

[..Title](#)

Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Local 693 of the International Association of Fire Fighters (Ann Arbor Firefighters Union) effective January 1, 2020 – December 31, 2024

[..Memorandum](#)

Human Resources Services recommends approval of the new Collective Bargaining Agreement between the City of Ann Arbor and the Local 693 of the International Association of Fire Fighters.

Budget/Fiscal Impact: The recommended changes exceed what was planned in the FY2020/FY2021 adopted budget.

Highlights of the negotiated Agreement include:

- 1) Five (5) year agreement;
- 2) All members hired on or after July 1, 2012 will be subject to a new pay scale, effective January 1, 2020;
- 3) All members hired before July 1, 2012 will receive a 1% lump sum for 2020, and a 2% lump sum for 2022. There will be 0% adjustments to the base wage for these years;
- 4) A 1.5% base wage increase for all members effective January 1, 2022, a 2% base wage increase for all members effective January 1, 2023, and a 2.25% base wage increase for all members effective January 1, 2024;
- 5) The City's actuarial contribution to the eligible IAFF members' Retiree Health Reimbursement Accounts (RHRA) increased from \$3,500 to \$4,000 per year;
- 6) By January 1, 2022, all IAFF members will increase their pension contribution from 6% to 6.5% of pay;
- 7) The City achieved many beneficial operational changes that also have a cost savings for the Department;

City Administration recommends approval of the attached Resolution to approve the January 1, 2020 – December 31, 2024 Collective Bargaining Agreement negotiated between the City and the Local 693 of the International Association of Firefighters.

[..Staff](#)

Prepared by: Heather Koch, Human Resources Service Partner

Reviewed by: John Fournier, Interim Human Resources & Labor Relations Director

Approved by: Howard S. Lazarus, City Administrator

[..Body](#)

Whereas, The parties have reached a settlement on a new agreement, which includes a five year term (January 1, 2020 to December 31, 2024); and

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

RESOLVED, That the City Council approve the five year collective bargaining agreement ending December 31, 2024; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the

Collective Bargaining Agreement for the term January 1, 2020 to December 31, 2024 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.