

I am pleased to report that the grievance filed on 03/15/2023 by the IAFF relating to Haz-Mat pay has been withdrawn or settled between the City and the IAFF. The City stands by the 16-year payroll procedure established in 2006. as evident throughout the grievance process, the City would continue paying the 16-year payroll procedure that the IAFF wished to change. The payroll coding remains the same and the Coffeyville Fire Department resubmitted their hazmat response pay according the original 16-year procedure codes.

As you are aware, staff and commissioners chose not to speak on this issue publically, rather, let the process move forward as spelled out in the labor agreement, work work through the complaint while allowing administration an opportunity to investigate the issues, work together with the IAFF to find a resolution to the problem the problem if practical, or allowing the IAFF the opportunity to forward the grievance on for binding arbitration.

The entire situation boils down to the City informing the firefighters and firefighters union that going forward, the City would not allow fire personnel to input double pay for Haz-Mat responses due to the fact that if equal hours are not backed out of regular hours worked, it could result in personnel actually receiving triple pay for such incidents. The city explained, on multiple occasions, that personnel can input their regular duty hours, at the appropriate class, and also can input an additional straight-time pay for any hours worked on any approved Haz-Mat responses. This has been the practice for the majority of the 16 years that the City has participated in Haz-Mat program. This allows the City to more accurately track expenses for reimbursements from the State. This isn't a win, or even a loss to the IAFF, or the City, but more of a clarification of the 16-year procedure. The City is in no way obligated to pay the IAFF anything other than their contractual wage, at the appropriate rate of straight time, overtime, or call-back time. The IAFF agreement does not speak to reference Haz-Mat response pay.

The City has not only the right, but also the responsibility to maintain process for accounting of payroll, regardless of what the IAFF believes.