

Behind The City Scene



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What does the term “collective bargaining” mean and why is it important to the residents of Aurora? It means the process by which future pay and benefits are determined for, – in Aurora’s case, our Police Officers and Firefighters. Our Police Officers have associated with either the Aurora Police Association (APA) or the Fraternal Order of Police (FOP). Currently the majority of Officers are members of the APA. Therefore the APA is the bargaining representative for the entire force. All Aurora Firefighters are members of the International Association of Firefighters (IAFF). Therefore the IAFF will be the bargaining representative.

Bargaining for 2019 and possibly also 2020 will be starting in the coming weeks. The City’s negotiations team will be meeting frequently with City Council over the next several months. The City Council will be receiving comparable compensation data on other Colorado Public Safety agencies as a component of the negotiations.

IF the parties cannot reach an agreement in the context of these face to face negotiations the City Charter requires an independent “fact finder” to be engaged to hear evidence and make a recommendation. The parties are free to accept or reject the recommendation.

IF the City and one or both the labor organizations still cannot reach an agreement after the opinion of the fact finder is issued the resolution will be put before the voters in November.

Informal negotiations can continue to occur all the way through the deadline for cancelling the ballot question which is early September. Once the negotiations start the parties have historically agreed to a press/media blackout. This explains why the collective bargaining process is not well known even though there is a lot of activity going on behind the scenes.

Like many all of you I hope a negotiated outcome can be achieved versus a hotly contested election issue.

As always, I am here to serve. Please call or email me with any concerns or questions.

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2018 Ward IV Town Meetings – held on the third Thursday of each month from 6:30 to 8:30 pm at EcoTech Institute, 1400 S. Abilene St., unless otherwise noted.