



MEMORANDUM

Council Agenda
Item No. IX.P.
10/27/2015

The City of OKLAHOMA CITY

TO: Mayor and City Council

FROM: James D. Couch, City Manager

Collective Bargaining Agreement with the International Association of Fire Fighters, Local 157, fiscal year 2015-2016, effective July 1, 2015.

Background

The City of Oklahoma City and the International Association of Firefighters, Local 157(IAFF) have been involved in negotiations since April 1, 2015. A tentative agreement was reached on or about September 16, 2015. The membership of the IAFF, Local 157 ratified the agreement on or about October 14, 2015.

The resulting agreement shall be effective July 1, 2015, and shall remain in full force and effect through June 30, 2016.

The tentative agreement consists of the following:

- 1) Pay plan adjustment by rank ranging from of 0.97% to 2.39%;
- 2) Adjustment of the City's contribution toward health and welfare benefits from \$11,593 to \$12,305 per employee per year for only those employees who enroll and participate in the IAFF's health, dental and life insurance programs, effective July 1, 2015;
- 3) Amendments in the Promotions Article to eliminate the EMS Quality Assurance Office and clarify certain promotional eligibility criteria.

Estimated Cost

Estimated cost of the IAFF agreement, including roll-up costs for FICA, retirement, and overtime is approximately \$2,441,113 above current costs:

Cost \$108,155,129

Source of Funds General Fund and Fire Sales Tax Fund

Review Personnel Department

Recommendation: Agreement be approved.