

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

at MileHighOrdinance@DenverGov.org by **3:00pm on Monday**. Contact the Mayor's Legislative team with questions

Date of Request: 5/24/2022

Please mark one: ☐ Bill Request or ☒ Resolution Request

1. Type of Request:

☐ Contract/Grant Agreement ☐ Intergovernmental Agreement (IGA) ☐ Rezoning/Text Amendment

☐ Dedication/Vacation ☐ Appropriation/Supplemental ☐ DRMC Change

☒ Other: Collective Bargaining Agreement

2. Title: (Start with *approves*, *amends*, *dedicates*, etc., include name of company or contractor and indicate the type of request: grant acceptance, contract execution, contract amendment, municipal code change, supplemental request, etc.)

The Department of Public Safety is requesting a resolution approving the collective bargaining agreement between the City and County of Denver and Denver Firefighters – Local 858 for the years 2023 through 2025.

3. Requesting Agency:

Department of Public Safety

4. Contact Person:

| | |
|---|---|
| Contact person with knowledge of proposed ordinance/resolution | Contact person to present item at Mayor-Council and Council |
| Name: Laura Wachter | Name: Laura Wachter |
| Email: laura.wachter@denvergov.org | Email: laura.wachter@denvergov.org |

5. General description or background of proposed request. Attach executive summary if more space needed:

This is a resolution request to approve the Collective Bargaining Agreement between the City and County of Denver (City) and Denver Firefighters – Local 858 (Local 858), regarding pay and benefits for the years 2023 through 2025.

The new contract contains a number of amendments to the current contract, including (1) reimbursing fire fighters assigned to the Fire Investigation Unit up to \$750 every 5 years for new/replacement ballistic vests; (2) keeping the status quo for medical insurance in 2023 and creating a self-funded health insurance trust to be managed by Local 858 that would begin offering health and vision benefits to fire fighters (alongside coverage offered by Kaiser) in 2024; (3) implementing a 4% across-the-board salary increase in 2023, 2024 and 2025, effective January 1 each year; (4) increasing salaries by 1.5% for Engineers and Specialty Engineers effective 1/1/23; (5) increasing salaries by 5% for EMTs effective 1/1/23; (6) increasing longevity pay by \$.25 per month/per year of service effective 1/1/23; and (7) adding Juneteenth as an additional paid holiday effective 2023.

6. City Attorney assigned to this request (if applicable):

Rob Nespor

7. City Council District:

City-wide

8. ****For all contracts, fill out and submit accompanying Key Contract Terms worksheet****

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

Key Contract Terms

Type of Contract: (e.g. Professional Services > \$500K; IGA/Grant Agreement, Sale or Lease of Real Property):
Collective Bargaining Agreement

Vendor/Contractor Name:
Denver Firefighters – Local 858

Contract control number:
SAFTY-202263373

Location:
City-wide

Is this a new contract? ☒ Yes ☐ No **Is this an Amendment?** ☐ Yes ☒ No **If yes, how many?** _____

Contract Term/Duration (for amended contracts, include existing term dates and amended dates):
24 months

Contract Amount (indicate existing amount, amended amount and new contract total):

| <i>Current Contract Amount</i> | <i>Additional Funds</i> | <i>Total Contract Amount</i> |
|--------------------------------|-------------------------|------------------------------|
| <i>(A)</i> | <i>(B)</i> | <i>(A+B)</i> |
| \$0 | \$0 | \$0 |

| <i>Current Contract Term</i> | <i>Added Time</i> | <i>New Ending Date</i> |
|------------------------------|-------------------|------------------------|
| - | 1/1/2023 | 12/31/2025 |

Scope of work: Agreement includes a broad range of pay and benefits administration. Including pay rates, leave, holidays, insurance coverage, disability, retirement, grievance and arbitration procedures, and more.

Was this contractor selected by competitive process? No

If not, why not? Denver Firefighters – Local 858 is the sole and exclusive bargaining agent for fire fighters per the Charter.

Has this contractor provided these services to the City before? ☒ Yes ☐ No

Source of funds: General fund

Is this contract subject to: ☐ W/MBE ☐ DBE ☐ SBE ☐ XO101 ☐ ACDBE ☒ N/A

WBE/MBE/DBE commitments (construction, design, Airport concession contracts): N/A

Who are the subcontractors to this contract? N/A

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