



Request for Council Action

Originator Human Resources	Item Ratification of 2016-17 Labor Agreement -- IAFF Dispatchers
Agenda Section Consent	Date 8/15/2016

Description

The City's existing labor agreement with the IAFF Police and Fire Dispatchers expired on December 31, 2016. After several negotiating sessions, an agreement has been reached and is reflected in the attached contract. The agreement has already been ratified by union members and now comes before the City Council for approval.

The negotiated changes to the existing labor agreement are shown in red on the attached. Highlights of the agreement are as follows:

Duration: The contract is effective from January 1, 2016 through December 31, 2017.

Wages: Employees will see a general wage increase of 2.5% effective January 1, 2016 and 2.75% effective January 1, 2017. These increases are identical to the ones negotiated with the City's other labor unions.

Health Insurance: Members of the bargaining unit will receive the same City contribution toward their monthly insurance premiums as all other union and non-union employees. This amount is currently \$1,365 per month.

CTO Pay: Employees currently receive \$25 extra per shift when serving as a Communication Training Officer (CTO), responsible for training in a new employee. The agreement increases this amount to \$30 per shift for 2016 and \$35 per shift for 2017. Police officers received a similar set of \$5 per shift increases to their Field Training Officer (FTO) pay in their contract.

Holiday Pay: The agreement provides for double time pay on all contract recognized holidays. Currently dispatchers receive double time for working some holidays and time and a half for working others. The City's police officers receive double time for all holidays, so this change will result in equal treatment of the two groups.

New Classification: The agreement establishes a wage scale and other terms and conditions of employment for the new position of part-time dispatcher. Minimum and maximum hourly rates of pay will be the same for both full-time and part-time dispatchers, but part-timers would move through the wage scale based on hours worked rather than duration of employment. Consistent with the City's current practice and other union contracts, the contract limits benefits such as paid time off and health insurance to full-time employees only.

Creator: Kris Willson, Human Resources Director
Presenter: Kris Wilson, Human Resources Director

Requested Action

The Council is asked to ratify the attached labor agreement with IAFF, Metro Police and Fire Dispatchers, Local 4689, representing the City's dispatchers, and authorize the appropriate officials to sign the agreement on behalf of the City.

Attachments:

2016-17 Labor Agreement with IAFF Dispatchers (Redlined)