

**Agenda Item: Agreement****Title****Consideration of Collective Bargaining Agreement 2020-2021****Recommended Council MOTION:**

Move to approve and ratify FY 2020-2021 Collective Bargaining Agreement between City of Laramie and International Association of Firefighters Union, Local 946, and authorize the Mayor and City Clerk to sign.

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**Administrative or Policy Goal:**

*Administrative Goal:* Productive working relationship with IAFF Local 946 and provide for appropriate, competitive compensation for union personal within the financial means of the City

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**Background:**

The collective bargaining agreement will expire June 30, 2020. The 2020 - 2021 collective bargaining agreement (CBA) will take effect July 1, 2020 and has been negotiated successfully and accepted by the Bargaining Agents of both the Local 946 and the City.

The 2020-2021 CBA will increase the cost of firefighter employment for the City/employer with a .25% adjustment effective July 1, 2020. Revisions to the 2020-2021 CBA include:

- Compensation Changes Effective July 1<sup>st</sup> -
  1. Administrative change to transition to hourly payroll model. Hourly rates will be adjusted .25% to offset the reduction to individual's annual salary based on hours actually worked at a cost of \$4,250.
  2. Completion of planned compression adjustments in firefighter rank at a cost of \$ 23,800.
  3. Engagement of a professional to review and analyze pay program wages and benefits against market and provide information to discuss during next bargaining session at a cost of \$15,000.
  4. Ambulance Run Meal Payments updated at a cost of \$785.
  5. Contract is for one year.
  
- Working Condition Changes Effective July 1<sup>st</sup> -
  1. Sick Leave accrual language clarification.
  2. Vacation accrual change for 40-hour staff hired after 2008.
  3. Outside Training language deletion.
  4. Modifying/Amending agreement during the term of the agreement language added.

5. Employee Assistance Program (EAP) language added for coverage of retirees for a period of time after retirement.

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**Legal/Statutory Authority:** W.S. Title 27

**Responsible Staff:** City Manager Jordan, (Bargaining Agent);  
HR Director Curry; COO Director Brown; Chief Johnson

**Attachments:** 2020-2021 Collective Bargaining Agreement

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**BUDGET/FISCAL INFORMATION:**

**REVENUE**

Source	Amount	Type
Fees/Charges for Service		
Grants for Projects		
Loans on Project		
Other		
Total	\$0.00	

**EXPENSE**

Proposed Project Cost.

Project Budget	Amount	Funds
Project Cost		
Loans on Project		
Grants for Project		
Other/Outside Projects		
City's Amount	\$0.00	
Contingency 0%	\$0.00	
Total Amount	\$0.00	

Amount spent to date (approved and adopted by Council)

Budget	Amount	Funds
Total Budget Allocation		
Less Amount Spent to Date		
Remainder of Budget	\$0.00	

Proposed Cost (Approval of this item authorizes preparation of a budget revision for the proposed amount)

Expenditures	Amount	Fund
Proposed Expenditure		
Current Budget		
Additional Amount Requested		
Total Proposed Budget	\$0.00	

**Responsible Staff:**

Future dates are subject to change

Work Session	Click here to enter a date.
Advertised	Click here to enter a date.
Public Hearing (PH) Held	Click here to enter a date.
PH Advertised	Click here to enter a date.
Introduction/1 <sup>st</sup> Reading	Click here to enter a date.
2 <sup>nd</sup> Reading	Click here to enter a date.
3 <sup>rd</sup> Reading	Click here to enter a date.
	Click here to enter a date.

Attachments: