

IAFF

FACT FINDER RECOMMENDATION

February 19, 2025

Submitted at Meeting
Date 02/19/2025 Item 33
by Staff

Background

- Report on Fact Finder Report and Recommendation for IAFF collective bargaining agreement for contract year 2024-2025
- Hearings held on August 6 and 7, 2024
- Fact Finder Report and Recommendation received on January 10, 2025

Issues Submitted

1. Article 14 – Annual Leave Accrual
2. Article 14 – Use of Annual Leave
3. Article 15 – Annual Leave for Holidays
4. Article 15 – Double Time
5. Article 17 – Wages; combining the number of steps on salary schedule
6. Article 17 – Wages; salary increase
7. Article 22 – Medical Benefits; change in employer contribution
8. New Article – Bilingual Pay

Fact Finder Recommendations

1. Article 14 – Annual Leave Accrual
 - Maintain Status Quo
2. Article 14 – Use of Annual Leave
 - Maintain Status Quo
3. Article 15 – Annual Leave for Holidays
 - Extend 10 hours of annual leave to 40-hour employees in positions not manned on a 24-hour per-day basis for holidays when they fall on a day off.

Fact Finder Recommendations

4. Article 15 – Double Time
 - Maintain Status Quo
5. Article 17 – Wages; combining the number of steps on salary schedule
 - Eliminate the entry step but maintain status quo for top step
6. Article 17 – Wages; salary increase
 - 3.25% COLA and a 1.35% salary increase for a total increase of 4.6%

Fact Finder Recommendations

7. Article 22 – Medical Benefits; change in employer contribution
 - Increase the City's contribution to the Trust from \$500 per employee per pay period to \$515 per employee per pay period
8. New Article – Bilingual Pay
 - Maintain Status Quo

Overall Estimated Fiscal Impact

- | | |
|--|-------------|
| • Wages – Eliminate Entry Step | \$522,000 |
| • Wages – 3.25% COLA | \$3,257,000 |
| • Wages – 1.35% Salary Increase | \$1,353,000 |
| • Medical – Increase Employer Contribution | \$287,000 |

Questions / Comments?