

July 10, 2024

MEMORANDUM TO: Councilmember Nick Bankston
Finance Committee Chair

FROM: Kathy A. Owens *KAO*
Finance and Management Director

SUBJECT: General Fund Financial Impact of Tentative IAFF Contract (2023-2026)

The 2023-2026 collective bargaining agreement between the City of Columbus and the International Association of Fire Fighters (IAFF) Local #67 has resulted in a proposal of a Fact Finder's Award. The Fact Finder awarded annual wage increases of 7.5%, 5%, and 5%. The remaining CBA articles are the result of a tentative agreement between the parties. The tentative agreement represents approximately 1,703 uniformed employees paid out of the general fund. The predecessor collective bargaining agreement expired on November 1, 2023, and the successor agreement will be effective through October 31, 2026.

The stipulations contained in the agreement will have a fiscal impact on the general fund of approximately \$103 million over the three-year term consisting of increases in wages, and an overtime modification. Effective with the pay period that includes November 2, 2023 (retroactively), A-E Step Fire Fighter and Sworn Officer wages will receive an across-the-board increase of 7.5%. Similarly, an across-the-board increase of 5% will be effective with the pay period that includes November 1, 2024. Finally, an across-the-board increase of 5% will be effective with the pay period that includes November 1, 2025. Existing rank differentials for the promoted classifications are maintained throughout the duration of the agreement. Promotions occurring after May 1, 2025 will have a reduced differential.

The attached tables detail the cost implications associated with the proposed collective bargaining agreement. If you have any questions specific to the financial aspects of this contract, please contact Mike Miller (645-5695), Kristina Ahmetaj (645-5469), or myself.

- C: Andrew J. Ginther, Mayor
Elon Simms, Chief of Staff
Christopher Moses, Human Resources Director
Brooke Carnevale, Deputy Director Human Resources
Ron Linville, Chief Labor Negotiator
Jennifer Edwards, Labor Negotiator
Wendy Kane, Labor Relations Manager
Members of City Council

General Fund Fiscal Impact of IAFF Successor Agreement 2023-2026				
Contract Year	Year 1	Year 2	Year 3	TOTAL CONTRACT
Dates	Nov. 01 '23 - Oct. 31 '24	Nov. 01 '24 - Oct. 31 '25	Nov. 01 '25 - Oct. 31 '26	Nov. 01 '23 - Oct. 31 '26
	7.50%	5.00%	5.00%	
ATB Wage Increase	\$ 18,564,617	\$ 32,307,121	\$ 47,704,026	\$ 98,575,764
Overtime Adjustment	\$ 1,453,856	\$ 1,559,035	\$ 1,685,829	\$ 4,698,720
Total General Fund Cost	\$ 20,018,473	\$ 33,866,156	\$ 49,389,855	\$ 103,274,484

