



City Council Memorandum

To: Mayor Fasbender & City Councilmembers
From: City Administrator Dan Wietecha
Date: March 6, 2023
Item: MOU for Alternate Schedule

Council Action Requested:

Approve MOU with IAFF #5113 for Alternate Schedule

Background Information:

The 2023 Budget includes funds to hire up to 4 new Firefighter/EMTs, who would work a “power truck” schedule to provide additional staff to respond to daytime calls.

The current 2022-2023 collective bargaining agreement with the International Association of Firefighters Local #5113 specifies a work week averaging 53 hours. The alternate schedule of the power truck would mean a work week averaging either 40 or 44 hours, so the MOU establishes wages for the alternate schedule.

Financial Impact:

Included in 2023 Budget.

Committee Discussion:

City Council adopted the 2023 Budget on December 5, 2022, which included adding Firefighter/EMTs to work an alternate schedule.

Attachments:

Memorandum of Understanding: Alternate Schedule

MEMORANDUM OF UNDERSTANDING

Alternate Schedule

This Memorandum of Understanding (MOU) is entered into by and between the City of Hastings (“City”) and the International Association of Fire Fighters Local #5113 (“Union”), on behalf of the Fire Fighters bargaining unit, for the purpose of establishing guidance for employees assigned to an alternate shift. The City and Union shall collectively be referred to as “the Parties.”

WHEREAS, the City desires to add professional firefighter staff; and

WHEREAS, the City contemplates two potential versions of an alternate shift: a schedule averaging 40 hours per week and a schedule averaging 44 hours per week; and

WHEREAS, the City and Union are parties to a 2022-2023 collective bargaining agreement (“CBA”) which does not contain negotiated language over the wages of an alternate shift; and

WHEREAS, the Parties agree that the establishment and implementation of an alternate shift wage is the subject of bargaining; and

WHEREAS, the Parties wish to set base wages for the potential power truck consistent with the base wages for current firefighters;

NOW, THEREFORE, BE IT RESOLVED, in consideration of the foregoing recitals, the Parties hereby agree as follows:

ARTICLE XII. HOURS OF EMPLOYMENT

The regular workweek for firefighters assigned to a power truck shift shall consist of an average of either forty (40) or forty-four (44) hours in one (1) week.

ARTICLE XXIII. WAGES

Alternate Schedule—14-day work week consisting of 80 scheduled hours

Start	6 Month	12 Month	24 Month	36 Month
\$31.84	\$33.92	\$36.04	\$38.13	\$40.23

Alternate Schedule—14-day work week consisting of 88 scheduled hours

Start	6 Month	12 Month	24 Month	36 Month
\$28.95	\$30.84	\$32.76	\$34.67	\$36.57

Stipend

As an exception to the current *Memorandum of Agreement: Overtime*, Firefighters assigned to an alternate schedule as provided herein will also receive \$273.24 stipend per pay period.

IN WITNESS WHEREOF, the Parties hereto have caused this MOU to be executed by its duly authorized representatives.

CITY OF HASTINGS

INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS, LOCAL NO.
#5113

Approved by the Hastings City Council:

Approved by the Union:

Mary D. Fasbender, Mayor

Craig Latch, President

Dan Wietecha, City Administrator

Philip Nelson, Vice President

Kelly Murtaugh, City Clerk

Kiel Kwiatkowski, Secretary/Treasurer