

DENVER DISTRICT 1

[WE ARE ONE]

Firefighter Arbitration Charter Change Proposal



OFFICE OF COUNCILWOMAN
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Proposal to Amend Charter Section § 9.7.1

Objective

- Align the collective bargaining policies for firefighters with those that already exist for police officers and Deputy Sheriffs
- Remove Charter language related to resolving disputes through an advisory-fact finding process for firefighters
- Establish and implement a system of binding arbitration for firefighters



Comparison

Current

- Resolve collective bargaining impasses for firefighters through advisory-fact finding process
- Unresolved issues may be submitted to a vote of the people
- Cost of advisory-fact finding paid $\frac{2}{3}$ by the City and $\frac{1}{3}$ by the agent of the firefighters

Proposed

- Resolve collective bargaining impasses for firefighters through binding arbitration
- The arbitrator's decision is final and binding
- Cost of arbitration paid $\frac{1}{2}$ by the City and $\frac{1}{2}$ by the agent of the firefighters



Proposed Charter Ballot Question

Shall the Charter of the City and County of Denver be amended to allow for binding arbitration in lieu of an advisory fact-finding process when impasse occurs between the City and the Firefighters during collective bargaining?



Timeline

Council process to get on the November 2024 ballot

- July 9, 2024 – Finance & Governance
- July 16, 2024 – Mayor/Council
- July 18, 2024 – File
- July 22, 2024 – City Council: Introduction
- July 29, 2024 – City Council: Final Vote



Thank You!

