUTION APPROVING A LABOR CONTRACT
BETWEEN THE CITY OF COUNCIL BLUFFS AND THE
COUNCIL BLUFFS ASSOCIATION OF PROFESSIONAL FIREFIGHTERS, LOCAL 15
FOR THE PERIOD OF JULY 1, 2011 THROUGH JUNE 30, 2014

WHEREAS, the City of Council Bluffs, Iowa is a Public Employer, as defined by the Iowa Public Employment Relations Act; and

WHEREAS, the Council Bluffs Association of Professional Firefighters, Local 15, is an employee organization certified by the Iowa Public Employment Relations Board as the exclusive bargaining representative of a bargaining unit consisting of certain public employees employed by the City of Council Bluffs, Iowa; and

WHEREAS, the respective authorized representatives of the City of Council Bluffs and the Council Bluffs Association of Professional Firefighters have in good faith reached agreement on a proposed collective bargaining agreement concerning wages and other terms and conditions of employment; and

WHEREAS, after study and consideration, and being fully advised in the matter, this City Council deems the approval, acceptance, and ratification of the proposed collective bargaining agreement to be in the best interests of the City of Council Bluffs, Iowa:

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the terms and conditions of the proposed collective bargaining agreement for FY 2012, FY 2013, and FY 2014, between the City of Council Bluffs, Iowa and the Council Bluffs Association of Professional Firefighters, Local 15, be and the same is hereby approved and ratified and the Director of Human Resources, as Authorized Bargaining Representative for the City of Council Bluffs, Iowa, is hereby authorized, empowered and directed to execute this agreement.

ADOPTED AND APPROVED February 14, 2011

Thomas P. Hanafan, Mayor

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Human Resources Case/Project No. Applicant.	Resolution No. 11-31	Council Action: 2/14/2011

Subject/Title

Approval of Labor Contract between the City of Council Bluffs and Council Bluffs Association of Professional Firefighters, Local 15 for the Period of July 1, 2011 through June 30, 2014

Background/Discussion

The City has reached tentative agreement with the Fire Union on a three year contract covering the time period of July 1, 2011 through June 30, 2014. The contract affects 92 full time employees. The major economic changes in the proposed contract are described below:

The contract terms call for a 2.5% increase 7-1-11; a 2.5% increase 7-1-12; and a 2.5% increase on 7-1-13. The first year wage cost is projected to be $133,044. In fiscal years 2013 and 2014 the increased wage costs are projected to be $137,000 and $140,091 respectively.

The City also benefits from this contract because the union has agreed to higher employee contributions towards health insurance. By the third year of the contract employees will pay 10% of the health premium for single or family coverage. The savings from this change is equivalent to .7% of employee wages and is equivalent to previously negotiated contracts with CWA and AFSCME and, most recently, the Police Union.

An increase in longevity rates will be given in the third year of the contract.

Recommendation

Approval of this three year contract is recommended. I have prepared a resolution that will effectuate these changes

Cindy Lynch, Director of Human Resources

Thomas P. Hanafan, Mayor