



**BUSINESS OF THE CITY COUNCIL
CITY OF MERCER ISLAND**

**AB 5955
October 19, 2021
Consent Agenda**

AGENDA BILL INFORMATION

TITLE:	AB 5955: One-Year Extension of the 2019-2021 Fire Collective Bargaining Agreement	<input type="checkbox"/> Discussion Only <input checked="" type="checkbox"/> Action Needed: <input checked="" type="checkbox"/> Motion <input checked="" type="checkbox"/> Ordinance <input type="checkbox"/> Resolution
RECOMMENDED ACTION:	Approve the one-year extension of the 2019-2021 Fire Collective Bargaining Agreement.	

DEPARTMENT:	Human Resources
STAFF:	Jessi Bon, City Manager Rachel Turpin, Madrona Law Group
COUNCIL LIAISON:	n/a
EXHIBITS:	1. Proposed One-Year Extension of the 2019-2021 Police Collective Bargaining Agreement
CITY COUNCIL PRIORITY:	n/a

SUMMARY

Recently, outside legal counsel, Rachel Turpin from Madrona Law Group, has been corresponding with the President of the Professional Firefighters Association of Mercer Island (“IAFF Local 1762”), on behalf of the City, to discuss a one-year extension of their 2019-2021 collective bargaining agreement (Exhibit 1).

The IAFF Local 1762 is comprised of 28 union members, including three battalion chiefs, six lieutenants, and 19 firefighters. The current IAFF Local 1762 collective bargaining agreement (CBA) is set to expire on December 31, 2021. The proposed one-year extension of the 2019-2021 CBA would postpone the commencement of formal bargaining of the wages, hours, and conditions of employment set forth in the successor IAFF Local 1762 CBA until 2022. This supports the City’s need to focus its attention on addressing the impacts of the COVID-19 Pandemic on City operations and finances and the resulting difficulty on participation in comprehensive negotiations for successor labor agreements with multiple bargaining units.

The parties agree that all terms and conditions of the CBA will remain unchanged, except for an annual cost of living adjustment (COLA) based on 100% of the Seattle/Tacoma/Bellevue CPI-W (first half index released in July 2021), as outlined in the current CBA. This amounts to a 3.3% COLA for members of the IAFF Local 1762 in 2022. The 2022 adopted budget for salary and benefits for represented Fire Department employees was based on a 2.2% COLA for a total of \$4,864,044. The estimated increase to the 2022 budget for a 3.3% COLA is approximately \$41,717.

RECOMMENDED ACTION

Authorize the City Manager to sign the 2021 Extension of the 2019-2021 Fire Collective Bargaining Agreement with the Professional Firefighters Association of Mercer Island (IAFF Local 1762) for the period of January 1, 2022 through December 31, 2022, in substantially the form attached hereto as Exhibit 1.