



COLLECTIVE BARGAINING IMPACTS

March 16, 2026

AGENDA

- Collective Bargaining in Virginia
- Charlottesville Ordinance
- Cost of Union Contracts
- Schools Bargaining Contracts
- Impacts of Bargaining
- Balancing the Budget

State Approval

General Assembly passed legislation in 2021, permitting local governments, including school boards, to adopt ordinances allowing collective bargaining for public employees

✓ **4 cities**

✓ **4 counties**

Pending State Matters

- State Labor Board
- Mandated Schools & Local Government Coordination
- *Binding Arbitration Removed*

City Approval

- Ordinance passed October 3, 2022
- Went into effect January 1, 2023
- Authorized 6 bargaining units
 - Police
 - Fire
 - Transit
 - Labor & Trades
 - Administrative & Technical
 - Professional

COLLECTIVE BARGAINING UNITS

Bargaining Unit	Exclusive Bargaining Representative
Police 1 st CONTRACT: FY24	South States Police Benevolent Association (SSPBA), Charlottesville Chapter
Fire 1 st CONTRACT: FY24	International Association of Fire Fighters (IAFF), Local 2363
Transit 1 st CONTRACT: FY24	Amalgamated Transit Union (ATU), Local 1220
Labor & Trades 1 st CONTRACT: FY25	Teamsters, Local 29

COLLECTIVE BARGAINING

FIRE DEPARTMENT

Union Affiliation: IAFF

- Wage reopener executed for FY27
- New contract negotiations next year

POLICE DEPARTMENT

- Union Affiliation: SSBPA
- Agreement reached on new 3YR contract (FY27-29)
- New contract executed for FY27 start

LABOR & TRADES (Parks/Public Works/Utilities + limited Police & Fire staff)

Union Affiliation: Teamsters

- In contract year 2 of 4
- Negotiate new contract for FY29 start

TRANSIT

Union Affiliation: ATU

- In contract year 3 of 3
- Negotiate new contract for FY28 start

COMPENSATION

Collective Bargaining Contracts

1. CFD: Pay scale adjustment with anniversary date realignment (2.9%) + step increase (2%)
2. CPD: Pay scale adjustment with anniversary date realignment (4%) + step increase (3%)
3. CAT: Pay scale adjustment of 3-5% (based on position) + step increase for operators (2%)
4. PW/P&R/Utilities/Miscellaneous Personnel: 2% step increase

COST OF CONTRACTS

FY27: July 1, 2026 – June 30, 2027

\$488,000

Fire

\$574,000

Police

\$1,725,000

Transit

\$1,447,000

Labor & Trades

\$4,234,000

CHARLOTTESVILLE CITY SCHOOLS

Collective Bargaining Contracts

1. Licensed Teachers

- FY26 – FY28

2. Professional Support

- FY27 – FY29



COST OF SCHOOLS CONTRACTS

	FY2027	FY2028	FY2029
Licensed/ Teachers	\$2,767,329	\$2,919,532	\$3,080,106
Support Professional	\$1,375,014	\$1,519,390	\$1,678,926
TOTAL	\$4,142,343	\$4,438,923	\$4,759,033

CHARLOTTESVILLE CITY SCHOOLS

Collective Bargaining Contracts

1. Licensed Teachers (*Active*)

- FY26 – FY28
- 5% Increase Each Year

2. Professional Support (*Pending*)

- FY27 – FY29
- 10.5% Increase Each Year



SUPPORTING OUR SCHOOLS

- \$6.4M Original Ask
- \$2.9M Reduced Ask
- \$2.5M Final Ask - Local Contribution Increase to CCS Operating Costs
- Additional Support:
 - \$1.4M per year for priority capital improvement initiatives
 - \$1.3M per year for ongoing maintenance & improvements
- CIP includes Design/Pre-Construction of PreK Center @ Walker

Hole in the Budget



Structural Imbalance #1

\$.02 Real Estate Tax Increase



2% Unaffiliated Adjustment + Step (2%)



1% Retiree COLA



\$22M Healthcare
\$12.7M Retirement



\$11M
New
Sidewalks



\$2.5M Parks Master Plan



CAHF & HOPS
\$1.5M



\$20M Debt Service



\$6.1M Transit



\$11.5M
Housing
Investments



\$129M
Schools



\$10.5M Library



\$2.3M Vibrant
Community Fund



\$2.3M
Fundamental
Agencies



\$20.4M
Intergovernmental
Agencies



\$6M
Downtown Mall
Investments



\$15M Westhaven



\$1M Homeless
Services



\$3M Climate
Action Fund



\$10M ADA
Transition Plan



2% Unaffiliated Adjustment + Step (2%)



1% Retiree COLA



City CB Contracts



CAHF & HOPS \$1.5M



\$22M Healthcare \$12.7M Retirement



\$20M Debt Service



CCS CB Contracts



\$11M New Sidewalks



\$2.5M Parks Master Plan



\$6.1M Transit



\$11.5M Housing Investments



\$129M Schools



\$10.5M Library



\$20.4M Intergovernmental Agencies



\$2.3M Vibrant Community Fund



\$2.3M Fundamental Agencies



\$15M Westhaven



\$1M Homeless Services



\$3M Climate Action Fund



\$10M ADA Transition Plan



\$6M Downtown Mall Investments

DECISIONS MADE



Transit



Housing
Investments



Collective Bargaining



ADA Transition



Climate Action

DECISIONS PENDING



Fleet Conversion



Parks & Rec
Master Plan



Schools
Construction

Significantly Higher Annual Operating Expense



Structural Imbalance #2

Tensions vs Trade Offs

ALL CONTRACTS



\$3.7M
Transit
FY25-27



\$2.8M
Police
FY25-27



\$4.4M
Fire
FY25-27



\$6.2M
Labor & Trades
FY26-29

\$8.8M
Licensed Teachers
FY27-29



\$4.6M
Support Professional
FY27-29

Compensation Conflicts Across Classifications



Structural Imbalance #3

Pay Band Hopping & Reconciliation

FY27 PROPOSED BUDGET REVISED W/TAX INCREASE

General Fund Total

\$279,643,398

Tax Increase

\$0.02 Real Estate Tax

- From \$0.98/\$100 to \$1.00/\$100
- \$2,467,724 new revenue

Revenue Growth

\$14,394,942

Increase over Prior Year

5.43% growth over FY 2026

Increased Tax Revenues Offset

1. Deeper Transit Investments
2. Schools Local Match
3. Collective Bargaining Impacts

WHAT'S NEXT?

- Public Hearings TONIGHT
- Community Budget Forum
- CIP Budget Work Session
- Public Hearing on Budget & Tax Rate
- Decision on Tax Rate
 - Increase real estate tax rate
 - Implement alternative cuts
 - Plug gaps with one-time funds

Budget Adoption – August 9th

