



## Legislation Details (With Text)

**File #:** 15-0426 **Version:** 1 **Name:** 4/6/15 Resolution to Approve the Collective Bargaining Agreement with the International Association of Fire Fighters

**Type:** Resolution **Status:** Passed

**File created:** 4/6/2015 **In control:** City Council

**On agenda:** 4/6/2015 **Final action:** 4/6/2015

**Enactment date:** 4/6/2015 **Enactment #:** R-15-111

**Title:** Resolution to Approve the Collective Bargaining Agreement with the International Association of Fire Fighters, Local 693 for the July 1, 2014 to December 31, 2016 Contract Period

**Sponsors:** Sabra Briere

### Indexes:

### Code sections:

**Attachments:** 1. Agreement between the International Association of Fire Fighters Local 693 Collenctive Bargaining Agreement

| Date     | Ver. | Action By    | Action   | Result |
|----------|------|--------------|----------|--------|
| 4/6/2015 | 1    | City Council | Approved | Pass   |

Resolution to Approve the Collective Bargaining Agreement with the International Association of Fire Fighters, Local 693 for the July 1, 2014 to December 31, 2016 Contract Period

Human Resources Services recommends approval of the attached Resolution for the successor Collective Bargaining Agreement between the City of Ann Arbor and the International Association of Fire Fighters, Local 693

### Highlights of the negotiated agreement include:

- 1) Thirty month term (July 1, 2014 - December 31, 2016)
- 2) An across the board increase of 2.75% effective January 1, 2015, and a 2.5% across the board increase effective January 1, 2016, for all active members hired before July 1, 2012.
- 3) A 3% across the board increase effective January 1, 2015 and a 3% across the board increase effective January 1, 2016 for all employees hired on or after July 1, 2012, who are subject to a lower wage schedule.
- 4) A change in wage tables for members hired before July 1, 2012 which provides an increased differential for positions above firefighter. One half of the differential change will be effective January 1, 2015 and one half will be effective January 1, 2016.
- 5) Removal of the Assistant Chief position(s) from the bargaining unit.
- 6) Implementation of a physical standards/fitness for duty provision for members of the bargaining unit.
- 7) Agreement to the pension board composition approved by the voters by change in the Charter in November 2011, effective with the ratification of this contract.
- 8) Change in code day/vacation scheduling to improve staffing.

Prepared by: Nancy L. Niemela, Sr. Assistant City Attorney

Reviewed by: Robyn Wilkerson, Human Resources and Labor Relations Director

Approved by: Steven D. Powers, City Administrator

Whereas, The current collective bargaining agreement between the City of Ann Arbor and The International Association of Fire Fighters, Local 693 expired on June 30, 2014.

Whereas, the parties have reached a settlement on a new collective bargaining agreement which includes a thirty month term (July 1, 2014 - December 31, 2016), increases of 2.75% effective January 1, 2015 and 2.5% effective January 1, 2016, for employees hired before July 1, 2012, and increases of 3% effective January 1, 2015 and January 1, 2016 for employees hired on or after July 1, 2012, differential increases for positions above firefighter for employees hired before July 1, 2012, removal of the Assistant Chief position(s) from the bargaining unit, implementation of a physical standards/fitness for duty provision, agreement to the pension board composition approved by the voters in November 2011 and other changes related to operations.

Whereas, The City Administrator recommends approval of the negotiated agreement.

RESOLVED, That the City Council approve the settlement agreement which includes a thirty month term (July 1, 2014 - December 31, 2016), increases of 2.75% effective January 1, 2015 and 2.5% effective January 1, 2016, for employees hired before July 1, 2012, and increases of 3% effective January 1, 2015 and January 1, 2016 for employees hired on or after July 1, 2012, differential increases for positions above firefighter for employees hired before July 1, 2012, removal of Assistant Chief position(s) from the bargaining unit, implementation of a physical standards/fitness for duty provision, agreement to the pension board composition approved by the voters in November 2011 and other changes related to operations.

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement dated July 1, 2014 to December 31, 2016 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.

Sponsored by: Councilmember Briere