

## Legislation Text

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**File #:** 17-4889, **Version:** 1

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### **IAFF 3375 COLLECTIVE BARGAINING AGREEMENT, JAN 1, 2017- DEC 31, 2019**

#### **COUNCIL STRATEGIC INITIATIVE ADDRESSED:**

Continue effective financial management

#### **CITY ATTORNEY REVIEW: REQUIRED**

#### **SUMMARY STATEMENT:**

On May 16, 2017 the International Association of Fire Fighters Local 3375 (IAFF) and the City reached Tentative Agreement on a 2017-2019 Collective Bargaining Agreement (CBA). Multiple articles in the contract were opened for review and some language changes to clarify/improve the contract were made.

The IAFF notified the City of its 4 member ratification on May 18th, 2017. The contract provides for a general wage increase as follows:

Effective January 1, 2017: 3% cost of living adjustment plus a general wage increase of 100% of the Portland-Salem CPI-W from July, 2015 - July 2016 with a minimum of 2% and maximum of 4%.

Effective January 1, 2018: 2% cost of living adjustment plus a general wage increase of 100% of the Portland-Salem CPI-W from July, 2016 - July 2017 with a minimum of 2% and maximum 4%.

Effective January 1, 2019: 2% cost of living adjustment plus a general wage increase of 100% of the Portland-Salem CPI-W from July, 2017 - July 2018 with a minimum of 2% and maximum 4%.

Effective January 1, 2017, all local 3375 members will remain on either the AWC/Regence or Kaiser Permanente High Deductible Health Plans (HDHP w/VEBA) healthcare with a 10% employee contribution of the co-insurance. Dental plans are employer paid at 100%. IAFF members who waive/opt-out of City paid medical insurance will receive \$750 per month to a personal VEBA account. Life insurance for Firefighters to remain at fifty thousand dollars.

#### **RECOMMENDED ACTION:**

Motion to approve the IAFF 3375 Collective Bargaining Agreement for 2017-2019.