

**RESOLUTION #2023-08**

**DECLARING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF WEBSTER GROVES, MISSOURI AND THE WEBSTER GROVES FIRE DEPARTMENT SHOP OF I.A.F.F LOCAL 2665 TO BE TERMINATED**

**WHEREAS**, the City of Webster Groves is a charter city which has a council-manager government;

**WHEREAS**, the Charter of the City of Webster Groves establishes the City Manager as the Chief Executive Officer and the Personnel Director;

**WHEREAS**, the Charter provides that the City Manager/Personnel Director shall have the powers and duties to prepare and maintain a job classification system and maintain a paid plan in the City service, and perform such other duties as may be prescribed by the City Manager;

**WHEREAS**, the City previously entered into a Collective Bargaining Agreement with the Webster Groves Fire Department Shop of I.A.F.F Local 2665 (“Union”) covering all full-time employees of the Webster Groves Fire Department, excluding the Fire Chief, the Assistant Chief/Fire Marshall, Deputy Chiefs, Battalion Chiefs and all clerical workers, with an effective date of June 1, 2019 to June 30, 2022 (“CBA”);

**WHEREAS**, over the past several months the City has engaged in collective bargaining negotiations with the Union which have included multiple meetings and a mediation before the Federal Mediation and Conciliation Service;

**WHEREAS**, the City has met, conferred and discussed in good faith every issue between the City and the Union;

**WHEREAS**, on February 24, 2023, the City made its last, best and final offer to the Union, a copy of which is attached as **Exhibit A**, with a deadline of March 3, 2023 for the Union to accept the offer;

**WHEREAS**, on March 3, 2023, the Union rejected the City’s last, best and final offer;

**WHEREAS**, despite the City’s efforts to reach a new agreement, the parties have reached impasse;

**WHEREAS**, Section 5.02 of the CBA reads, in part:

“This Agreement shall remain in effect during good faith negotiations and shall continue to remain in full force and effect until such time as a new Agreement is agreed upon.”

**WHEREAS**, the Union has engaged in bad faith bargaining while negotiating with the City, including, but not limited to, engaging in surface bargaining and regressive bargaining with the City with no intent to actually enter into a new agreement;

**WHEREAS**, the City has bargained in good faith and shall continue to meet and confer with the chosen collective bargaining unit, and it is necessary to outline and set forth the terms and conditions of employment;

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WEBSTER GROVES**, that the CBA is terminated.

**BE IT FURTHER RESOLVED**, that the City authorizes the City Manager to implement the terms of the City’s last best and final offer, attached as Exhibit A.

**Passed and approved on this \_\_\_\_\_ day of \_\_\_\_\_, 2023.**

\_\_\_\_\_  
**Mayor**

**ATTEST:**

\_\_\_\_\_  
**City Clerk**

**EXHIBIT A**

**LAST, BEST, FINAL COMPENSATION OFFER**

February 24, 2023

*Affecting Fire Captains (6); Firefighter/Paramedics (27)*

**SALARY**

- The base pay rate for the fiscal year shall be effective on July 1 of the fiscal year.
- Tenure will be based on anniversary date.
- A cost-of-living increase of 2% for FY23, FY24, & FY25 is included in each step. Step increases are paid on the first day of the pay period encompassing the tenure date.

*Step Schedule for FY23-FY25*

<b>POSITION</b>	<b>STEPS</b>	<b>FY23</b>	<b>FY24</b>	<b>FY25</b>
Captain	C0	\$30.18	\$30.79	\$31.40
	C1	\$31.14	\$31.76	\$32.40
	C2	\$32.09	\$32.73	\$33.39
	C3	\$33.04	\$33.70	\$34.37
	C4	\$34.00	\$34.68	\$35.37
Firefighter/Paramedic	F0	\$22.11	\$22.56	\$23.01
	F1	\$23.03	\$23.49	\$23.96
	F2	\$23.94	\$24.42	\$24.91
	F3	\$24.86	\$25.35	\$25.86
	F4	\$25.78	\$26.29	\$26.82
	F5	\$26.68	\$27.22	\$27.76
	F6	\$27.60	\$28.15	\$28.72
	F7	\$28.51	\$29.08	\$29.66
	F8	\$29.43	\$30.02	\$30.62

*\*Calculation of annual salary is achieved by multiplying the base pay rate by 2,990 hours, which is inclusive of the scheduled overtime of each Firefighter/Paramedic and Fire Captain for each pay period.*

- The City will pay overtime as agreed to as a result of the Rognan agreement with Local 2665 on December 6, 2021.

**ADDITIONAL COMPENSATION**

- Longevity pay for each year of the contract for topped out (at the highest step) Firefighter/Paramedic and Fire Captains which will be equal to their total number of years of service as of July 1 of that year times one-eighth of one-percent (0.125%) of their annual salary which is figured by hourly rate times 2990 hours. Longevity Pay is paid on the first day of the pay period encompassing the tenure date.
- The City shall pay each Firefighter/Paramedic and Fire Captain a \$1000 stipend in each FY 23, FY24, & FY25. Stipends shall be paid in the pay period encompassing the member's tenure date, provided that the member has successfully completed their probationary period. This may result in stipend payments occurring in the fiscal year following the originally intended fiscal year.

## **EXHIBIT A**

### **UNIFORM PAY**

- Each Firefighter/Paramedic and Fire Captain shall receive an annual uniform allowance of \$1122 a year for FY23, FY24 and FY25 with a 4% increase per year for inflation cost.

### **HOURS WORKED AT HIGHER CLASSIFICATION**

- Acting Captain pay will be paid a flat rate of \$2.00 per/hr. A minimum of 6 total hours must be worked at a higher level in a 24-hour shift to receive the increase.

### **HOLIDAY PAY**

*Holiday Pay Rate Schedule for FY23-FY25*

<b>POSITION</b>	<b>STEPS</b>	<b>FY23</b>	<b>FY24</b>	<b>FY25</b>
Captain	C0	\$375.99	\$383.59	\$391.19
	C1	\$387.95	\$395.68	\$403.65
	C2	\$399.79	\$407.76	\$415.98
	C3	\$411.62	\$419.85	\$428.19
	C4	\$423.58	\$432.06	\$440.65
Firefighter/Paramedic	F0	\$275.45	\$281.06	\$286.67
	F1	\$286.92	\$292.65	\$298.50
	F2	\$298.25	\$304.23	\$310.34
	F3	\$309.71	\$315.82	\$322.17
	F4	\$321.18	\$327.53	\$334.13
	F5	\$332.39	\$339.12	\$345.84
	F6	\$343.85	\$350.70	\$357.80
	F7	\$355.19	\$362.29	\$369.51
	F8	\$366.65	\$374.00	\$381.47

### **ADDITIONAL BENEFITS**

- The City will pay for base coverage (\$100,000) for each Firefighter/Paramedic and Fire Captain in the Missouri Critical Illness Pool. A Firefighter/Paramedic or Fire Captain may choose to upgrade to \$300,000 coverage by paying difference of City provided coverage through deduction from member's paycheck.

### **STAFFING**

- The City shall endeavor to maintain a staffing level for the Webster Groves Fire Department of not less than eleven (11) staff on duty on any given day to include the Battalion Chief, with not less than twelve (12) assigned to each shift. In the event that only ten (10) staff are available due to sick/vacation leave/workers comp/FMLA/Military leave, staffing will be reduced to ten (10). Should staffing reduce below ten (10), overtime will be paid at 1.5x the members base pay rate to bring minimum staffing up to ten (10).
- City agrees to ability to hire floaters and/or paramedic-only positions.