



Staff Report

May 3, 2021 Council Meeting

2021-2023 International Association of Fire Fighters (IAFF), Local #2444 Collective Bargaining Agreement

Presenter: Jennifer Gorsuch, Administrative Services Director

Phone	Email
360.817.7013	jgorsuch@cityofcamas.us

BACKGROUND: IAFF represents the City's line staff in the Camas-Washougal Fire Department. The current contract expired at the end of 2020, and we have negotiated a three year successor agreement.

SUMMARY: At the direction of Mayor and Council, a three year contract was negotiated with IAFF for 2021-2023. The contract provides for, among other items, an annual cost of living increase as well as shifting the department to a 4 platoon deployment model, which will help staffing levels at all stations. The contract is scheduled for a vote by IAFF on April 30, 2021 and expected to be ratified prior to the May 3 meeting.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? The desired result is approval of the contract, which was negotiated in good faith between both parties.

What's the data? What does the data tell us? The data from comparable entities shows that the contract terms are appropriate.

How have communities been engaged? Are there opportunities to expand engagement? N/A

Who will benefit from, or be burdened by this agenda item? Both parties, as well as the citizens, will benefit by maintaining comparable salaries and benefits, while changing deployment models to help with staffing city-wide.

What are the strategies to mitigate any unintended consequences? N/A

Does this agenda item have a differential impact on underserved populations, people living with disabilities, and/or communities of color? Please provide available data to illustrate this impact. N/A

Will this agenda item improve ADA accessibilities for people with disabilities? N/A

What potential hurdles exists in implementing this proposal (include both operational and political)? N/A

How will you ensure accountabilities, communicate, and evaluate results? N/A

How does this item support a comprehensive plan goal, policy or other adopted resolution? N/A

BUDGET IMPACT: The overall budgetary impact for 2021 is approximately \$400k. Of that, \$253k has already been allocated in the 2021 budget. This includes a 2% cost of living adjustment and other benefits, as well as staffing changes.

RECOMMENDATION: Staff recommends that Council authorize the Mayor to sign the 2021-2023 IAFF Collective Bargaining Agreement.