

December 8, 2023

MEMORANDUM

To: Seattle City Council
From: Karina Bull, Analyst
Subject: CB 120730: Local 27 Collective Bargaining Agreement

On December 12, 2023, the Council will discuss and possibly vote on [Council Bill \(CB\) 120730](#), that would authorize the Mayor to implement a collective bargaining agreement (CBA) between the City of Seattle (City) and the International Association of Fire Fighters, Local 27 AFL-CIO-CLC (Local 27). This memo provides a high-level summary of the CBA and describes financial impacts.

Summary

CB 120730 would approve a CBA between the City and Local 27 for approximately 974 active employees and 292 former employees¹ in the Seattle Fire Department (SFD). The CBA would cover wages, benefits, hours, and other working conditions for the five-year period from December 22, 2021, through December 31, 2026. Table 1 summarizes key terms of the agreement.

Table 1: Key terms of the agreement

Issue	CBA
Annual wage increase (AWI)	New pay increases: <ul style="list-style-type: none"> • 2022 – 4.5 percent (min. 2 percent and max. 4 percent CPI-W adjustment) plus 0.5 percent market rate adjustment. • 2023 – 2.5 percent (min. 2 percent floor and max. 2.5 percent CPI-W adjustment). • 2024 – TBD (min. 2 percent and max. 4 percent CPI-W adjustment). • 2025 – TBD (min. 2 percent and max. 4 percent CPI-W adjustment). • 2026 – TBD (min. 2 percent and max. 4 percent CPI-W adjustment).
AWI banking	If the percentage increase of the CPI-W exceeds the AWI maximum in any year, the percentage above the maximum will be banked and shall be applied in addition to the CPI-W amount in any subsequent year that the CPI-W is below the maximum amount established in the CBA. In years where the CPI-W is below 4 percent, the bank will be drawn down to make up the difference in the CPI-W up to a total of 4 percent. <ul style="list-style-type: none"> • 2022 – 2.3 percent will be added to the AWI bank. • 2023 – 7 percent will be added to the AWI bank, for a total of 9.3 percent.

¹ Former SFD employees will receive retroactive wage adjustments for the period of their employment covered by this CBA.

Issue	CBA
	<ul style="list-style-type: none"> • 2024 – 0.5 percent will be added to the AWI bank, for a total of 9.8 percent. • 2025 – AWI bank will not exceed 9.8 percent. • 2026 – AWI bank will not exceed 9.8 percent.
Premium pay	New pay increase for employees in certain assignments: <ul style="list-style-type: none"> • Fire Fighter paramedic – 17 percent. • Decontamination teams – 5 percent.
Specialty pay	New pay increase for employees with certain certification: <ul style="list-style-type: none"> • Emergency medical technician certificate (EMT-B and EMT-P) – increase from 3.5 percent to 6.5 percent in 2023.
Longevity premium adjustment	New pay increase for longevity: <ul style="list-style-type: none"> • Completion of 25 years of service – increase from 13.5 percent to 15.5 percent.
Elimination of debit days	Employees assigned as “Staff 10” will no longer be assigned to work “debit days.” ²
Overtime	Other than for shift extension time, <ul style="list-style-type: none"> • Employees working outside of regular hours will be hired for overtime or assigned work for a minimum of 4 hours. • Employees participating in virtual meetings will be paid for actual time worked, rounded up to the next half hour.
Training and development	<ul style="list-style-type: none"> • Employees may be required to participate in a maximum of 16 hours per year of required, off-shift training related to human resources, race and social justice, and/or leadership topics. • The City may create up to four Battalion and three Lieutenant Paramedic Field Training Officers (i.e., one for each platoon). • The City and Local 27 will collaboratively develop a Battalion 4 Medical Service Officer (MSO) rotation program. • The City will establish a Battalion Chief Training program to prepare Captains for promotion to Battalion Chief or to act as Battalion Chief.
Clothing allowance	Employees are eligible for new clothing during every two-year period beginning on January 1, 2017, for current employees, and upon assignment to Operations for new employees: <ul style="list-style-type: none"> • Two pairs of approved pants and two approved shirts, or • Combination of these items (e.g., one pair of approved pants and one approved shirt).
Holidays	Juneteenth and Indigenous People’s Day will be established as holidays.

² Each employee working in the Operations Division, including assignment to the Fire Boat, shall be assigned a work number consisting of the employee's assigned platoon (A, B, C, D) and a number 1-13. In addition to the employee's assigned platoon schedule, the employee is assigned to work on the days upon which the work number falls. These days shall be referred to as “debit shifts.”

Financial Impacts

The Executive estimates that the retroactive wage adjustments in 2022 through 2023 would cost an additional \$22,300,000, and that fully funding these positions in 2024 would cost an additional \$21,400,000. In total, the Executive estimates that the terms and conditions of this CBA over the course of five years (2022-2026) would cost an additional \$106,500,000. Funds supporting this appropriation have been held in the City’s unappropriated planning reserve.

The Executive plans to transmit separate legislation in the first quarter of 2024 to appropriate the necessary funds to implement the one-time pay increases retroactive to January 1, 2022, through December 31, 2023, and increased wages in 2024. See Table 2 for a summary of estimated costs.

Table 2: Summary of estimated costs

Local 27 CBA, City Budget Office estimate (\$1,000)						
Incremental costs	2022 (Year 1)	2023 (Year 2)	2024 (Year 3)	2025 (Year 4)	2026 (Year 5)	5 Year Total
2022 - 4.0% AWI (2% min. and 4% max.) + 0.5% market adjustment	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$32,500
2023 - 2.5% AWI (2% min. and 2.5% max.) + 3.0% EMT premium	\$0	\$8,300	\$8,300	\$8,300	\$8,300	\$33,200
2024 - 4.0% AWI assumed (2% min. and 4% max.)	\$0	\$0	\$6,300	\$6,300	\$6,300	\$18,900
2025 - 4.0% AWI assumed (2% min. and 4% max.)	\$0	\$0	\$0	\$6,600	\$6,600	\$13,200
2026 - 4.0% AWI assumed (2% min. and 4% max.)	\$0	\$0	\$0	\$0	\$6,800	\$6,800
Longevity premium adjustment	\$600	\$400	\$300	\$300	\$300	\$1,900
Eliminate Debit Days in Staff 10	\$0	\$0	\$0	\$0	\$0	\$0
Total incremental costs	\$7,100	\$15,200	\$21,400	\$28,000	\$34,800	\$106,500

Please contact me if you have questions about this legislation.

- cc: Esther Handy, Director
- Aly Pennucci, Deputy Director
- Yolanda Ho, Supervising Analyst