



REPORT TO: CITY COUNCIL

MEETING DATE: JUNE 7, 2021

Agenda Item:	4e. CC-21-110
Background / Issue:	<ul style="list-style-type: none"> • February 12, 2021 the International Association of Fire Fighters, Local 2095, issued a letter requesting to begin negotiations. • The City and IAFF representatives began negotiation meetings on March 18, 2021. • The following changes were approved by IAFF membership for the upcoming collective bargaining agreement: <ul style="list-style-type: none"> ✓ 6.5% across-the-board salary adjustment, ✓ change to promotion guidelines related to tenure points and passing score minimums, ✓ change from 18 months to 36 months for attainment of EMT-A licensure upon hire, ✓ change in the allowance of sick leave for leave sharing, ✓ wording changes and clarifications to a few additional articles. • The agreement was taken to IAFF for a vote of the membership. Membership voted yes on the contract on May 20, 2021.
Financial Impact/Funding Source(s):	Budget amendments are attached reflecting the transfer in and appropriation of \$323,000 from Stillwater Utilities Authority to cover the increased cost of the 2021-2022 IAFF labor contract.
Proposal/Solution:	Approve the collective bargaining agreement with IAFF for contract year 2021-2022 and the budget amendments to fund the increased cost.
Related Strategic Priority:	#1: Effective Services and Accountable Government: To provide effective services and accountable government for all residents by practicing fiscal responsibility, transparency and outstanding customer service.

Recommended Action/Motion:	Motion to approve the collective bargaining agreement with IAFF for contract year 2021-2022 and the associated transfer in budget amendments, contingent upon approval of the transfer out budget amendments at the Stillwater Utilities Authority meeting this evening.
Prepared By:	Christy Driskel, Human Resources Director
Reviewed By:	Patti Osmus, Assistant to the City Manager
Submitted By:	Melissa Reames, Deputy City Manager
Attachment(s):	Budget Amendments