



# City of Ann Arbor

301 E. Huron St.  
Ann Arbor, MI 48104  
<http://a2gov.legistar.com/Calendar.aspx>

## Legislation Details (With Text)

<b>File #:</b>	25-1255	<b>Version:</b>	1	<b>Name:</b>	7/21/25 Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Assistant Fire Chiefs effective January 1, 2025 – December 31, 2027
<b>Type:</b>	Resolution	<b>Status:</b>	Passed		
<b>File created:</b>	7/21/2025	<b>In control:</b>	City Council		
<b>On agenda:</b>	7/21/2025	<b>Final action:</b>	7/21/2025		
<b>Enactment date:</b>	7/21/2025	<b>Enactment #:</b>	R-25-280		
<b>Title:</b>	Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Assistant Fire Chiefs effective January 1, 2025 - December 31, 2027				
<b>Sponsors:</b>					
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. FINAL Assistant Chief January 1 2025 - December 31 2027 CLEAN.pdf				

Date	Ver.	Action By	Action	Result
7/21/2025	1	City Council	Approved	Pass

Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Assistant Fire Chiefs effective January 1, 2025 - December 31, 2027  
Human Resources Services recommends approval of the new Collective Bargaining Agreement between the City of Ann Arbor and the Assistant Fire Chiefs.

Budget/Fiscal Impact: The recommended changes are within the budgeting target for the three year term of the contract as determined by Finance.

Highlights of the negotiated agreement include:

- 1) Three (3) year agreement;
- 2) 5% wage increase for 2025, 2026 and 2027;
- 3) An increased longevity payment schedule;
- 4) Effective January 1, 2027, the required rotation of Assistant Chiefs to act as Fire Chief during the Fire Chief's absence will be eliminated, and the Assistant Chief of Operations will be designated as Acting Chief during Fire Chief's absence;
- 5) Effective December 31, 2027 or the beginning of the first pay period should a vacancy occur sooner than December 31, 2027, one of the Assistant Chief positions will be reclassified to a Deputy Fire Chief position.

City Administration recommends approval of the attached Resolution to approve the January 1, 2025 - December 31, 2027 Collective Bargaining Agreement negotiated between the City and the Assistant Police Chiefs.

Prepared by: Heather Koch, Human Resources Service Partner  
Reviewed by: Monica Boote, Human Resources & Labor Relations Director  
Margaret Radabaugh, Deputy City Attorney  
Mike Kennedy, Ann Arbor Fire Chief

Kimberly Buselmeier, Financial Manager

Eli Boddy, Deputy Human Resources & Labor Relations Director

Approved by: Milton Dohoney Jr., City Administrator

Whereas, The parties have reached a settlement on a new agreement, which includes a three year term (January 1, 2025 to December 31, 2027); and

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

RESOLVED, That the City Council approve the three year collective bargaining agreement ending December 31, 2027; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2025 to December 31, 2027 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.