RESOLUTION NO. 08-22

A RESOLUTION APPROVING A THREE YEAR LABOR CONTRACT BETWEEN THE CITY OF COUNCIL BLUFFS AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 15

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 International Association of Firefigters, 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 IAFF, Local 15 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 2008 - 2009 and FY 2009 – 2010 and FY 2010 - 2011, between the City of Council Bluffs, Iowa and the International Association of 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 the agreement.

ADOPTED AND APPROVED January 22, 2008

Thomas P. Hanafan, Mayor

ATTEST:

Judith Ridgeley, City Clerk

Council Communication

Department: Human Resources Case/Project No. Applicant.	Ordinance No. Resolution No. 08-22	Council Action: 01/28/2008

Subject/Title

Approval of Three Year Contract between the City of Council Bluffs and the International Association of Firefighters (IAFF), Local 15.

Background/Discussion

The City has reached tentative agreement with the Fire Union employees on a three year contract covering the time period of July 1, 2008 through June 30, 2011. The contract affects 92 full time employees. The major economic changes in the proposed contract are described below:

The contract terms call for an average increase of 3.75% 7-1-08; a 3.65% increase 7-1-09; and a 3.6% increase on 7-1-10 (3.15% plus 2% additional for employees with 18 year's service). The first year wage cost is projected to be $180,000. In fiscal years 2010 and 2011 the increased wage costs are projected to be $181,500 and $191,500 respectively.

Other economic items agreed to include allowing employees to put a percent of their sick leave into their Post Employment Health Plan. It is projected that this change will also have a positive impact on absenteeism and overtime costs. In addition a squad stipend of 75 cents per hour when employees serve on the ambulance will be paid.

The City will benefit from this contract in several ways. First, a long standing disagreement with the Fire Union has been resolved. The Fire Department will now be allowed to change an employee's work hours and bring employees back to alternative duty work assignments. It has been proven that by acclimating employees back to the work environment as soon as possible, the overall time it will take an employee to return to full duty will be reduced. It is anticipated that this will have a significant impact on attendance which impacts overtime costs and the time that trucks are put out of service.

The union has also agreed to modify prescription drug benefits to a three tiered plan that encourages use of generic drugs and requires an employee co-payment for each 30 day prescription. The co-payment for mail order drugs increases to 2 co-payments for a 90 day prescription. In addition, employees have agreed to increases in the percentage that the employee pays toward health care premiums. By the beginning of the third year employees will be paying 10% of the cost of additional dependent coverage which is projected to be a saving to the City of $39,000. This is the equivalent of a .75% decrease in wages.

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

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