



Legislation Details (With Text)

File #: 12-0361 **Version:** 1 **Name:** 3/19/12 IAFF CBA 7/1/10 - 6/30/14
Type: Resolution **Status:** Passed
File created: 3/19/2012 **In control:** City Council
On agenda: 3/19/2012 **Final action:** 3/19/2012
Enactment date: 3/19/2012 **Enactment #:** R-12-112

Title: Resolution to Approve the Collective Bargaining Agreement with Local 693 of the International Association of Fire Fighters (IAFF) Collective Bargaining Agreement for July 1, 2010 - June 30, 2014

Sponsors:

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Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
3/19/2012	1	City Council	Approved	Pass

Resolution to Approve the Collective Bargaining Agreement with Local 693 of the International Association of Fire Fighters (IAFF) Collective Bargaining Agreement for July 1, 2010 - June 30, 2014 Human Resources Services recommends approval of the attached Resolution for the new Collective Bargaining Agreement between the City of Ann Arbor and Local 693 of the International Association of Fire Fighters (IAFF). The City and IAFF have been operating without a contract since the previous agreement expired June 30, 2010.

The negotiated contract is in alignment with other contracts recently settled and includes the elimination of 457 match and reduction in food allowance. It also includes a change in schedule for platoon employees to increase their weekly hours worked.

This agreement also includes changes in health care plans that mirror the non-union hi/low plan and meets the State mandated hard cap levels as well as changes in new hire pension and new hire retiree healthcare.

This agreement provides for a 1.5% wage adjustment effective July 1, 2012 and 1.5% effective July 1, 2013. These wage increases bring the hourly wages back to the levels of June 2008.

This agreement also provides an entirely new wage scale for new hires.

Prepared by: Amy Seavitt, Human Resources Assistant

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 Local 693 of the International Association of Fire Fighters (IAFF) expired June 30, 2010;

Whereas, The parties have reached a settlement on a new agreement, which provides the elimination of the ICMA 457 Match and a reduction in food allowance, as well as a new schedule for platoon employees including increased hours worked each week;

Whereas, The agreement also includes provisions for a change in health plan design which mirrors the non-union health care plan and meets the state mandated hard cap for employee health benefits, and changes in new hire pension and new hire retiree healthcare which are in accordance with a resolution passed by City Council;

Whereas, This agreement provides for a 1.5% wage adjustment effective July 1, 2012 and an additional 1.5% wage adjustment effective July 1, 2013. These wage increases bring the hourly wages back to the levels of June 2008.

Whereas, This agreement includes a new wage scale for new hires.

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

RESOLVED, That the City Council approve the settlement agreement ending June 30, 2014 ; and

RESOLVED, That the Mayor and City Clerk be hereby authorized to sign the collective bargaining agreement on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.