



Council Agenda Summary

June 6, 2023

Key Staff Contact: Noel Mink, Human Resources Director

Title:

Introduction and first reading of an Ordinance ratifying and adopting the Collective Bargaining Agreement between the Greeley Fire Fighters Union, International Association of Fire Fighters Local 888 and the City of Greeley, which agreement by its terms is for a period commencing January 1, 2024 through December 31, 2026

Summary:

The City of Greeley and the Greeley Fire Fighters Union International Association of Firefighters Local 888 have negotiated a tentative agreement for a three-year contract for the period of January 1, 2024 to December 31, 2026. The terms and duration of the contract were developed collaboratively and took into account fiscal sustainability, market competitiveness, and equity of the city's entire employee workforce. On May 16, 2023, the Greeley Fire Fighters Union local membership ratified the tentative agreement, which was approved by a vote of 64 in favor and 12 opposed amongst a total eligible membership of 121.

The highlights of the tentative agreement are summarized below:

ARTICLE XII – LEAVES

- Amended to include Juneteenth as a recognized holiday for shift personnel and those working a 40-hour work week.

ARTICLE XIII – WAGES

- Wages: Year 1 (2024) – 11%, Year 2 (2025) – 4%, Year 3 (2026) – 5%
- Basis pay established for Firefighter I at 100% with grade pay for all positions calculated off of basis
- Incremental reduction of pay steps for firefighters from six (6) pay steps to four (4) pay steps in years 2025 and 2026
- Elimination of minimum pay step for Engineer, Lieutenant, and Battalion Chief positions
- Advanced Life Support qualification pay adjustment - Paramedics will receive 8.5% of base pay of position and those holding EMT-Intermediate qualification will receive 4.0% of base pay of position
- Specialist pay for positions of Firefighter, Engineer, Lieutenant, and Battalion Chief will be 4% of base pay of position

ARTICLE XIV – ACTING PAY

- Amended to include one (1) additional unit of pay for hours worked beyond 12 hours in a 24-hour shift for a maximum amount of 2 hours of acting pay per 24-hour shift

ARTICLE XXIII - DURATION

- Three-year contract – January 1, 2024 through December 31, 2026

Fiscal Impact:

Does this item create a fiscal impact on the City of Greeley?	Yes
If yes, what is the initial, or, onetime impact?	N/A
What is the annual impact?	Annual Increase in Cost: 2024 - \$1,934,669 (11%) 2025 - \$950,431 (4.0%) 2026 - \$973,976 (5.0%) Total Cost - \$8,678,845
What fund of the City will provide Funding?	General Fund
What is the source of revenue within the fund?	Sales Tax
Is there grant funding for this item?	No
If yes, does this grant require a match?	N/A
Is this grant onetime or ongoing?	N/A
Additional Comments:	

Legal Issues:

Per Article XIII of the Greeley Municipal Code, the firefighters shall have the right to collective bargaining. Additionally, the municipal code obligates both the City and the Firefighters to meet and negotiate in good faith. This obligation further includes the duty to cause any agreements to be reduced to a written contract and signed by both parties.

Other Issues and Considerations:

N/A

Strategic Focus Area:



High-Performance Government



Quality of Life



Safe and Secure Communities

Decision Options:

- 1) Introduce the ordinance as presented; or
- 2) Amend the ordinance and introduce as amended; or
- 3) Deny the ordinance; or
- 4) Continue consideration of the ordinance to a date certain.

Council's Recommended Action:

A motion to introduce the ordinance and schedule the public hearing and second reading for June 20, 2023.

Attachments:

Draft Ordinance

Fire Union Collective Bargaining Agreement 2024-2026

PowerPoint