

LEGISLATIVE FACT SHEET		Legislation Number:	
		Approval Deadline:	
LEGISLATION IN BRIEF:			
Authorize the City Manager to execute the Collective Bargaining Agreement (CBA) with IAFF, Local 3808, for the term of April 20, 2021, through April 30, 2025.			
What is the reason for this legislation?	Fact Sheet Color Codes		
<p>To authorize the City Manager to execute the Collective Bargaining Agreement (CBA) with IAFF, Local 3808, for the term of April 20, 2021, through April 30, 2025. Local 3808 represents the following employees in the following job classifications in the Fire Dept: Battalion Chief, Division Chief, Assistant Division Chief, Hazmat Chemical Analyst, Fleet Manager, Communications Manager/Technical, Fleet Supervisor, Logistics Supervisor and Assistant Chief-Heavy Fleet.</p>	User Entered Field		
	User Select From Menu		
	For OMB Use		
	Sponsor(s)		
	City Manager		
	Programs, Departments, or Groups Affected		
	KCFD		
	Sub-Program in Budget (page #)		
	Emergency Operations, PG 267		
	Discussion (including relationship to other Council actions)	Applicants/ Proponents	City Department
	KCFD		
	Other		
Discussion (including relationship to other Council actions)	Staff Recommendation	For	
Term: 4 years: April 20, 2021, through April 30, 2025. A potential increase of sixteen (16) FTEs represented by Local 3808 is allowed. On August 1st, 2022, four (4) FTEs will be added, bringing the total to sixty-eight (68). 2574 hour employees will now be assigned to a twenty- five (25) hour shift. Their work period for overtime purposes will now be a fourteen (14) day cycle. Local 3808 will receive parental leave, have access to a post-employment health plan and receive the Juneteenth Holiday consistent with other City employees. Local 3808 will have 2 members on the Health Care Trust. There will be a rebuttal presumption that Local 3808 members infected by or quarantined due to COVID 19 are deemed to have contracted a contagious or communicable disease arising out of and in the course of the performance of their employment.	Board or Commission Recommendation	N/A	
Please refer to the Fiscal Note for information on wages.	Future Impacts		
	FY 2022-23 \$2,000,000		FY 2023-24 \$1,900,000
	FY 2024-25 \$13,000		
	Cost of Legislation current Fiscal Year	\$2,400,000	
	Costs in Future Fiscal Years?	Yes	
Citywide Business Plan Goal	Annual Revenue Increase/Decrease		
Public Safety	Applicable Dates:		
Citywide Business Plan Objective	Prepared by:	Alan L. Holtkamp, Assistant City Attorney	
Improve the diversity of employee recruitment, succession planning, and retention in the Police and Fire Departments	Date Prepared:	03/08/2022	
Citywide Business Plan Strategy	Reviewed by:		
Develop programs with other fire service and EMS agencies to leverage the regional pool of applicants to increase diversity and reduce competition	Date Reviewed		
	Reference Numbers		