

CITY COUNCIL AGENDA MEMORANDUM

SUBJECT

Resolution No. 8392 authorizing execution of a 2012-2013 successor labor agreement by and between the City and the International Association of Firefighters Union, Local 1604, representing Fire Battalion Chiefs.

FISCAL IMPACT

This agreement reached with the Union will result in a net cost increase to the City of approximately \$56,711 over the term of the contract (2012-2013).

The 2012 General Fund budget has sufficient funds to fully fund the 2012 contract costs; the 2013 costs will be included in the 2013 budget proposals. Approximately \$14,178 of these costs will be offset by revenue from Advance Life Support (ALS) funding and contract cities, resulting in a net increased cost of approximately \$56,711. The estimated COLA increases are based on the early forecast prepared by the Budget Office for the 2013-2014 budget development.

Contract Term	Increased Cost	Revenue Recovery	Net Cost
2012 (3.7% COLA)	\$24,709	\$4,942	\$19,767
2013 (2.5% COLA)	\$42,021	\$8,404	\$33,617
2013 (1.5% Increase)	\$4,159	\$832	\$3,327
2012-2012	\$70,889	\$14,178	\$56,711

RCW 41.50.152 requires disclosure of “excess compensation” costs to avoid the unknowing acceptance of significant future liability. The provisions of this contract will not increase estimated future retirement billings because this requirement applies to PERS1 employees only and the individuals affected in this agreement participate in LEOFF 1 or LEOFF 2.

STAFF CONTACT

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Human Resources

POLICY CONSIDERATION

Shall the City enter into a 2012-2013 successor labor agreement with the International Association of Firefighters Union, Local 1604, representing Fire Battalion Chiefs?

BACKGROUND

The Union represents 5 positions, .4% of the workforce, with a total compensation cost of \$1.6 million for the two-year term of the Agreement.

Negotiations for the 2012-2013 successor labor agreement began on October 25, 2011. The parties met multiple times and were able to reach a settlement. The Union ratified the contract on May 2, 2012, which is subject to Council approval.

Key Package Elements

Two-year contract term, January 1, 2012 through December 31, 2013.

Wages:

- 2012: 100% CPI-W = 3.7%
- 2013: 100% CPI-W

Effective January 1, 2013, the Administrative Battalion Chief's base pay will increase 1.5%.

Benefits:

- Union accepts City's self-insured plan design changes effective June 1, 2012.

Other changes:

- LEOFF 1 Sick Leave Bank – provides increased sick leave for Washington State Family Care Act purposes.
- Non-economic agreements on a variety of issues brought forward by both the City and the Union.

EFFECTIVE DATE

If approved, this Resolution becomes effective immediately upon Council adoption.

OPTIONS

1. Adopt Resolution No. 8392 authorizing execution of a 2012-2013 successor labor agreement by and between the City and the International Association of Firefighters Union, Local 1604, representing Fire Battalion Chiefs.
2. Do not adopt Resolution No. 8392, and provide alternative direction to staff.

RECOMMENDATION

Approve Resolution No. 8392 authorizing execution of a 2012-2013 successor labor agreement by and between the City and the International Association of Firefighters Union, Local 1604, representing Fire Battalion Chiefs.

MOTION

Move to approve Resolution No. 8392 authorizing execution of a 2012-2013 successor labor agreement by and between the City and the International Association of Firefighters Union, Local 1604, representing Fire Battalion Chiefs.

ATTACHMENTS

Proposed Resolution No. 8392

AVAILABLE IN COUNCIL OFFICE

Labor Agreement substantially in the form of what will be the final agreement.

CITY OF BELLEVUE, WASHINGTON

RESOLUTION NO. 8392

A RESOLUTION authorizing execution of a 2012-2013 successor labor agreement by and between the City of Bellevue and the International Association of Firefighters Union, Local 1604, representing Fire Battalion Chiefs for 2012 through 2013.

THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON, DOES RESOLVE AS FOLLOWS:

Section 1. The City Manager or his designee is authorized to execute a 2012-2013 successor labor agreement by and between the City of Bellevue and the International Association of Firefighters Union, Local 1604, representing Fire Battalion Chiefs, a copy of which Agreement has been given Clerk's Receiving No. _____.

Passed by the City Council this _____ day of _____, 2012, and signed in authentication of its passage this _____ day of _____, 2012.

(SEAL)

Conrad Lee, Mayor

Attest:

Myrna L. Basich, City Clerk