



**Ordinance No. 19-74, by Ms. Williams, authorizing a labor agreement between the City of Shaker Heights and Local 516 of the International Association of Firefighters, AFL-CIO for the 2019 – 2021 Collective Bargaining Agreement, and declaring an emergency.**

Sandra Middleton, Human Resources Manager, stated that this item authorizes the labor agreement reached between the City of Shaker Heights and the International Association of Firefighters, Union, Local 516. The Union voted to support this labor agreement on August 4, 2019 and it is recommended that it be ratified tonight. Some of the highlights include 2.25% increase on base wages for 2019, 2020 and a wage only reopener in 2021; an increase in the paramedic fund from \$80,000 to \$85,000 beginning January 1, 2020; an additional 2% increase on the base salary for a firefighter with a bachelor's degree for anything related to fire services or nursing; and a 1% increase for a firefighter with an associate's degree in a fire service related discipline. This replaces previous language which included a bonus for obtaining a degree and staff feels this will attract more firefighters to the City of Shaker Heights. The non-discrimination language was changed to align with the amendments Council has enacted for the City of Shaker Heights. Drivers will now be referred to as engineers and the mandatory retirement age has been changed to allow an extension from age 60 to age 63 if requested, provided members pass a physical and their job performance is in good standing. There is a cap on compensatory time which may be cashed out and members may receive one additional personal day for 2019 and 2020, giving them a total of three personal days as of 2020. The City will now pay all funds through direct deposit. A new fitness and wellness program requires all firefighters to have an annual physical and a fitness assessment. Once completed an employee may choose to participate in a fitness incentive test earning \$1,000 if successfully completed. A Memorandum of Understanding states that the membership will participate in a third party health care benefit survey so that we can get good data on spouses, where they work, and the type of benefits they are offered. This item is requested as an emergency and with a suspension of the rules in order for the terms of the labor agreement to be implemented.

Council member Mrs. Moore stated that when the 2019 budget was being considered at the end of 2018, Council faced some rather dismal revenue projections, much lower than we have ever expected. They necessitated cutting departmental budgets and additionally cutting \$500,000 from the operating budget as well as cuts from the capital budget. In that atmosphere they were faced with the Public Works union contract and were uncertain whether those revenues that they had estimated by the end of the fourth quarter would come in before April 2019. It was a very uncertain time in terms of budget projections. We now have more firm numbers and estimates looking up, so the budget discussion after this action will include information about those numbers for 2019. The picture has changed substantially from what it was at the end of 2018 and she is comfortable with this agreement.

It was moved by Ms. Williams, and seconded by Mr. Williams, that the rule requiring ordinances to be read on three different days be suspended and Ordinance No. 19-74 be placed upon its final enactment.

Roll Call:	Ayes:	Mr. Malone, Mrs. Moore, Mr. Roeder, Mrs. Senturia Ms. Williams, Mr. Williams, Mr. Zimmerman
	Nays:	None

Motion Carried

Moved by Ms. Williams, and seconded by Mr. Williams, that Ordinance No. 19-74 be enacted as read.

Roll Call: Ayes: Mr. Malone, Mrs. Moore, Mr. Roeder, Mrs. Senturia  
Ms. Williams, Mr. Williams, Mr. Zimmerman

Nays: None

Ordinance Enacted

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**Ordinance No. 19-75, by Mrs. Moore, adopting a classification and pay plan for various positions in the service of the City, and declaring an emergency.**

Sandra Middleton, Human Resources Manager, stated that each year Council receives a request to update the non-bargaining employee classification and pay plan for regular full time and part time positions. This item makes changes to various positions as noted in Exhibit 1, and provides a 2.25% cost of living increase for non-bargaining employees as noted in Exhibit 2, effective January 1, 2019. This item is requested as an emergency and with a suspension of the rules so that the changes may be implemented retroactively to January 1, 2019.

Mayor Weiss stated that in terms of the finances for 2019 we now have a better picture. While we entered January 2019 with four consecutive months of negative performance from the prior year, we have seen a steady improvement particularly in the income tax receipts beginning in February through July that give us comfort that we have improved our situation sufficiently to make the recommendation to approve a cost of living increase in non-bargaining wages by 2.25% to match those given to employees in Public Works and Fire. We are doing two things with this legislation, approving the cost of living increase as well as cleaning up positions with appropriate titles or eliminating those that no longer exist. This is retroactive to January 2019 and staff will work to get the increases to non-bargaining employee payroll as quickly as possible.

Council member Mr. Zimmerman stated that this is very important and he is glad that we are making this legislative history. There is a certain level of precedent that should not be cast aside. Council spent a lot of time last year discussing the budget, more time than they have before. There was a level of discomfort with passing the budget without the cost of living increase but it was seen as a necessary and prudent step because there was instability in revenue. They felt they had to take that into account. He also appreciates the fact that the Administration said they would revisit this when the real numbers came in once we saw if the trends would continue. In fact we have done that so he feels like they kept their word to the community. Sometimes there is tension between managing the budget and managing the work force. In this case it was the non-bargaining work force. That played out late last year. He really does appreciate the great work staff does and he knows the community does as well. This money is very well earned and Council has sufficient confidence that we can budget for it and provide for it on a retroactive basis. This is his way of saying thank you and his effort to put it into a larger context of last year's discussion and the discussion for this year.

Mayor Weiss stated that when we look back to the end of last year and the beginning of this year with four months in a row of negative performance, it caused a lot of caution on behalf of the Administration. That was the context in which we made a very difficult decision. No one took any pleasure in deferring the cost of living adjustment for non-bargaining employees while continuing negotiations with bargaining units. Public Works union negotiations had not been resolved at that point and Police and Fire had not

