

Collective Bargaining Agreement

City of Greeley & Local IAFF 888

Wednesday, June 20, 2023



12 Month Snapshot



Collaboration to Achieve Success

Mike Medhurst, Local 888 President



Creativity



Teamwork



Partnership



Development



Solution



Communication

Summary of Changes

- The terms and duration of the contract were developed collaboratively and considered 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 membership of 120.
- 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

Summary of Changes

- 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

Annual Increase in Cost:

- 2024 - \$1,934,669 (11%)
- 2025 - \$950,431 (4.0%)
- 2026 - \$973,976 (5.0%)
- Total Three-Year Contract Cost \$8,678,845

**Strategic
Focus
Areas**



High-Performance Government



Quality of Life



Safe and Secure Communities



Any Question?

Questions?