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| **Agenda Item No.:** | 7 | **Date:** | Sept. 1, 2015 |
| **Proposed No.:** | 2015-0309  | **Prepared by:** | Nick Wagner |

**SUBJECT**

An ordinance approving a collective bargaining agreement with the International Association of Fire Fighters, Local 2595, covering about 70 employees working in King County Medic One in the Department of Public Health.

**SUMMARY**

Proposed Ordinance 2015-0309 (Att. 1) would approve a collective bargaining agreement (CBA) between King County and the International Association of Fire Fighters (IAFF), Local 2595. The CBA (Att. 1-A) covers about 70 Paramedics, Paramedic Supervisors, and Paramedic Interns in King County Medic One, which is a part of King County Emergency Medical Services (EMS), a division of the Department of Public Health, and covers the three-year period from January 1, 2015, through December 31, 2017 (Article 25, Att. 1-A, p. 44).[[1]](#footnote-1)

The most notable provisions of the new CBA are:

1. Wage increases of:
	1. 5.00% for 2015 (effective January 1, 2015),
	2. 1.08% for 2016 (the increase in the CPI-W for Seattle-Tacoma-Bremerton between June 2014 and June 2015); and
	3. 1.86% for 2017 (the projected increase in the CPI-W between June 2015 and June 2016);
2. Additional furlough days;
3. Additional holidays;
4. Revision of the procedures for promotion to supervisory positions;
5. A new program for providing paramedics for the King County Sheriff’s Air Support Unit; and
6. A memorandum of agreement (MOA) “identifying and clarifying those impacts [of an Ebola case being identified in King County] that may affect the hours, wages, and working conditions of IAFF 2595 bargaining unit members.”

**BACKGROUND**

Medic One is widely acclaimed as one of the best emergency medical services programs in the world. According to the Executive’s transmittal letter (Att. 4):

King County Medic One Paramedics cover the largest geographical area of any provider in the region, and handle [more than 46,000] calls per year, a figure which places King County Paramedics as a regional leader in call volume while doing so with the fewest number of Paramedics per medic unit. King County Medic One is a recognized leader in clinical pre-hospital medical care and often sets the standard for pre-hospital medical care nationwide.

According to the EMS 2014 Annual Report[[2]](#footnote-2):

* Medic One/Emergency Medical Services (EMS) serves nearly 2 million people in King County and provides life saving services on average every 3 minutes.
* Each year, approximately 1 out of 10 of King County residents will use the Medic One/EMS system.
* Every year the Medic One/EMS System saves thousands of lives:
	+ In 2013 firefighters responded to more than 172,000 calls in King County.
	+ In 2013 paramedics responded to more than 46,000 calls for advanced life support in King County.
* Compared with other cities, cardiac arrest victims [in Seattle & King County] are 4 to 5 times more likely to survive.
* In 2013 Seattle and King County achieved a 62% survival rate for cardiac arrest. This is currently among the highest reported survival rates.

**CHANGED CONTRACT PROVISIONS**

The most notable changes in the proposed new CBA are described below.

1. **Increases in wages, furloughs, and holidays**

Article 7 of the new CBA (Att. 1-A, pp. 16-19) provides for wage increases of:

* 1. 5.00% for 2015 (effective January 1, 2015),
	2. 1.08% for 2016 (the increase in the CPI-W for Seattle-Tacoma-Bremerton between June 2014 and June 2015); and
	3. 1.86% for 2017 (the projected increase in the CPI-W between June 2015 and June 2016);

Article 4 (Att. 1-A, pp. 5-10) provides for:

1. an additional 24 to 48 paid furlough hours per year for paramedics assigned to 24-hour shifts,[[3]](#footnote-3) depending on the number of years of continuous service in the bargaining unit;
2. a modified paid furlough day accrual for paramedics assigned to 40-hour work weeks, ranging from a decrease of 2.5 days to an increase of 5 days, depending on the number of years of continuous service in the bargaining unit; and
3. three additional holidays (Martin Luther King Jr’s Birthday, Veterans’ Day, and the Day after Thanksgiving), bringing the total to 10 plus two personal leave days (like most county employees), for those working 40-hour work weeks.

The increased cost of the additional furloughs and holidays is equivalent to an additional wage increase of 1.78% in 2015, bringing the total increase in compensation for 2015 to 6.78%.

According to executive staff, the wage, furlough, and holiday increases are intended to bring the bargaining unit’s compensation into alignment with the applicable labor market. According to the parties’ joint market survey data (Att. 2), the proposed changes will leave the bargaining unit members at about 2.99% over market as of January 1, 2015. According to executive staff, the market analysis does not include the additional holiday pay, the cost of which is about one-third the cost of the additional furlough pay.

1. **Promotion to supervisory positions**

Article 10 of the CBA (Att. 1-A, pp. 26-31), which includes the procedures for promotion of bargaining unit members to supervisory positions, has been extensively revised.

1. **Support for Air Support Unit**

New Article 24 (Att. 1-A, pp. 41-43) establishes a program to provide paramedics on helicopters of the King County Sheriff’s Air Support Unit.

1. **Ebola MOA**

An attachment to the CBA (Att. 1-A) is a memorandum of agreement (MOA) addressing the possibility and consequences of an Ebola case being identified in King County, “identifying and clarifying those impacts that may affect the hours, wages, and working conditions of IAFF 2595 bargaining unit members.”

**FISCAL IMPACT**

The fiscal impact of the CBA is detailed in the Fiscal Note (Att. 5) and is summarized in the table below.

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|  | **2015** | **2016** | **2017** |
| **Increase over previous year** | $ 714,638 | $121,634 | $211,743 |
| **Cumulative increase over 2014** |  | $836,272 | $1,048,015 |

The $714,638 amount for 2015 includes $127,195 for additional furlough days and $38,689 for additional holidays.

**INVITED**

1. Andre Chevalier, Labor Negotiator, King County Office of Labor Relations
2. James Johnson, Labor Negotiator, King County Office of Labor Relations
3. Ian Coleman, Employee Labor Relations Representative, Department of Public Health
4. Steve Perry, President, International Association of Fire Fighters, Local 2595
5. James Fogarty, Director, Emergency Medical Services Division, Department of Public Health

**ATTACHMENTS**

1. Proposed Ordinance 2015-0309

Att. A (Collective Bargaining Agreement)

1. Parties’ joint market survey data (prepared by executive staff)
2. Checklist and Summary of Changes (prepared by executive staff)
3. Transmittal letter
4. Fiscal Note
1. Page references in this staff report refer to the page number of the specific attachment, not to the page number of the meeting materials. [↑](#footnote-ref-1)
2. This information is on page 3 of the report, which is available online at: http://1.usa.gov/1NYj5dk. [↑](#footnote-ref-2)
3. Because of their unusual work schedules (two 24-hour shifts every eight days for most employees), the members of this bargaining unit who work 24-hour shifts receive “furlough days” instead of vacation days and holidays. [↑](#footnote-ref-3)