



# City of Lansing

OFFICE OF THE CITY ATTORNEY

Janene McIntyre, City Attorney

November 26, 2014

Steve Harry

Via email to: [steve\\_harry@yahoo.com](mailto:steve_harry@yahoo.com)

RE: Freedom of Information Act ("FOIA") Request  
New contract between City and IAFF

Dear Mr. Harry:

In response to your Freedom of Information Act request referenced above, received by this office on November 19, 2014, your request is granted. Enclosed please find the responsive document. Please be advised that because of the small amount of time expended to process and reproduce these records, no charge is being assessed for this response.

If you disagree with this determination, you have the right to either appeal to the "head of the public body" or judicial review in Circuit Court. If you elect to appeal to the "head of the public body", you must submit a written appeal which specifically states the word "appeal" and identify the reason or reasons for reversal of the disclosure denial. If you elect the Circuit Court and the Court determines that records have been arbitrarily and capriciously denied, it may award actual or compensatory damages, punitive damages (in the amount of \$500.00), reasonable attorney fees, costs and disbursements.

Sincerely,

A handwritten signature in black ink, appearing to read "Donald J. Kulhanek", is written over a large, stylized, looping graphic element that resembles a signature or a decorative flourish.

Donald J. Kulhanek  
Chief Deputy City Attorney and  
FOIA Coordinator

/mjp

Enc.

1. Term of Agreement:

July 1, 2013 – June 30, 2016

2. Wages:

\$1,000 signing bonus, cash not to base first full pay period following ratification.  
2% to base first full pay period following July 1, 2014  
2% to base first full pay period following July 1, 2015

3. Pension:

Current Employees – 10% employee contribution, annual pension benefit limited to 110% of base wage for retirement dates on or after October 1, 2014 (no change to 3.2% multiplier).

New Hires after Ratification: 7% employee contribution; eligible for retirement after 25 years of service and age 50; 2.5% multiplier, annual pension benefit limited to 110% of base wage.

4. Retiree Healthcare:

New Hires after Ratification: employee-only coverage (no spouses or dependents) with establishment of voluntary employee-funded health savings account.

5. Health Insurance:

Base Plan: 100% City paid up to the state mandated hard cap + \$400 cash bonus incentive  
Option 1: 100% City paid up to the state mandated hard cap  
Option 2 (IAFF Current Plan): employees may buy up to Option 2 by paying the difference between what the City will pay for Option 1 and the cost of Option 2.

6. Minimum Staffing:

Minimum Daily Staffing: forty-one (41)

Minimum Unit Staffing:

Stations with less than two (2) firefighting apparatus: four (4) personnel per unit daily.

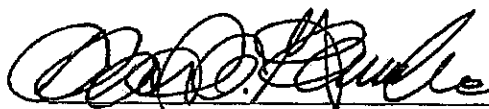
Stations with two (2) or more firefighting apparatus: Will staff at least one fire company (engine, ladder, quint) with four (4) personnel; additional in-service (engine, ladder, quint) will be staffed with no less than three (3) personnel in dual company stations.

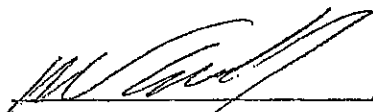
7. All other TA's previously reached during negotiations for the 2013 – 2016 collective bargaining agreement are included herein by way of reference.
8. All provisions of the 2010 – 2013 collective bargaining agreement that were not changed during negotiations for the 2013 – 2016 collective bargaining agreement remain unchanged in the 2013 – 2016 collective bargaining agreement.
9. The City and the Union withdraw all other proposals.
10. No other terms are agreed to.

FOR THE UNION:

FOR THE CITY:

 4-29-14  
Date

 4/29/14  
Date

 4/29/14  
Date

 4-29-14  
Date