



## Legislation Text

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**File #:** 18-0302, **Version:** 1

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Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Local 369 of the International Union of the American Federation of State, County, And Municipal Employees AFL-CIO (AFSCME), Effective January 1, 2018 - December 31, 2021  
Human Resources Services recommends approval of the new Collective Bargaining Agreement between the City of Ann Arbor and Local 369 of the International Union of the American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME).

Budget/Fiscal Impact - The recommended changes to the agreement are within the FY2018 adopted budget and consistent with FY2019/FY2020 projections that were shared with Council.

Highlights of the negotiated agreement include:

- 1) Four (4) year contract;
- 2) 2% base wage increase effective January 1 of each contract year;
- 3) Tuition Reimbursement increased from \$2,500.00 to \$5,000.00 per Fiscal Year; and
- 4) Increase in Safety Shoe allowance for affected AFSCME members from \$100.00 to \$150.00 annually

The City Administration recommends approval of the Agreement as presented.

Prepared by: Heather Koch, Human Resources Coordinator

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

Approved by: Howard Lazarus, City Administrator

Whereas, The current agreement between the parties expired on December 31, 2017;

Whereas, The parties have reached a settlement on a new agreement, which includes a four year term (January 1, 2018 - December 31, 2021); 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, 2018 - December 31, 2021 collective bargaining agreement, including a 2.0% wage increase effective January 1<sup>st</sup> of each contract year; an increase from \$2,500.00 to \$5,000.00 in annual tuition reimbursement; and an increase in safety shoe allowance for affected AFSCME members from \$100.00 to \$150.00 annually; and

RESOLVED, That the Mayor and City Clerk be authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2018 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.

Sponsored by: Mayor Taylor