



Legislation Text

File #: 22-0653, Version: 1

**Contract Request Template (Contracts; IGAs; Leases)**

**Date Submitted: 5-31-2022**

**Requesting Agency: Department of Public Safety  
Division:**

**Subject Matter Expert Name: Laura Wachter**

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**Phone Number:**

**Item Title & Description:**

*(Do not delete the following instructions)*

*These appear on the Council meeting agenda. Initially, the requesting agency will enter a 2-3 sentence description. Upon bill filling, the City Attorney's Office should enter the title above the description (the title should be in **bold** font).*

*Both the title and description must be entered between the red "title" and "body" below. Do **not** at any time delete the red "title" or "body" markers from this template.*

**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.**

Approves the collective bargaining agreement with Denver Firefighters Local 858 for 2023-2025 pay and benefits (SAFTY-202263373). The last regularly scheduled Council meeting within the 30-day review period is on 7-11-22. The Committee approved filing this resolution by consent on 6-8-22.

**Affected Council District(s) or citywide? Citywide**

**Contract Control Number: SAFTY-202263373**

**Vendor/Contractor Name (including any "DBA"): Denver Firefighters - Local 858**

**Type and Scope of services to be performed:** 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.

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.

**Location (if applicable):**

**WBE/MBE/DBE goals that were applied, if applicable (construction, design, Airport concession contracts):**

**Are WBE/MBE/DBE goals met (if applicable)?**

**Is the contract new/a renewal/extension or amendment? New**

**Was this contractor selected by competitive process or sole source?**

Denver Firefighters - Local 858 is the sole and exclusive bargaining agent for fire fighters per the Charter.

**For New contracts**

**Term of initial contract: 1-1-2023 through 12-31-2025**

**Options for Renewal:**

**How many renewals (i.e. up to 2 renewals)?**

**Term of any renewals (i.e. 1 year each):**

**Cost of initial contract term:**

**Cost of any renewals:**

**Total contract value council is approving if all renewals exercised:**

**For Amendments/Renewals Extensions:**

**Is this a change to cost/pricing; length of term; terms unrelated to time or price (List all that apply)?**

***If length changing***

**What was the length of the term of the original contract?**

**What is the length of the extension/renewal?**

**What is the revised total term of the contract?**

***If cost changing***

**What was the original value of the entire contract prior to this proposed change?**

**What is the value of the proposed change?**

**What is the new/revised total value including change?**

***If terms changing***

**Describe the change and the reason for it (i.e. compliance with state law, different way of doing business etc.)**