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City of Las Cruces[®]
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Council Action and Executive Summary

Item # 6 Ordinance/Resolution# 12-179

For Meeting of _____
 (Ordinance First Reading Date)

For Meeting of 5/7/2012
 (Adoption Date)

Please check box that applies to this item:

QUASI JUDICIAL LEGISLATIVE ADMINISTRATIVE

TITLE: A RESOLUTION APPROVING AMENDMENTS TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2362 AND THE CITY OF LAS CRUCES.

PURPOSE(S) OF ACTION:

Amend one (1) article of the current collective bargaining agreement.

COUNCIL DISTRICT: N/A		
<u>Drafter/Staff Contact:</u>	<u>Department/Section:</u>	<u>Phone:</u>
<u>City Manager Signature:</u>		

BACKGROUND / KEY ISSUES / CONTRIBUTING FACTORS:

In February 2010 Council approved the collective bargaining agreement (CBA) between the International Association of Firefighters Local 2362 (Fire Union) and the City of Las Cruces (City). Article five (5) of the CBA specifies that during its term, the parties may reopen negotiations limited to Articles 16, 18, and 34 of the CBA during April of each year.

The parties began, and concluded negotiations on April 24, 2012 and agreed to amend article 18. Cost of Living Adjustment resulting in a one and one half (1.5) percent increase to base wages. (Exhibit A)

Annual salary costs associated with this increase would be approximately seventy-one thousand (\$71,000) dollars.

SUPPORT INFORMATION:

1. Resolution.
2. Exhibit "A", Article 18. Cost of Living Adjustment.
3. Exhibit "B", LCFD Pay Scale.

(Continue on additional sheets as required)

SOURCE OF FUNDING:

Is this action already budgeted?	Yes	<input type="checkbox"/>	See fund summary below
	No	<input checked="" type="checkbox"/>	If No, then check one below:
	<i>Budget Adjustment Attached</i>	<input type="checkbox"/>	Expense reallocated from: <u>Current salary budgets</u>
		<input type="checkbox"/>	Proposed funding is from a new revenue source (i.e. grant; see details below)
		<input checked="" type="checkbox"/>	Proposed funding is from fund balance in the <u>Salary Fund</u> .
Does this action create any revenue?	Yes	<input type="checkbox"/>	Funds will be deposited into this fund: in the amount of \$ _____ for FY ____.
	N/A	No	<input type="checkbox"/>

BUDGET NARRATIVE

Funding for this resolution will affect f three (3) pay periods of the current fiscal year and come from various accounts.

FUND EXPENDITURE SUMMARY:

Fund Name(s)	Account Number(s)	Expenditure Proposed	Available Budgeted Funds in Current FY	Remaining Funds	Purpose for Remaining Funds
Various	Various	Various	Various	Various	

OPTIONS / ALTERNATIVES:

1. Vote "Yes"; this will approve the negotiated amendments to the Fire Union Agreement and pay scales.
2. Vote "No"; this will require the parties resume negotiations.

REFERENCE INFORMATION:

The resolution(s) and/or ordinance(s) listed below are only for reference and are not included as attachments or exhibits.

N/A

(Continue on additional sheets as required)

RESOLUTION NO. 12-179**A RESOLUTION APPROVING AMENDMENTS TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2362 AND THE CITY OF LAS CRUCES.**

The City Council is informed that:

WHEREAS, in February 2010 Council approved the collective bargaining agreement (CBA) between the International Association of Firefighters Local 2362 (Fire Union) and the City of Las Cruces (City); and

WHEREAS, in concurrence with the Article 5 of the CBA, the parties entered into negotiations on April 26, 2012; and

WHEREAS, on April 26, 2012 the parties reached agreement on all negotiated items which resulted in amendments to Article 18 Cost of Living Adjustment; and

WHEREAS, the amendments to Article 18 will result in a one and one half (1.5) percent increase to the wages of employees represented by the Fire Union; and

WHEREAS, the approximate yearly salary costs associated with this increase will be approximately seventy-one thousand (\$71,000) dollars.

NOW, THEREFORE, Be it resolved by the governing body of the City of Las Cruces:

(I)

THAT the changes to the CBA Articles 1 and the LCFD Pay Scale, attached herein as Exhibits A and B are hereby approved.

(II)

THAT City staff is hereby authorized to do all deeds necessary in the accomplishment of the herein above.

DONE AND APPROVED this _____ day of _____, 20_____.

APPROVED:

Mayor

ATTEST:

City Clerk

(SEAL)

VOTE:

Mayor Miyagishima:	_____
Councillor Silva:	_____
Councillor Smith:	_____
Councillor Pedroza:	_____
Councillor Small:	_____
Councillor Sorg:	_____
Councillor Thomas:	_____

Moved by: _____

Seconded by: _____

APPROVED AS TO FORM:



City Attorney

18. COST OF LIVING ADJUSTMENT (COLA)

Effective the first full pay period after adoption of the contract amendment by the City Council and ratification by Union membership, all eligible bargaining unit members shall receive an increase to base wages of one and one half (1 ½) percent.

LCFD PAY SCALE (EFFECTIVE 5-20-2012)								
LONGEVITY	Year 2	Year 3	Year 6	Year 9	Year 12	Year 15	Year 18	Year 21
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
FF								
Hourly	13,424,449.9	14,095,672.4	14,800,456	15,540,478.8	16,317,502.7	17,133,377.9	17,990,046.8	18,889,549.1
Bi-weekly	1503.53839	1578.71531	1657.65107	1740.53363	1827.56031	1918.93832	2014.88524	2115.6295
Monthly	3257.66651	3420.54983	3591.57732	3771.15619	3959.714	4157.6997	4365.58468	4583.86392
Annual	39091.9981	41046.598	43098.9279	45253.8743	47516.568	49892.3964	52387.0162	55006.367
FFI								
Hourly	13,760,061.1	14,448,064.2	15,170,467.4	15,928,990.8	16,725,440.3	17,561,712.3	18,439,797.9	19,361,787.8
Bi-weekly	1541.12685	1618.18319	1699.09235	1784.04697	1873.24931	1966.91178	2065.25737	2168.52024
Monthly	3339.10817	3506.06358	3681.36676	3865.43509	4058.70685	4261.64219	4474.7243	4698.46051
Annual	40069.298	42072.7629	44176.4011	46385.2211	48704.4822	51139.7063	53696.6916	56381.5262
FFP								
Hourly	14,095,672.4	14,800,456	15,540,478.8	16,317,502.7	17,133,377.9	17,990,046.8	18,889,549.1	19,834,026.6
Bi-weekly	1578.71531	1657.65107	1740.53363	1827.56031	1918.93832	2014.88524	2115.6295	2221.41097
Monthly	3420.54983	3591.57732	3771.15619	3959.714	4157.6997	4365.58468	4583.86392	4813.05711
Annual	41046.598	43098.9279	45253.8743	47516.568	49892.3964	52387.0162	55006.367	57756.6853
DO		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly		15,505,239.6	16,280,501.6	17,094,526.7	17,949,253	18,846,715.7	19,789,051.4	20,778,504
Bi-weekly		1736.58684	1823.41618	1914.58699	2010.31634	2110.83215	2216.37376	2327.19245
Monthly		3762.60481	3950.73505	4148.27181	4355.6854	4573.46967	4802.14315	5042.25031
Annual		45151.2578	47408.8207	49779.2617	52268.2248	54881.636	57625.7178	60507.0037
DOI		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly		15,892,870.6	16,687,514.1	17,521,889.8	18,397,984.3	19,317,883.6	20,283,777.7	21,297,966.6
Bi-weekly		1780.00151	1869.00158	1962.45166	2060.57425	2163.60296	2271.78311	2385.37226
Monthly		3856.66993	4049.50343	4251.9786	4464.57753	4687.80641	4922.19673	5168.30657
Annual		46280.0392	48594.0412	51023.7432	53574.9304	56253.6769	59066.3608	62019.6788
DOP		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly		16,280,501.6	17,094,526.7	17,949,253	18,846,715.7	19,789,051.4	20,778,504	21,817,429.2
Bi-weekly		1823.41618	1914.58699	2010.31634	2110.83215	2216.37376	2327.19245	2443.55207
Monthly		3950.73505	4148.27181	4355.6854	4573.46967	4802.14315	5042.25031	5294.36282
Annual		47408.8207	49779.2617	52268.2248	54881.636	57625.7178	60507.0037	63532.3539
FL		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly		17,055,763.6	17,908,551.8	18,803,979.3	19,744,178.3	20,731,387.2	21,767,956.6	22,856,354.4
Bi-weekly		1910.24552	2005.7578	2106.04569	2211.34797	2321.91537	2438.01114	2559.91169
Monthly		4138.8653	4345.80856	4563.09899	4791.25394	5030.81663	5282.35747	5546.47534
Annual		49666.3835	52149.7027	54757.1879	57495.0472	60369.7996	63388.2896	66557.7041
FLI		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly		17,482,157.7	18,356,265.6	19,274,078.8	20,237,782.8	21,249,671.9	22,312,155.5	23,427,763.3
Bi-weekly		1958.00166	2055.90174	2158.69683	2266.63167	2379.96325	2498.96142	2623.90949
Monthly		4242.33693	4454.45377	4677.17646	4911.03529	5156.58705	5414.4164	5685.13722
Annual		50908.0431	53453.4453	56126.1176	58932.4234	61879.0446	64972.9968	68221.6467
FLP		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly		17,908,551.8	18,803,979.3	19,744,178.3	20,731,387.2	21,767,956.6	22,856,354.4	23,999,172.1
Bi-weekly		2005.7578	2106.04569	2211.34797	2321.91537	2438.01114	2559.91169	2687.90728
Monthly		4345.80856	4563.09899	4791.25394	5030.81663	5282.35747	5546.47534	5823.79911
Annual		52149.7027	54757.1879	57495.0472	60369.7996	63388.2896	66557.7041	69885.5893

Hourly rate is based on 56 hours per week, 52 weeks per year (2912 hours per year).
Bi-weekly, Monthly, and Annual pay rounded to the nearest dollar.

FI		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly		21,707,335.5	22,792,702.2	23,932,337.3	25,128,954.2	26,385,401.9	27,704,672	29,089,905.6
Bi-weekly		1736.58684	1823.41618	1914.58699	2010.31634	2110.83215	2216.37376	2327.19245
Monthly		3762.60481	3950.73505	4148.27181	4355.6854	4573.46967	4802.14315	5042.25031
Annual		45151.2578	47408.8207	49779.2617	52268.2248	54881.636	57625.7178	60507.0037
FII		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly		22,250,018.9	23,362,519.8	24,530,645.8	25,757,178.1	27,045,037	28,397,288.8	29,817,153.3
Bi-weekly		1780.00151	1869.00158	1962.45166	2060.57425	2163.60296	2271.78311	2385.37226
Monthly		3856.66993	4049.50343	4251.9786	4464.57753	4687.80641	4922.19673	5168.30657
Annual		46280.0392	48594.0412	51023.7432	53574.9304	56253.6769	59066.3608	62019.6788
FIP		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly		22,792,702.2	23,932,337.3	25,128,954.2	26,385,401.9	27,704,672	29,089,905.6	30,544,400.9
Bi-weekly		1823.41618	1914.58699	2010.31634	2110.83215	2216.37376	2327.19245	2443.55207
Monthly		3950.73505	4148.27181	4355.6854	4573.46967	4802.14315	5042.25031	5294.36282
Annual		47408.8207	49779.2617	52268.2248	54881.636	57625.7178	60507.0037	63532.3539

Hourly rate is based on 40 hours per week, 52 weeks per year (2080 hours per year).
Bi-weekly, Monthly, and Annual pay rounded to the nearest dollar.

GRADE RANK

- FF Firefighter
- FFI Firefighter - Intermediate
- FFP Firefighter - Paramedic
- DO Driver/Operator
- DOI Driver/Operator - Intermediate
- DOP Driver/Operator - Paramedic
- FL Fire Lieutenant
- FLI Fire Lieutenant - Intermediate
- FLP Fire Lieutenant - Paramedic
- FI Fire Inspector/Investigator
- FII Fire Inspector - Intermediate
- FIP Fire Inspector - Paramedic