



Article: 62

Warrant Article Title:
COLLECTIVE BARGAINING

Warrant Article Text:

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials' salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto: A. Service Employees International Union; B. American Federation of State, County and Municipal Employees; C. Robbins Library Professional Association; D. Arlington Police Patrol Officers' Association; E. Arlington Ranking Officers' Association; F. Arlington International Association of Firefighters; and G. Management and Non-Union Employees H. Full-time elected officials

Requested By:
the Town Manager

Report Excerpt:

The Finance Committee is pleased that the Town and the Arlington Police Patrol Officers' Association and the Arlington International Association of Firefighters settled their FY2025-FY2027 collective bargaining agreements, and that the Town and the Arlington Ranking Officer's Association settled their FY2022-FY2024, and FY2025-FY2027 collective bargaining agreements.

Vote Language:

That the sum of \$1,653,523 is hereby appropriated to be transferred from the existing salary reserve to the following departmental budgets for FY2022-FY2026 to pay a portion of the retroactive compensation for settlement of the following contracts: Arlington Police Patrol Officers' Association, Arlington Ranking Officers' Association, and Arlington International Association of Firefighters:

Department	Total
Police	\$ 1,345,439
Fire	\$ 308,084
Total	\$ 1,653,523

AND FURTHER VOTED that the sum of \$1,876,842 is hereby appropriated and transferred into the following departmental budgets as indicated in this table, said sum to be raised by general taxes:

Department	FY27
Police	\$ 998,493
Fire	\$ 878,349
Total	\$ 1,876,842

AND FURTHER VOTED That the Town hereby ratifies the following financial items in the collective bargaining agreements and memoranda of agreement with the following enumerated collective bargaining units and hereby approves the following financial items relating to

D. Arlington Police Patrol Officers' Association

1. A three percent (3%) wage increase effective July 1, 2024,
2. A three percent (3%) wage increase effective July 1, 2025,
3. A three percent (3%) wage increase effective July 1, 2026.

E. Arlington Ranking Officers' Association

1. A one and one half percent (1.5%) wage increase effective July 1, 2021,
2. A two percent (2%) wage increase effective July 1, 2022,
3. Effective July 1, 2023, as follows:

Sergeant – the amount shown in Appendix A Ranking Officers' Association Classification and Salary Plan FY24 at Steps 1-6, commencing with the amounts shown for FY24;

FY24	1	2	3	4	5	6
Sergeant	88,017	88,897	89,777	90,658	91,538	92,418
Lieutenant	102,980	104,009	105,039	106,070	107,099	108,129
Captain	119,457	120,650	121,845	123,041	124,235	125,430

Lieutenant – Sergeant's annual base salary at the corresponding step plus seventeen percent (17%) of such amount;

Captain – Lieutenant's annual base salary at the corresponding step plus sixteen percent (16%) of such amount;

1. A three percent (3%) wage increase effective July 1, 2024,
2. A three percent (3%) wage increase effective July 1, 2025,
3. A three percent (3%) wage increase effective July 1, 2026,
4. Recognition of Juneteenth as a holiday,
5. The right to implement body worn cameras on or after July 1, 2026.

F. Arlington International Association of Firefighters;

1. A three percent (3%) wage increase effective July 1, 2024,
2. A three percent (3%) wage increase effective July 1, 2025,
3. A three percent (3%) wage increase effective July 1, 2026,

4. An increase of the EMT stipend to six-and-a-half percent (6.5%) effective July 1, 2024,
5. An increase of the EMT stipend to seven-and-a-half percent (7.5%) effective July 1, 2025,
6. An increase of the EMT stipend to eight-and-a-half percent (8.5%) effective July 1, 2026,
7. EMT Stipend shall be a part of an employee's respective base salary for the purposes of calculating Education Pay, Holiday Pay, Longevity and Night Tour Differential effective 11:59 PM on June 30, 2027,
8. An increase of the Night Tour Differential to six percent (6%).

G. Management and Non-Union Employees

A three percent (3%) wage increase effective July 1, 2026.

[Finance Committee Report](#)