



## Staff Report

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**File #:** 17-398

**Version:** 1

**Date:** 8/14/2017

**Item #:** 3.3d.

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**TO:** Mayor and City Council

**THROUGH:** Steve Powers, City Manager

**FROM:** Mina Hanssen, Human Resources Director

**SUBJECT:**

Collective bargaining agreement with Salem Professional Fire Fighters, International Association of Fire Fighters (IAFF), Local 314, AFL-CIO

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

**ISSUE:**

Shall the City Council approve a two-year collective bargaining agreement between the City and Salem Professional Fire Fighters, International Association of Fire Fighters (IAFF), Local 314, AFL-CIO, which includes the merger of a previously separate bargaining unit for Battalion Chiefs into the main IAFF unit for the remainder of the agreement period from July 1, 2017, through June 30, 2019?

**RECOMMENDATION:**

Approve a two-year collective bargaining agreement between the City and Salem Professional Fire Fighters, International Association of Fire Fighters (IAFF), Local 314, AFL-CIO, which includes the merger of a previously separate bargaining unit for Battalion Chiefs into the main IAFF unit for the remainder of the agreement period from July 1, 2017, through June 30, 2019.

**SUMMARY AND BACKGROUND:**

The collective bargaining agreement between the City and IAFF Local 314 Battalion Chiefs was for a period from July 1, 2014, through June 30, 2017. The City currently has a collective bargaining agreement with the larger IAFF Local 314 unit that is effective from July 1, 2016, through June 30, 2019. During 2016 negotiations between the City and the main IAFF unit, the Battalion Chiefs petitioned for inclusion into the larger IAFF unit. The parties reached an agreement to merge the two units at the time of the Battalion Chiefs contract expiration.

The City began negotiations with IAFF Battalion Chiefs on February 16, 2017, for a successor collective bargaining agreement. A final tentative agreement to include Battalion Chiefs for the remainder of the two-year period of the main IAFF unit agreement was reached on May 23, 2017. The employees represented by IAFF ratified the agreement on July 19, 2017.

## FACTS AND FINDINGS:

1. The principle features for the Battalion Chiefs merge into the successor agreement:
  - A. Term of Agreement Three years commencing on July 1, 2016, through June 30, 2019, which includes the merger of Battalion Chiefs into the agreement effective July 1, 2017, through June 30, 2019.
  - B. Wage Increase
    - Year 1 of agreement
      - Effective July 1, 2017, each step of the salary schedule for Battalion Chief will be increased by: three and one-half percent (3.5%).
    - Year 2 of agreement
      - Effective July 1, 2018, each step of the salary schedule for Battalion Chief will be increased by two and one-half percent (2.5%).
      - Effective July 1, 2018, Battalion Chiefs working 56-hour schedules will be given one (1) Kelly day every 12th shift.
      - Effective January 1, 2019, each step of the salary schedule for Battalion Chief will be increased by two percent (2.0%).
  - C. Collective Bargaining Agreement The agreement is posted online at:  
<http://www.cityofsalem.net/Pages/pay-plans-and-labor-contracts.aspx>

2. The approximate financial impact of this recommended settlement for the duration of the agreement:

Year 1: \$39,806  
Year 2: \$121,103

The approximate total financial impact is \$160,909. Total costs associated with the first year of the agreement will be absorbed within the FY 2018 Fire Department's General Fund budget.

Mina Hanssen  
Human Resources Director

Attachments:  
1. None.

