



## OMAHA CITY COUNCIL

Omaha/Douglas Civic Center  
1819 Farnam Street - Suite LC-1  
Omaha, NE 68183  
Phone (402) 444-5520  
Fax (402) 444-5263

Thomas Mulligan  
President  
Garry Gernandt  
Vice President  
Pete Festersen  
Ben Gray  
Chris Jerram  
Jean Stothert  
Franklin Thompson

Honorable President

and Members of the City Council,

The attached Ordinance is to approve a Labor Agreement between the City of Omaha and the Professional Firefighters Association of Omaha, Local 385. This Agreement, if approved, will cover payroll years 2011 through 2014.

If approved, this Labor Agreement provides for the following:

1. The ending of pension "spiking" by retirees.
2. The continuation of a process that brings actuarial balance to the Police and Fire Retirement System for the future.
3. The changes to which sworn fire personnel agreed contribute an additional 12.74% of actuarially calculated aggregate pension savings. These benefit cuts include adding an additional five (5) years of service to the retirement schedule for existing firefighters with less than 15 years of service, and an additional ten (10) years for new hires. It reduces the new hire maximum pension benefits that may be received from seventy-five percent (75%) to sixty-five percent (65%). Further, new hires under this contract must retire at the new hire retirement age of fifty-five (55) or face a penalty on their pension. In addition, firefighters have agreed to contribute an additional 1.7% of their income to the pension system, the rough annual equivalent of \$1300 per firefighter, and \$825,000 collectively.
4. The City has agreed to contribute an additional 11.95% of the cash contributions into the system to solve the growing unfunded pension liability.
5. Wages. An average wage increase of 1.6% per year for the life of the contract. This includes a zero percent (0%) wage increase or "wage freeze" for 2011 and for the first six (6) months of 2012, and then a 2.5% increase for the second half of 2012. In 2013, the firefighters will receive an increase of 2.25% and for 2014 an increase of 2.9%.
6. Health insurance - starting at the beginning of 2013, firefighters will pay the same costs as other civilian employees under the standard City Pay Plan for deductibles, out of pocket max, co-insurance maximums and out-of-network treatment. Further, firefighters have agreed to pay insurance premiums of seven percent (7%), the same

percentage as civilian employees currently pay. The contract also eliminates Lasik for members of firefighter families. The combination of these changes provides savings of Six Hundred and Eighty Thousand Dollars (\$680,000) annually.

7. The contract maintains the City's right to determine overall staffing and equipment deployment including station location and number, daily staffing, staffing by rank and overall staffing. It expands the exceptions to the CIR Ordered four man rig requirement providing greater flexibility for fire management. The contract specifies the current practice of having one (1) captain, one (1) FAE and two (2) firefighters on engines, trucks, and special ops units and having one (1) captain and one (1) FAE on water tenders and a heavy rescue apparatus. For the term of the agreement, the City must continue the current practice of having seven (7) Battalion Chiefs which requirement is already imposed by an agreement the City has with the Elkhorn Fire Suburban District. It also continues the current practice of having three (3) paramedic shift supervisors. The Agreement specifies that the City will have a minimum of twenty-eight (28) assigned Bureau positions with nine (9) detached Bureau positions for a total of thirty-seven (37); this compared with the average number of Bureau staff of forty-two (42) in 2012 and forty-six (46) in 2011.
8. Provides for the creation of a Lead Medic position which will clear up responsibility issues that have arisen since the City removed captains from medic units following a decision by the CIR. Individuals who are acting as the Lead Medic on a paramedic unit will be paid an additional seventy-five cents (\$0.75) per hour. Further, the current CIR decision provides for ten percent (10%) of pay for assigned paramedics and eight percent (8%) for unassigned paramedics. These specialty pay amounts will be changed so that assigned paramedics receive thirteen percent (13%) of pay and unassigned paramedics receive five percent (5%) of pay. The combination of these rules provides for a savings of sixty thousand dollars (\$60,000) annually.
9. Changes have been made relative to callback pay and working out of class pay that will assist the City in management of the department. Callback will be rank for rank which will eliminate the operational disruption caused by seniority based bumping when individuals of higher rank take time off. In addition, the CIR ordered working out of class pay is relaxed so that the working out of class trigger does not occur until a vacancy is occupied for twelve (12) hours.
10. Eliminates the full release Union Officer position that was proposed in the 2011 tentative agreement. The amount of Union leave hours was increased to allow for flexibility in performing Union functions. This was in exchange for a reduction on CIR

Honorable President  
and Members of the City Council  
Page 3

ordered vacation leave hours in 2013 and 2014.

This tentative agreement will continue to allow the Fire Department to remain the standard for modern fire care especially during tough economic times. Being able to reach this goal with an agreeable contract is a testament to the seriousness that all parties in negotiations had to resolve their long standing difference. During the long negotiation sessions, the Professional Firefighters Association of Omaha, Local 385 has acted professionally and responsibly in order to reach the agreement now in front of you. This agreement will resolve a number of long standing issues and will put the parties in a position to have a restored relationship as they move forward in trying to address the important issues up to date.

Respectfully submitted:



Jean Stothert  
City Council Negotiating Subcommittee

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE to approve the Collective Bargaining Agreement between the City of Omaha and the Professional Firefighters Association of Omaha, Local No. 385; AFL-CIO-CLC for a term of December 26, 2010 to December 20, 2014; to provide that any ordinances of the City of Omaha, and any rules and regulations promulgated thereunder, which are in conflict with the provisions of the Collective Bargaining Agreement shall not be applicable to those employees in the bargaining unit described in Article 1, Section 1, of said Collective Bargaining Agreement; and to provide the effective date thereof.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF OMAHA:

Section 1. That the Collective Bargaining Agreement between the City of Omaha and Professional Firefighters Association of Omaha, Local No. 385; AFL-CIO-CLC for the term of December 26, 2010 to December 20, 2014 is hereby approved. A copy of said Collective Bargaining Agreement negotiated and agreed to between the parties is attached hereto and by this reference made a part hereof.

Section 2. Any ordinances of the City of Omaha, and any rules and regulations promulgated thereunder, which are in conflict with the provisions of the Collective Bargaining Agreement shall not be applicable to those employees in the bargaining unit described in Article 1, Section 1 of said Collective Bargaining Agreement.

Section 3. This ordinance, being legislative in character, shall take full force and effect fifteen days after its approval.

INTRODUCED BY COUNCILMEMBER

\_\_\_\_\_

APPROVED BY:

\_\_\_\_\_  
MAYOR OF THE CITY OF OMAHA DATE

PASSED \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
CITY CLERK OF THE CITY OF OMAHA DATE

APPROVED AS TO FORM:

  
\_\_\_\_\_  
ASSISTANT CITY ATTORNEY DATE 11/20/12

**ORDINANCE NO.** \_\_\_\_\_

AN ORDINANCE to approve the Collective Bargaining Agreement between the City of Omaha and the Professional Firefighters Association of Omaha, Local No. 385; AFL-CIO-CLC for a term of December 26, 2010 to December 20, 2014; to provide that any ordinances of the City of Omaha, and any rules and regulations promulgated thereunder, which are in conflict with the provisions of the Collective Bargaining Agreement shall not be applicable to those employees in the bargaining unit described in Article 1, Section 1, of said Collective Bargaining Agreement; and to provide the effective date thereof.

p:\law - city council documents\2012\10148dac.doc

**PUBLICATIONS**

**PUBLICATION OF HEARING**

Date \_\_\_\_\_

**PUBLICATION OF ORDINANCE**

Date \_\_\_\_\_

**PRESENTED TO COUNCIL**

1st Reading \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Hearing \_\_\_\_\_

\_\_\_\_\_

Final Reading \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**BUSTER BROWN**  
City Clerk