

2. No action.



MEMORANDUM

Council Agenda
Item No. XI. X
1/30/2024

The City of OKLAHOMA CITY

TO: Mayor and City Council

FROM: Craig Freeman, City Manager

1. Collective Bargaining Agreement with the International Association of Fire Fighters, Local 157, for fiscal year 2023-2024, retroactive to July 1, 2023 through June 30, 2024;
- AND/OR
2. Enter into executive session to discuss collective bargaining negotiations for fiscal year 2023-2024 with the International Association of Firefighters, Local 157, as authorized by 25 O.S. (2023 Supp.) §307(B)(2).

Background:

The City of Oklahoma City and the International Association of Firefighters, Local 157 (IAFF) have been involved in contract negotiations since approximately May 3, 2023. A tentative agreement was reached on or about December 20, 2023. The membership of the IAFF, Local 157 ratified the agreement on or about January 30, 2024.

The resulting agreement shall be effective July 1, 2023 and shall remain in full force and effect through June 30, 2024.

The tentative agreement consists of the following:

- 1) Pay plan adjustment by rank, effective July 1, 2023 (Article 21, Addendum B and Addendum B-1);
- 2) Longevity schedule adjustment, effective July 1, 2023 (Addendum C);
- 3) Adjustment of the City's contribution toward health and welfare benefits from \$17,189 to \$16,912 per budgeted position per year, effective July 1, 2023 (Article 20);
- 4) Change in how letters of reprimand will be removed after a two (2) year period (Article 5);
- 5) Language added to allow the Fire Chief to hire Fire Dispatch Recruits and revises the process for filling internal vacancies in the Fire Dispatch Work Section (Article 9);
- 6) Changes the schedules for promotional two (2) week academies from five 8-hour days per week to four 10-hours per week (Article 9);

7) New language that will eliminate Z'd pay by adding an 8% Support Differential for individuals in certain Non-Operations pay ranges and a 4% Fire Investigation Support Differential for individuals in the Fire Investigation Work Section (Article 9);

8) Increases Paramedic Incentive Pay for personnel assigned to Operations from \$225 to \$250 per pay period (Article 22) and adds a \$125 per pay period incentive for all personnel assigned to Non-Operations who obtain and maintain EMT-Paramedic Certification (Article 22); and

9) Various date changes throughout the contract.

Estimated Cost:

Estimated cost of the IAFF agreement, including roll-up costs for FICA, retirement, and overtime is approximately \$4,798,238 above current costs.

Cost:

\$137,204,445

Source of Funds:

General Fund and Fire Sales Tax Fund

Review:

Human Resources Department

Recommendation: Agreement be approved.