

JOE A. LOMBARDI  
Director

THE CITY OF  
**COLUMBUS**

ANDREW J. GINTHER, MAYOR

DEPARTMENT OF FINANCE  
AND MANAGEMENT

November 8, 2018

**MEMORANDUM TO:** Councilmember Elizabeth C. Brown  
Finance Committee Chair

**FROM:** Joe A. Lombardi *JAL*  
Finance and Management Director

**SUBJECT:** General Fund Financial Impact of Tentative IAFF Contract (2017-2020)

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Negotiations between the City of Columbus and the International Association of Fire Fighters (IAFF) Local #67, which represents approximately 1,580 uniformed employees paid out of the general fund, have resulted in a successor agreement. The predecessor collective bargaining agreement expired on November, 1, 2017 and the successor agreement will be effective through October 31, 2020.

Across the board wage increases of 3.25%, 3.25%, and 3.5% will be effective with the pay periods that include November 1<sup>st</sup> of 2017 (retroactively), 2018, and 2019 respectively, resulting in an aggregate cost to the general fund of approximately \$35.2 million over the three year term. Costs associated with health insurance coverage were addressed through increases in the employee's share of health insurance premiums, increases in deductibles and out-of-pocket maximums, and other changes to the plan designs of medical and prescription drug insurance coverages. All new employees hired on or after January 1, 2019 will contribute 20% of medical insurance premiums.

The attached table details 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 Josh Hopping (645-5695), Heather Treanor (645-7038), or myself.

Attachment

C: Andrew J. Ginther, Mayor  
Greg Davies, Chief of Staff  
Ken Paul, Deputy Chief of Staff  
Nichole Brandon, Human Resources Director  
Brooke Carnevale, Deputy Director Human Resources  
Ron Linville, Chief Labor Negotiator  
Christopher Moses, Labor Relations Manager  
Members of City Council



General Fund Fiscal Impact of IAFF Successor Agreement 2017 - 2020				
Contract Year	Year 1	Year 2	Year 3	TOTAL CONTRACT
Dates	Nov. 01 '17 - Oct. 31 '18	Nov. 01 '18 - Oct. 31 '19	Nov. 01 '19 - Oct. 31 '20	Nov. 01 '17 - Oct. 31 '20
ATB Wage Increase	3.25%	3.25%	3.50%	\$ 35,234,751
	\$ 5,170,671	\$ 11,531,833	\$ 18,532,247	
Total General Fund Cost	\$ 5,170,671	\$ 11,531,833	\$ 18,532,247	\$ 35,234,751

