

NICHOLE M. BRANDON  
Director

**MEMORANDUM TO:** The Honorable Shannon Hardin, President  
The Honorable Mitchell Brown, Public Safety Committee Chair  
The Honorable Emmanuel V. Remy, Administration Committee Chair

**FROM:** Nichole M. Brandon, Director of Human Resources *NMB*

**SUBJECT:** **Summary of 2020-2023 IAFF Local #67  
Collective Bargaining Agreement**

**DATE:** November 20, 2020

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This summary describes those articles tentatively agreed to by the representatives of the City and the Columbus Fire Fighters Union, Local #67, International Association of Fire Fighters (IAFF Local #67) during negotiations, which formally concluded November 5, 2020. The tentative agreement was ratified by the membership on November 13, 2020.

The following summary highlights the significant additions to and deletions from the collective bargaining agreement effective November 1, 2020 to October 31, 2023. This summary does not include all housekeeping changes (i.e., punctuation, grammar, renumbering, and word changes to reflect consistent terminology). Some provisions of the successor agreement are retroactive to the expiration date of the previous agreement.

The fiscal impact analysis, prepared by the Department of Finance and Management staff, is attached.

Enclosed with this summary is a strike-through version of the 2020-2023 agreement showing additions (reflected with underline and bold face type) and deletions (reflected with strike-through) from the 2017-2020 agreement. Articles that are not listed below will remain the current contract language reflected in the predecessor agreement.

Article	Title	Change
3	<b>Definitions</b>	Clarifies that the rank seniority of an employee demoted for disciplinary reasons is the effective date of the demotion.
10	<b>Discipline and Treatment</b>	Extends the time period for filing a citizen complaint from sixty (60) days to ninety (90) days



12	<b>Wages, Pension and Hours of Work</b>	<p>Provides across the board wage increases for all employees.</p> <ul style="list-style-type: none"> <li>• 0% effective with the pay period that includes November 1, 2020;</li> <li>• 2.5% effective with the pay period that includes November 1, 2021;</li> <li>• 3.5% effective with the pay period that includes November 1, 2022.</li> </ul>
16	<b>Service Credit and Professional Time</b>	<p>Increases each service milestone payment by \$200</p>
17	<b>Tuition Reimbursement</b>	<p>Increases payback schedule for tuition reimbursed for the following degrees:</p> <ul style="list-style-type: none"> <li>• Doctor of Philosophy, Doctorate, or Juris Doctor – 4 years</li> <li>• Master’s Degree – 3 years</li> <li>• All other coursework – 2 years</li> </ul> <p>Provides exceptions for disability retirements, involuntary retirements and no-fault separations.</p>
18	<b>Insurance</b>	<p>Establishes the following cost-savings clinical programs:</p> <ul style="list-style-type: none"> <li>• Medical necessity</li> <li>• Formulary exclusions</li> <li>• Specialty Pharmacy</li> </ul> <p>Modernizes out-of-date plan features:</p> <ul style="list-style-type: none"> <li>• Deductibles and out-of-pocket maximums reset annually on January 1</li> <li>• Eliminates the practice of cross applying deductibles (i.e., in-network deductibles counting towards non-network deductibles and vice versa)</li> </ul> <p>Increases the health insurance premium contributions cap in 2023 from one hundred fifty dollars (\$150.00) to one hundred sixty dollars (\$160.00) for single coverage, and from three hundred seventy-five dollars (\$375.00) to three hundred ninety dollars (\$390.00) for family coverage.</p> <p>Increases the City’s contribution from five hundred dollars (\$500.00) to six hundred dollars (\$600.00) for single coverage and from one thousand dollars (\$1,000.00) to twelve hundred dollars (\$1,200.00) for family coverage to enrolled employees’ Health Savings Account (HSA) in 2022.</p>



		<p>In 2022, contributions to the Health Savings Account (HSA) will be made semi-annually. In 2023, contributions to the Health Savings Account (HSA) will be made quarterly.</p> <p>Renews provision that Health Insurance Premiums will increase automatically by ten percent (10%) if the parties fail to reach an agreement by April 1, 2024 for a successor collective bargaining agreement.</p> <p>Eliminates Committee to explore the viability of a Voluntary Employee Benefits Association (VEBA).</p>
20	<b>Vacation Leave</b>	Eliminates the accrual of vacation leave while receiving worker's compensation temporary total benefits.
22	<b>Transfers</b>	Clarifies bidding rights for employees not meeting the requirements of Journeyman Status.
23	<b>Promotions</b>	<p>Provides option to grieve test administration errors during the oral phases.</p> <p>Expands the pool of applicants for Assistant Chief to include all Battalion Chiefs with at least three (3) years in the Battalion Chief rank.</p>
24	<b>Injury Leave</b>	<p>Overhauls injury leave process by tying injury leave eligibility to an approved Worker's Compensation claim.</p> <p>Eliminates IRB and inconsistent/parallel injury eligibility standards.</p> <p>Limits the time to take Injury Leave from the date of incident to 5 years.</p>
27	<b>Sick Leave</b>	Increases Sick Leave Reciprocity payment option, for those with a sick leave bank of more than 750 hours, from 120 hours to up to 168 hours.
28	<b>Seniority</b>	Clarifies that the rank seniority of an employee demoted for disciplinary reasons is the effective date of the demotion.
32	<b>Employee Alcohol and Drug Testing</b>	<p>Adds Fentanyl and an expanded opiate panel</p> <p>Housekeeping changes to reflect EAP and Licensed Chemical Dependency Counselor as treatment professionals.</p>
36	<b>Tour of Duty and Hours of Work</b>	<p>Housekeeping clarification of the timing of Kelly Day draw and the hours for EMS Supervisors and Fire Alarm Office.</p> <p>Adds MOU for a committee to explore a procedure to administer Kelly Days by station or other method for the 2022 Kelly Day draw.</p>



37	<b>Internal Investigations Procedure</b>	Clarifies that the City has the right to use any outside entity to conduct investigations.
38	<b>Physical Fitness and Health</b>	Increases the Fitness Incentive for Level II and Level III by \$25/month  Adds option for eligible employees on the High Deductible Health Plan to elect to deposit Fitness Incentive as a lump sum payment into their HSA.
40	<b>Duration of Contract</b>	November 1, 2020 until October 31, 2023.
Appendix	<b>A</b>	Renews and amends <b>Side Letter #5</b> regarding the creation of a prospective schedule for collective bargaining negotiations for a successor contract in 2023.
Appendix	<b>B</b>	<b>MOU #2016-01</b> regarding the 1P/1B EMS Delivery System, known as the “Modified Deployment Model”  Increases the minimum number of Transport Basics to 377  Clarifies that Heavy Rescue is a vehicle requiring a Paramedic (P) Card (housekeeping).

It is anticipated that the proposed agreement will be submitted for City Council’s acceptance by the December 7, 2020 Council meeting. Thank you for your favorable consideration.

Attachment

- c: The Honorable Members of City Council
- The Honorable Andrew J. Ginther, Mayor
- The Honorable Megan N. Kilgore, City Auditor
- The Honorable Zach Klein, City Attorney
- Ken Paul, Chief of Staff
- Kate Pishotti, Deputy Chief of Staff
- Joe Lombardi, Finance and Management Director
- Ron Linville, Chief Labor Negotiator
- Brooke Carnevale, Deputy Director of Human Resources
- City Negotiating Team Members

