



MEMORANDUM

Council Agenda
Item No. IX.H.
4/28/2015

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, for fiscal year 2014-2015, effective July 1, 2014.

Background

The City of Oklahoma City and the International Association of Firefighters, Local 157 (IAFF) have been involved in negotiations since March 31, 2014. A tentative agreement was reached on March 27, 2015. The membership of the IAFF, Local 157, ratified the agreement on or about April 16, 2015.

The resulting agreement will be effective July 1, 2014, and will remain in full force and effect through June 30, 2015.

The tentative agreement consists of the following:

- 1) Across the board pay plan adjustment of 0.93%;
- 2) One-time stipend of \$335.21 per employee;
- 3) Adjustment of the City's contribution toward health and welfare benefits from \$11,374 to \$11,593 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, 2014;
- 4) Adjustments in the Promotions Article pertaining to promotional processes and scoring procedures; notification of final promotional order; records retention of promotional process documentation; and entry positions in Code Enforcement and Fire Investigation Work Sections; and
- 5) Clarification language relating to exchange time and the transfer system.

Estimated Cost

Estimated cost of the IAFF agreement, including roll-up costs for FICA, retirement, and overtime is approximately \$1,346,485 above current costs.

Cost	\$104,815,782
Source of Funds	General Fund and Fire Sales Tax Fund
Review	Personnel Department

Recommendation: Agreement be approved.

Attachment