

RESOLUTION NO. 22-82

A RESOLUTION AUTHORIZING RATIFICATION OF TERMS FOR THE COLLECTIVE BARGAINING AGREEMENT FOR JULY 1, 2022 – JUNE 30, 2023 BETWEEN THE CITY OF CASPER AND THE FIRE FIGHTERS' LOCAL UNION 904, I.A.F.F., AFL-CIO.

WHEREAS, the City of Casper and the Casper Fire Fighters' Local 904, I.A.F.F., AFL-CIO (Fire Fighters' Local Union 904) have met and concluded negotiations; and,

WHEREAS, certain terms need ratified with the conclusion of negotiations between the City of Casper and the Casper Fire Fighters' Local Union 904 (the Parties); and,

WHEREAS, The Bargaining Agent for the Fire Fighters' Local Union 904 and the City of Casper's Human Resources Division will draft the Collective Bargaining Agreement for 2022-2023 to be adopted by Resolution no later than the June 21, 2022, City Council Meeting.

WHEREAS, the base terms we seek to have ratified are as follows:  
The City of Casper and the Fire Fighters' Local Union 904 began negotiations in February 2022 with the following items as signed tentative agreements:

1. **Amendment to Article III, Section 1, Management Rights and Responsibilities** – In general terms, these revisions will provide clear and concise language to benefit both the members and management. The changes made will clarify communicating any changes in policy prior to implementation of a policy and that re-assignments not related to disciplinary action, not resulting in a demotion.
2. **Amendment to Article IV, Section 6, Paragraph 2** – In general terms, these revisions will provide Federal mileage reimbursement rate to members for business use of a personal vehicle.
3. **Amendment to Article IV, Section 11, Paragraph "B" Day Personnel** – In general terms, new fire fighters will start with Eighty (80) hours of disability leave available upon hire.
4. **Amendment to Article IV, Section 22, Paragraph 2** – In general terms, Community Risk Reduction Officers that report to duty after scheduled work hours will be compensated at a one and one half (1.5) times of their base hourly rate of pay.
5. **Amendment to Article IV, Section 7** – In general terms, wording to be reflective of changes stipulated effective July 1, 2022 in the 2020-2022 CBA.
6. **Amendment to Article IV, Section 8, Paragraph 4** – In general terms, members will be provided with an increased contribution to their Retirement Health Savings Account from \$500 to \$1,000 annually.
7. **Amendment to Article IV, Section 4, Letter "B"** – In general terms, this revision will clarify that an emergency callback on a Holiday is compensated at triple-time rate.
8. **Amendment to Article IV, Section 4, Paragraph "A": Call Back** – In general terms, this revision will allow compensatory time to be used to a greater effect.

9. **Amendment to Article IV, Section 4, Paragraph “D”: Day Personnel** – In general terms, this revision will allow compensatory time to be used to a greater effect for day personnel.
10. **Addition to Article V, Section 2, Letter “E: Mental Health Services”** – In general terms, members will be provided with up to four (4) mental health consultations annually, up to \$250 per consultation. This is an additional benefit to encourage members to seek professional mental health services with the ability to choose their own provider.

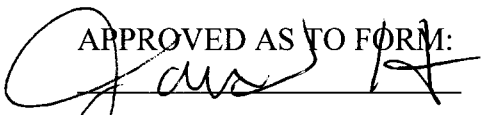
Additionally, the parties agreed to the following items:

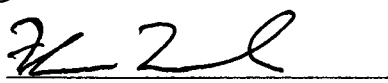
1. Platoon wages to equal those members that work day schedules. This is a 2.6% to 2.8% increase for the platoon positions. This is in addition to any step increase members are eligible for. This item of resolution is for a two-year period FY23 and FY24.
2. A minimum of a 3.5% Cost of Living Adjustment (COLA) will be given to members with an understanding that members will also receive any additional amount for a COLA the same as other full-time employees of the City of Casper. If the sales tax revenue exceeds \$425,000.00 over the first six months’ projected sales revenue in FY23 (July 1, 2022 – Dec. 31, 2022), an additional 3.5% COLA will be provided to the Fire Fighters and other full-time employees of the City January 1, 2023.
3. A conversion factor of .7123 can be used when members who work platoon come to a day schedule and the City will increase the vacation day accrual cap to 263 hours for day personnel.
4. Other topics presented by both teams will remain as interim topics to be worked on prior to the next negotiation period. A Memorandum of Understanding (MOU) between the parties designating the interim topics will be executed by the City and Local Union 904.
5. Wage increases will not be an item of negotiation in the February-March 2023 Collective Bargaining term.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF CASPER, WYOMING: The terms negotiated between the Parties are hereby ratified and that the Mayor, and the City Manager, are hereby authorized and directed, and the City Clerk to attest, to proceed with drafting the Collective Bargaining Agreement with the Casper Fire Fighters' Local Union 904 for the contract period July 1, 2022 – June 30, 2023.

PASSED, APPROVED, AND ADOPTED this 17<sup>th</sup> day of May, 2022.

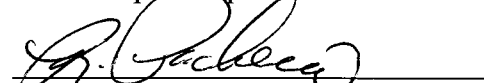
APPROVED AS TO FORM:

  
ATTEST:

  
Fleur D. Tremel  
City Clerk



CITY OF CASPER, WYOMING  
A Municipal Corporation

  
Ray Pacheco  
Mayor