

November 19, 2020

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 (2020-2023)

Negotiations between the City of Columbus and the International Association of Fire Fighters (IAFF) Local #67, which represents approximately 1,600 uniformed employees paid out of the general fund, have resulted in a successor agreement. The predecessor collective bargaining agreement expired on November, 1, 2020 and the successor agreement will be effective through October 31, 2023.

The IAFF contract stipulates no across the board wage increase in 2020, with subsequent increases of 2.5% and 3.5% effective with the pay periods that include November 1st of 2021 and 2022, respectively. The cost to the general fund associated with these wage increases is estimated at \$17.6 million over the three year term.

In addition, each category in the longevity payment schedule will be increased by \$200 for all ranks, and Physical Fitness Testing incentive payments will increase by \$25 per month. Together, these two changes are estimated to cost an additional \$2.5 million over the life of the contract.

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), Azad Farzin (645-3016), or myself.

Attachment

C: Andrew J. Ginther, Mayor
Ken Paul, Chief of Staff
Kate Pishotti, 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 '20 - Oct. 31 '21	Nov. 01 '21 - Oct. 31 '22	Nov. 01 '22 - Oct. 31 '23	Nov. 01 '20 - Oct. 31 '23
ATB Wage Increase	0.00%	2.50%	3.50%	
	\$ -	\$ 5,111,498	\$ 12,467,192	\$ 17,578,690
Service Credit Increase	\$ 300,272	\$ 309,448	\$ 325,252	\$ 934,972
PFT Incentive Increase	\$ 534,526	\$ 534,525	\$ 534,525	\$ 1,603,576
Total General Fund Cost	\$ 834,798	\$ 5,955,471	\$ 13,326,969	\$ 20,117,238

