## STAFF REPORT

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| **Agenda Item:** | 10 | **Name:** | Sahar Fathi |
| **Proposed No**.: | 2018-0574 | **Date:** | December 5, 2018 |

**SUBJECT**

Proposed Ordinance 2018-0574 would ratify the International Association of Fire Fighters (IAFF), Local 2595 (Paramedics, Emergency Medical Services – Department of Public Health) memorandum of agreement (MOA) regarding Grievance Settlement Agreement and Release of Claims Regarding Joint Labor Management Insurance Committee (JLMIC) 2017-18 Plan Benefit Changes for the period of January 2017, through December 31, 2020.

**SUMMARY**

King County and the JLMIC are parties to agreements ("the JLMIC Benefits Agreement") that provides medical, dental, vision, and life insurance benefits for represented and non-represented employees.

Proposed Ordinance 2018-0574 would ratify a memorandum of agreement (MOA) regarding Grievance Settlement Agreement and Release of Claims Regarding JLMIC and provides the following agreed upon terms:

1. The 2017 general wage increase provided to paramedics will be increased from 1.99% to 2.25% in 2017.
2. Provides an agreement by the IAFF to sign on to the 2017-2018 JLMIC benefits agreement.
3. Reinstates the early retiree subsidy that had been discontinued in 2017 for one paramedic who retired in 2018.
4. Provides an agreement by the IAFF to sign on to the 2018-2019 JLMIC benefits agreement rather than creating a separate health plan for paramedics only.
5. Provides that the IAFF has agreed to withdraw the grievance related to changes in health benefits that occurred in 2017 and 2018.

**BACKGROUND**

Proposed Ordinance 2018-0574 would ratify the International Association of Fire Fighters (IAFF), Local 2595 (Paramedics, Emergency Medical Services – Department of Public Health) memorandum of agreement (MOA) regarding Grievance Settlement Agreement and Release of Claims Regarding Joint Labor Management Insurance Committee (JLMIC) 2017-18 Plan Benefit Changes for the period of January 2017, through December 31, 2020.

A summary of the JLMIC insured benefits agreement can be found in the staff report for Proposed Ordinance 2018-0546.

**ANALYSIS**

**Grievance Settlement Agreement and Release of Claims**

Below is a summary of the changes and updates Settlement Agreement and Release of Claims:

Revised General Wage Increase: The 2017 general wage increase provided to paramedics will be increased from 1.99% to 2.25% in 2017.

2017-18 Health Benefits:

* Provides that the 2017-18 JLMIC MOA provides the health benefit terms available to paramedics between January 1, 2017 and December 31, 2018.
* Reinstates the early retiree subsidy that had been discontinued in 2017 for one paramedic who retired in 2018. This results in financial reimbursement to the retired paramedic that incurred additional financial costs due to the subsidy’s prior elimination.

Signatories to 2019-20 JLMIC MOA: Provides that the paramedics will sign onto the 2019-20 JLMIC MOA with its respective terms, rather than creating a separate health plan for paramedics only.

Grievance Withdrawal: Provides that the union has agreed to withdraw the grievance related to changes in health benefits that occurred in 2017 and 2018.

**Fiscal Impacts**

Retroactive reimbursement of the early retiree subsidy effective January 1, 2017, will result in financial reimbursement to a retired paramedic that incurred additional financial costs due to the subsidy’s prior elimination. Those costs are estimated at $11,800.

In addition, the Executive has noted that the Grievance Settlement Agreement will result in an increase of costs of $86,800.

**ATTACHMENTS**

1. Proposed Ordinance 2018-0574 (and its attachments)
2. Transmittal Letter
3. Fiscal Note

**INVITED**

1. Bob Railton, Labor Relations Manager
2. Andrea Coulson, President, IAFF, Local 2595