

LEGISLATIVE FACT SHEET		Legislation Number:	220222			
		Approval Deadline:				
LEGISLATION IN BRIEF:						
Authorize the City Manager to execute the Collective Bargaining Agreement (CBA) with IAFF, Local 3808, for the term of April 20, 2021, through April 30, 2025.						
What is the reason for this legislation?	Fact Sheet Color Codes					
<p>To authorize the City Manager to execute the Collective Bargaining Agreement (CBA) with IAFF, Local 3808, for the term of April 20, 2021, through April 30, 2025. Local 3808 represents the following employees in the following job classifications in the Fire Dept: Battalion Chief, Division Chief, Assistant Division Chief, Hazmat Chemical Analyst, Fleet Manager, Communications Manager/Technical, Fleet Supervisor, Logistics Supervisor and Assistant Chief-Heavy Fleet.</p>	User Entered Field					
	User Select From Menu					
Discussion (including relationship to other Council actions)			For OMB Use			
			Sponsor(s)			
<p>Discussion (including relationship to other Council actions) Term: 4 years: April 20, 2021, through April 30, 2025. A potential increase of sixteen (16) FTEs represented by Local 3808 is allowed. On August 1st, 2022, four (4) FTEs will be added, bringing the total to sixty-eight (68). 2574 hour employees will now be assigned to a twenty- five (25) hour shift. Their work period for overtime purposes will now be a fourteen (14) day cycle. Local 3808 will receive parental leave, have access to a post-employment health plan and receive the Juneteenth Holiday consistent with other City employees. Local 3808 will have 2 members on the Health Care Trust. There will be a rebuttal presumption that Local 3808 members infected by or quarantined due to COVID 19 are deemed to have contracted a contagious or communicable disease arising out of and in the course of the performance of their employment.</p> <p>Please refer to the Fiscal Note for information on wages.</p>			City Manager			
			Programs, Departments, or Groups Affected			
			KCFD			
			Sub-Program in Budget (page #)			
			Emergency Operations, PG 267			
			Applicants/ Proponents		City Department	
					KCFD	
					Other	
			Staff Recommendation		For	
			Board or Commission Recommendation			
N/A						
Future Impacts						
FY 2022-23 \$2,000,000 FY 2023-24 \$1,900,000 FY 2024-25 \$13,000						
Cost of Legislation current Fiscal Year		\$2,400,000				
Costs in Future Fiscal Years?		Yes				
Annual Revenue Increase/Decrease						
Applicable Dates:						
Prepared by:		Alan L. Holtkamp, Assistant City Attorney				
Date Prepared:		03/08/2022				
Reviewed by:						
Date Reviewed						
Reference Numbers						
Citywide Business Plan Goal						
Public Safety						
Citywide Business Plan Objective						
Improve the diversity of employee recruitment, succession planning, and retention in the Police and Fire Departments						
Citywide Business Plan Strategy						
Develop programs with other fire service and EMS agencies to leverage the regional pool of applicants to increase diversity and reduce competition						