

Hello Brothers, Sisters, and Spouses of the Retired Fire Fighters Association of Denver:

Since your luncheons have been canceled due to COVID-19, I felt that a written update for all of you is in order as 2020 starts its fourth quarter.

To put it simply, it would be a massive understatement to say that 2020 has brought its challenges to our Union this last year. However, we, including Secretary-Treasurer Phil Cordova, the Executive Board, and Directors, have been working tirelessly to ensure fire fighters are represented at all levels.

Here are some highlights of what we accomplished this year:

Fire Chief: After losing our Chief of 10 years, Local 858 leadership worked with an interim administration while simultaneously participating in the Chief selection process. This was a long process that included many committee meetings, employee and community listening sessions, and, finally, interviews of the 11 amazing candidates. Chief Desmond Fulton was sworn in as our new Chief on Monday, October 12th, and should have his Division Staff appointed soon.

COVID-19: Local 858 was completely immersed to ensure the coverage, safety, and well-being of our members and the population we serve. We were able to work with an interim administration to provide our members were 100% covered and did not have to use their sick leave if they became infected with COVID. Local 858 also convened the safety committee to analyze our personal protective equipment (PPE) and make recommendations to the administration (the full report is online at iaff858.org). As COVID appears to be on the rise, Denver Fire Fighters have a good stockpile of PPE and internal procedures to keep our members and communities safe. Local 858 will continue to represent our members that have to face this pandemic every day.

COVID-19 (Budget): COVID has had a significant impact on the city's budget due to the complete shutdown of the economy in the 2nd quarter of this year. Denver has an approximate \$250 million shortfall, and they have asked all bargaining units to assist with the budget gap. The city approached Local 858 to help with the 2021 budget by cutting approximately \$7.5 million in costs from the final year of our 2019-2021 collective bargaining agreement. The Collective Bargaining Committee met and put together a package that meets this need. This measure will prevent layoffs of approximately 55 fire fighters and the closure of three companies. Active Duty Members will decide to ratify this proposal on October 28th and 29th. *Details of the concessions are included as an attachment to this letter.*

Pension: Through the relentless lobbying efforts of the Colorado Professional Fire Fighters and relationships that Local 858 has with the city, we had a considerable pension victory in 2020. Effective January 1st, 2021, Fire and Police Pension Association (FPPA) departments will pay an additional .5% per year for ten years to assist our pension and change the calculation for normal retirement to the rule of 80 (age + time = 80). This will also help shore up the performance of FPPA, which could allow for a cost of living adjustment (COLA's) for existing new hire retirees in the future. Also, the supplemental retirement accounts (SRA's) can now be self-directed (like a 457(b)) starting January 1st.

Human Relations: We installed a new Human Relations (HR) Director over the last month. The Local 858 HR Director replaces the Resource Director and will serve as the liaison between Local 858 and the IAFF Office of Human Relations. As we continue to become a more diverse, equitable, and inclusive fire department, we need a way to ensure every member is represented equally and fairly. We need someone who has positive relationships within and outside our fire department, and I am very proud to introduce Ashaun Drumgo as the first Human Relations

Director for Local 858. Ashaun will be attending many training seminars, then developing relations with all of our affiliate groups such as Colorado Black Professional Fire Fighters, FIRE, Women Fire Fighters of Denver, and seeking other members such as members of the LGTBQ+ community, as well as veterans and active-duty military personnel. The goal is to have a dialogue within our fire family to promote a work environment where everyone can thrive and grow as a unified fire department.

Lastly, there will be a very important election starting after the first November Union Meeting. Positions that have a contested race are: President, VP District 3, VP District 4, VP District 6, VP DIA and one Trustee position. ***Open polling will start after the November 3rd meeting then continue Monday-Thursday 8:00 am – 3:00 pm (closed 12:00p – 1:00p for lunch) up until the beginning of the December 2nd meeting.***

Sincerely,

David Foster, President
Denver Fire Fighters Local 858

2021 MOU

Concession Summary

In accordance with Local 858 Constitution and Bylaws, Article XIV Section 9, the Collective Bargaining Committee has unanimously requested a Ratification Meeting to approve the tentatively agreed upon Memorandum of Understanding which will be presented to the membership on October 28th and 29th, 2020. The following are a summary of changes:

CONCESSIONS:

WAGE INCREASES 3% Raise Jan 1st, 2021- Deferred until Dec 31st, 2021

PEHP 1.25% contribution to PEHP – Will not receive in 2021

CLEANING MAINTENANCE \$550 cleaning/maintenance allowance – Will not receive in 2021

BIRTHDAY PAY Birthday Pay - Will not receive in 2021

HOLIDAY PAY President's Day, Independence Day, & Labor Day - Will not receive Holiday Premium in 2021

ASSURANCES:

LAYOFFS No Fire Fighter Layoffs

STAFFING/RIGS Maintain 4-person staffing and March 1st Operations staffing levels on all rigs & stations

EMT STAFFING Maintain May 1st EMT staffing levels

DISPATCH Maintain Uniformed Fire Dispatchers (staffed 6 to get 5)

GRIEVANCES Two Step 2 Grievances resolved (no financial impact to firefighters)

EXPANSION City will make efforts to open Truck 35 when DEN revenue allows, and take concrete steps toward construction of Station 40