

**To:** City Council Members

**From:** Randy Caryer, Safety Director

**Date:** March 5, 2020

**Ref:** Ratified Collective Bargaining Agreement with IAFF #379

The IAFF #379 and the City meet multiple times over the last couple of weeks to negotiate a new contract. The parties reached a tentative agreement on 02-24-2020. The IAFF #379 membership voted to accept the agreement on 03-03-2020. The following is a short synopsis of the agreed upon changes to the 3-year contract:

1. 2.25% wage increase each year of the contract
2. Remove the Early Retirement Incentive Program (ERIP)
3. Remove step 1 and 2 from the salary scale (increases starting pay and firefighters would reach top pay in 5 years instead of 7 years)
4. Add a section about "personnel files" (same as Police Contracts).
5. Minor wording (clean up) changes to several articles. (non-economic)