



City of Broken Arrow

Request for Action

File #: 18-1289, **Version:** 1

Broken Arrow City Council
Meeting of: 11-05-2018

Title:

Consideration, discussion, and possible approval of and authorization to execute the Fiscal Year 2018-19 Collective Bargaining Agreement with the International Association of Firefighters Local #2551

Background:

The City's negotiation team began contract negotiations in March 2018 with the International Association of Firefighters Local #2551 for a Fiscal Year 2018-19 labor agreement. The negotiation team consisted of Michael Bates, Labor Relations Consultant, Fire Chief Jeremy Moore, Cindy Arnold, Finance Director, and Jannette McCormick, Human Resources Director. On October 4, 2018, the bargaining teams reached a tentative agreement. The IAFF membership ratified the proposed agreement on October 31, 2018. The Collective Bargaining Agreement (CBA) is now being presented for your approval.

The proposed agreement provides for the following changes:

1. Administrative revisions to the Overtime and Call-Back and Drug and Alcohol Testing articles.
2. Administrative revisions to the Special Events and Grooming Administrative Operating Procedures policies.
3. An increase in college tuition reimbursement from \$1,000 to \$1,200 per semester if the employee earns a "C" or above in the course.
4. A 2.5% base wage increase for all bargaining unit members effective July 1, 2018.
5. An additional 2.5% base wage increase for all bargaining unit members effective January 1, 2019.
6. Parties agreed to consider the Bennet Arbitration "make whole award" on Special Events to have been satisfied and resolved as part of this agreement, with no further financial impact owed by the City to any employees.

Staff recommends that the Council approve the Collective Bargaining Agreement with the International Association of Firefighters Local #2551, and authorize its execution.

Cost: \$370,000.00

Funding Source: Fire Sales Tax Fund

Requested By: Jannette McCormick, Human Resources Director

Approved By: Michael L. Spurgeon, City Manager

Attachments: Collective Bargaining Agreement; AOP Policies

Recommendation:

Approve the Collective Bargaining Agreement with the International Association of Firefighters Local #2551 for Fiscal Year 2018-19 and authorize its execution.