


CHRISTOPHER C. MOSES
Director

THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

DEPARTMENT OF
HUMAN RESOURCES

MEMORANDUM TO: The Honorable Shannon Hardin, President
The Honorable Rob Dorans, Workforce, Education and Labor
Committee Chair
The Honorable Emmanuel V. Remy, Public Safety Committee Chair

FROM: Christopher C. Moses, Director of Human Resources 

SUBJECT: **Summary of 2023-2026 IAFF Local #67
Collective Bargaining Agreement**

DATE: July 15, 2024

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 September 28, 2023. The parties continued informal discussion until a fact-finding hearing was held on April 1, 2024 with the fact-finder issuing his report on May 29, 2024. The tentative agreement was ratified by the membership on June 1, 2024.

The following summary highlights the significant additions to and deletions from the collective bargaining agreement effective November 1, 2023 to October 31, 2026. This summary does not include all housekeeping changes (i.e., punctuation, grammar, renumbering, and word changes to reflect consistent or current 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 2023-2026 agreement showing additions (reflected with underline and bold face type) and deletions (reflected with strike-through) from the 2020-2023 agreement. Articles that are not listed below will remain the current contract language reflected in the predecessor agreement.



Article	Title	Change
4	Dues/Payroll Deductions	Increases available payroll deductions, for causes and organizations, as approved by the employee, from ten (10) to thirteen (13).
8	Safety	Includes critical incidents in the reasons to convene an investigation committee.
12	Wages, Pension and Hours of Work	<p>Effective November 1, 2023:</p> <ul style="list-style-type: none"> 7.5% Across the Board Increase.* <p>Effective November 1, 2024:</p> <ul style="list-style-type: none"> 5.0% Across the Board Increase.* <p>Effective November 1, 2025:</p> <ul style="list-style-type: none"> 5.0% Across the Board Increase.* <p>Decreases the wage differential between ranks, for Lieutenants and Captains promoted on or after May 16, 2025, from 18% to 16%.*</p> <p>*Awarded by Fact Finder on May 29, 2024.</p>
13	Overtime, Call-Back Time, Holiday Eligibility	Provides that eligible employees will be compensated at a rate of time and one-half at the E/5 Step rate of pay for applicable overtime hours.
17	Tuition Reimbursement	Eliminates the repayment requirement for members who leave City employment within a certain timeframe after receiving tuition reimbursement.
18	Insurance	Clarifies that employees who fail to establish a health savings account under HDHP, will not receive contributions from the City for the applicable time period.
21	Holidays	Adds Juneteenth, June 19th and Patriot's Day, September 11 th as holidays. Eliminates Columbus Day as a holiday.
26	Special Leave With Pay	Clarifies jury duty leave is available for any court of record.
32	Employee Alcohol and Drug Testing	Requires post-incident drug and alcohol testing for any employee for which carrying a firearm is a requirement of their position and who discharges their firearm in the course and scope of their duties.
37	Internal Investigation Procedures	Provides that an employee may forward a written inquiry as to the status of an investigation not less than twenty-eight (28) days after notification of the investigation.
40	Duration of Contract	November 1, 2023 until October 31, 2026.
Appendix	B	<p>MOU 2023-01 Paid Family Leave</p> <p>Provides twelve (12) weeks of paid family leave to IAFF members for birth or placement of a child for adoption or</p>



	foster care as well as caregiving for covered family members who have a serious health condition.
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It is anticipated that the proposed agreement will be submitted for City Council's acceptance by the July 22, 2024 Council meeting. Thank you for your favorable consideration.

Attachments

- 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
- Elon Simms, Chief of Staff
- Danius Williams, Deputy Chief of Staff
- Kate Pishotti, Public Safety Director
- Kathy Owens, Finance and Management Director
- Ron Linville, Chief Labor Negotiator
- Jennifer Edwards, Chief Labor Negotiator
- Brooke Carnevale, Deputy Director of Human Resources
- City Negotiating Team Members

