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# KIRKSVILLE CITY COUNCIL REPORT

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**Council Meeting Date:** March 18, 2013

**Agenda Item:** 4

**Report Prepared by:** Pat Meredith, Human Resources Director

**Recommended Motion:** To approve/impose a labor agreement governing working conditions and benefits with the International Association of Firefighters Local 2952.

**Background:** Our negotiation process began on August 21 after we gave the union notice on June 4 that we wished to discuss our labor agreement. The City presented a written proposal at the first meeting and several revisions after our proposals were rejected. The union provided one counter proposal that was financially unacceptable.

On January 11 after several unproductive meetings with the local negotiation committee, we gave them our final offer. After waiting more than 30 days for a response, we notified the local Union President that we expected a response to our proposal and gave them until March 4 to respond.

We did not receive a counter proposal by the March 4 deadline. However, we received contact from Mark Fuller, IAFF Representative asking for a meeting. We met with Mr. Fuller and Union Vice President, Michael Bishop on Monday, March 11 and reviewed a comprehensive proposal from the union, which included changes to new areas of the labor agreement. We have highlighted in the attached labor agreement the portions of their proposal that we could accept, including the addition of a personal cell phone stipend of \$10 per month and an increase in the number of labor/management meetings. In addition, the City is agreeing to the union proposal to eliminate "Pass Along" overtime. Battalion Chief's will continue to share information and provide pass-along information to the union at an 8:00 a.m. shift meeting.

Staff is recommending the City Council reject the union's request for a 7% percent wage increase (an approximate increase in base wages and overtime of \$43,523) and an increase in vacation leave accrual of 72 hours.

The City's final proposal was sent to the IAFF union representative on Thursday, March 14. We are recommending a three year agreement with union ratification however have indicated to the union we would request the City Council approve a one year agreement if the union elects to reject the City's final proposal to allow the union and the City to continue to work toward a unified agreement.

**Fiscal Impact:** \$720 cell phones stipend and elimination of pagers. The elimination of pass-along overtime would reduce overtime by approximately \$7,800 annually.

Respectfully submitted,



Mari E. Macomber  
City Manager