



## Legislation Text

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**File #:** 19-0045, **Version:** 1

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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, 2017 - December 31, 2019

Human Resources Services recommends approval of the new Collective Bargaining Agreement between 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 FY2019 adopted budget, however the Fire Department has the ability to contain the additional costs within their budget for FY2019. As part of the FY2020 budget process, the full cost of the impact of the pay increases will be budgeted.

Highlights of the negotiated agreement include:

- 1) Three (3) year contract;
- 2) 2.5% base wage increase, retroactive to January 1, 2017, January 1, 2018, and January 1, 2019;
- 3) The City's actuarial contribution to the eligible IAFF members' Retiree Health Reimbursement Accounts (RHRA) increased from \$2,500 to \$3,500 per year, retroactive to January 1, 2017;

City Administration recommends approval of the attached Resolution to approve the January 1, 2017 - December 31, 2019 Collective Bargaining Agreement negotiated between the City and the Local 693 of the International Association of Fire Fighters.

Prepared by: Heather Koch, Human Resources Coordinator

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

Approved by: Howard S. Lazarus, City Administrator

Whereas, The current agreement between the City of Ann Arbor and Local 693 of the International Association of Fire Fighters expired on December 31, 2016;

Whereas, The parties have tentatively agreed to a new collective bargaining agreement, which includes a three year term (January 1, 2017 to December 31, 2019); 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, 2017 - December 31, 2019 collective bargaining agreement between the City of Ann Arbor and Local 693 of the International Association of Fire Fighters, including a 2.5% base wage increase retroactive to January 1, 2017, effective the payroll after this resolution is approved; an increase to the City's annual actuarial contribution to the RHRA from \$2,500 to \$3,500 for eligible IAFF members; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2017 to December 31, 2019 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.

