



**Regular Meeting, Fire District #1, September 1, 1999**

**VOTE**

Commissioner Betsy Gwin	Aye
Commissioner Thomas G. Winters	Abstain
Commissioner Carolyn McGinn	Aye
Commissioner Ben Sciortino	Aye
Chairman Bill Hancock	Aye

**Chairman Hancock** said, "Thank you."

**Commissioner Gwin** said, "I'll abstain because I have not reviewed them."

**MOTION**

Chairman Hancock moved to approve the Minutes of the August 4 meeting.

Commissioner McGinn seconded the Motion.

There was no discussion on the Motion, the vote was called.

**VOTE**

Commissioner Betsy Gwin	Abstain
Commissioner Thomas G. Winters	Aye
Commissioner Carolyn McGinn	Aye
Commissioner Ben Sciortino	Aye
Chairman Bill Hancock	Aye

**Chairman Hancock** said, "Thank you. Next item."

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**NEW BUSINESS**

**A. MEMORANDUM OF AGREEMENT WITH LOCAL 2612 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS FOR 1999 AND 2000.**

**Mr. Bob Lamkey**, Director, Division of Public Safety, greeted the Commissioners and said, "Before you is Memorandum of Agreement between Fire District #1 and Local 2612 of the International Association of Firefighters. It is a two year agreement covering 1999 and 2000. Key elements of the new agreement are a 2.5% cost of living adjustment for 1999 and that is already in effect since January, a 3% COLA for 2000, an increase in the annual uniform allowance from \$250 to \$275, allowance for up to three members of the union board, an aggregate total of 180 hours time off with pay to engage in negotiations, language clarifying call-back procedures, clarification of vacation administration for bargaining unit members, establishing an injury leave article by provision for one year injury leave for injuries occurred while responding to an incident, streamline the grievance procedure and sharing the cost of an arbitrator should one become necessary, an inclusion of a new article on candidates for promotion outlining competing for it and being selected as a candidate for fire lieutenant. All provisions of the existing contract remain in effect.

"Let me add also the agreement was reached September 1 after much negotiation. I commend the leadership of Local 2612 and the Fire District for maintaining an atmosphere of mutual respect and professionalism throughout the process. It is nice to see while frankly discussing honest differences the spirit of good will can be maintained. It speaks well for the professionalism of all our fire personnel. I would recommend that as the governing body that you approve and assign the agreement. I think Mr. Cowley, the Union President, would like to address you for a second or two as well."

**Chairman Hancock** said, "Thank you, Bob."

**Mr. Jeffrey Cowley** said, "A long drawn out speech lined out but Bob kind of took my wind out of the sail. Bob is absolutely correct. This was not only a long drawn out process, we maybe could have gotten this done a little quicker, but now we're to the point where we're agreeable on all issues. The ratification vote, I will tell you that it was a hard sell. Usually when we have a contract vote, it is pretty unanimous. However, this one was not. It was a very close vote. In negotiations after the fact finder report, Bob and I sat across the table and had a pretty good discussion on the fact finders report. We're in understanding of the conditions of Boeing's taxation and how much that put a burden on the Fire District. We understand

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that and we understand that is not going to be an ongoing problem. That is going to be ratified and after this contract we'll get back to the table and discuss those issues that deal with money, the monetary things.

"There was considerable improvement on this contract. Each and every year we have been able to get improvements to bring us more in line with the other three fire departments in the state that are above us. Sedgwick County is the fourth largest department in the State of Kansas and some of our benefits fall way short of being number four. We're hoping to get in there and improve those so we can bring quality firefighters to the Fire District and make out fire district a lot better. We have an excellent department now. We have some highly trained individuals with the fire department. They'll continue to do a good job for the citizens and tax payers of Sedgwick County. I would recommend that you sign and approve the Contract. Thank you."

**Chairman Hancock** said, "Thank you. Commissioners, questions or comments? I'm sure we are going to approve this. I just want to say that I appreciate everything the firefighters have done and the negotiation team you put together, Bob, your group and the folks that you've been working with. We know it has been a long haul and a difficult task. Anytime the welfare and the lives of individuals are discussed, and as far as their work is concerned, we know it is hard to get everyone to agree on every item. There are a lot of folks out there you have to please. It is not always possible. I think both sides, at least it has been my experience, have been reasonable and prudent and at the same time understanding of each other. That's what makes it work. We appreciate the negotiating team of the firefighters. It's always been a pleasure to work with and I know we'll continue to work with them without any problem whatsoever in the future. It has always been good. As long as we understand that, I know that long after I'm gone, it will be easy to arrive at contracts that work and benefits both sides. Thank you very much. Appreciate it. Commissioners, what's the will of the Board?"

### **MOTION**

Commissioner Gwin moved to approve the Memorandum of Agreement and authorize the Chairman to sign.

Commissioner McGinn seconded the Motion.

There was no discussion on the Motion, the vote was called.

### **VOTE**

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Commissioner Betsy Gwin	Aye
Commissioner Thomas G. Winters	Aye
Commissioner Carolyn McGinn	Aye
Commissioner Ben Sciortino	Aye
Chairman Bill Hancock	Aye

**Chairman Hancock** said, "Thank you. Is there further business? If not, we're adjourned."

**B. OTHER**

**C. ADJOURNMENT**

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There being no other business to come before the Board, the Meeting was adjourned at 9:45 a.m.

**BOARD OF COUNTY COMMISSIONERS OF  
SEDGWICK COUNTY, KANSAS**

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**BILL HANCOCK**, Chairman  
Second District

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**BETSY GWIN**, Chair Pro Tem,  
First District

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**THOMAS G. WINTERS**, Commissioner,  
Third District

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**CAROLYN McGINN**, Commissioner,  
Fourth District

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**BEN SCIORTINO**, Commissioner  
Fifth District

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ATTEST:

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**James Alford**, County Clerk

APPROVED:

\_\_\_\_\_, 1999