

RESOLUTION 13-111

RESOLUTION APPROVING A LABOR AGREEMENT BETWEEN THE CITY OF COON RAPIDS AND MINNESOTA INTERNATIONAL ASSOCIATION OF FIREFIGHTERS UNION LOCAL NO. 1935 FOR THE TERM JANUARY 1, 2014 THROUGH DECEMBER 31, 2016

WHEREAS, the City of Coon Rapids (“City”) recognizes the International Association of Firefighters Union Local No. 1935 (“Union”), as the exclusive bargaining representative under Minnesota Statutes, Chapter 179A, for public works job classifications identified in the collective bargaining agreement; and

WHEREAS, representatives of the City of Coon Rapids and representatives of the International Association of Firefighters Union Local No. 1935, representing the public works bargaining unit, reached a tentative agreement through the collective bargaining process.

NOW, THEREFORE, BE IT RESOLVED that the City Council of Coon Rapids, Minnesota approves the terms of the tentative agreement, which are as follows:

1. Contract duration: Three years, calendar years 2014 - 2016.
2. Clothing allowance - Article 14.2. Amend to increase the uniform allowance to the following: \$485 in 2014, \$495 in 2015 and \$505 in 2016.
3. Health and Welfare - Article 18.3: Amend to reflect that as of January 1, 2014 newly hired full-time firefighters will not be eligible to receive post-retirement health benefits as outlined in Article 18.3.
4. Longevity - Article 21: Amend longevity schedule to 5% of base salary after 8 years, 7% after 12 years, and 9% after 16 years.
5. Injury on Duty - Article 24: Amend article to include the following:
Employees drawing workers compensation benefits will not receive supplementary injury on duty pay pursuant to this Article or sick leave pay which provides for more after tax pay than the employee made while working.
6. Wages - Appendix A: amend as follows:
 - a) 2.25% increase to base wages effective January 1, 2014
 - b) 2.5% increase to base wages effective January 1, 2015
 - c) 2.5% increase to base wages effective January 1, 2016
 - d) Remove specific member limits on specialty teams: ACFIT, CAT, SRT
 - e) Separate wage schedule for employees hired after January 1, 2014. Starting wage is 70% of top base wage, three years to top base pay.

f) Amend wage schedule for employees hired prior to January 1, 2014 to reflect 7 years to top base pay rather than 8 years.

6. Miscellaneous and minor language changes as deemed appropriate by the City Manager.

BE IT FURTHER RESOLVED that the City Council authorizes the Mayor and the City Manager to execute four copies of a contract reflecting the terms of the settlement upon receipt of the same executed by the designated bargaining unit representatives.

Adopted by the Coon Rapids City Council this 17th day of December, 2013.

Tim Howe, Mayor

ATTEST:

Cathy Sorensen, City Clerk