

..Title

Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Teamsters Local 214 Assistant Fire Chiefs effective January 1, 2019 – December 31, 2021

..Memorandum

Human Resources Services recommends approval of the new Collective Bargaining Agreement between City of Ann Arbor and the Teamsters Local 214 Assistant Fire Chiefs.

Budget/Fiscal Impact: The recommended changes do not exceed what was planned in the FY 2020 adopted budget. As part of the FY2021 budget process, the full cost of the impact of the pay increases will be budgeted.

Highlighted of the negotiated agreement include:

- 1) Three (3) year contract;
- 2) 2019 salary to maintain 10% differential between highest Battalion Chief rate and Assistant Chiefs, 2.75% wage increase effective January 1, 2020 and January 1, 2021;
- 3) The City's actuarial contribution to the eligible Assistant Chief members' Retiree Health Reimbursement Accounts (RHRA) increased from \$2,500 to \$3,500 per year, retroactive to January 1, 2019;

City Administration recommends approval of the attached Resolution to approve the January 1, 2019 – December 31, 2021 Collective Bargaining Agreement negotiated between the City and the Teamsters Local 214 Assistant Fire Chiefs.

..Staff

Prepared by: Heather Koch, Human Resources Analyst

Reviewed by: John Fournier, Assistant City Administrator and Interim Human Resources and Labor Relations Director

Approved by: Howard S. Lazarus, City Administrator

..Body

Whereas, The current agreement between the City of Ann Arbor and Teamsters Local 214 Assistant Fire Chiefs expired on December 31, 2018;

Whereas, The parties have tentatively agreed to a new collective bargaining agreement, which includes a three year term (January 1, 2019 to December 31, 2021); a 2019 salary to maintain 10% differential between highest Battalion Chief rate and Assistant Chiefs retroactive to January 1, 2019, with a 2.75% increase effective January 1, 2020, and January 1, 2021; an increase to the City's annual actuarial contribution to the RHRA from \$2,500 to \$3,500 for eligible Assistant Chief members; and

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

RESOLVED, That the City Council approve the agreed upon terms of the January 1, 2019 – December 31, 2021 collective bargaining agreement between the City of Ann Arbor and Local 214 Assistant Fire Chiefs, including a 2019 salary to maintain 10% differential between highest Battalion Chief rate and Assistant Chiefs retroactive to January 1, 2019,

with a 2.75% increase effective January 1, 2020, and January 1, 2021; an increase to the City's annual actuarial contribution to the RHRA from \$2,500 to \$3,500 for eligible Assistant Chief members; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2019 to December 31, 2021 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.