

Policy Briefing Summary

City Council



Regarding:	Collecting Bargaining Impacts
Staff Contact(s):	Krisy Hammill, Director of Budget, Joe Gilkerson, Jimmy Morani
Presenter:	Samuel Sanders, Jr., City Manager
Date of Proposed Action:	March 16, 2026

Issue

The City of Charlottesville is one of a few municipalities to have approved Collective Bargaining Ordinances and negotiated contracts with segments of their employees. Charlottesville City Schools also approved collective bargaining and now have to union contracts, one active and one pending budget approval with an effective date of July 1, 2026. The increased costs resulting from these contracts is a solid indication of the value placed on the existing workforce and prioritizing their needs. The issue now facing both operating budgets is the reconciliation of increasing compensation and benefits costs and how to address other needs and priorities.

This Work Session is intended to visualize the impacts of collective bargaining as a priority of both City and Schools workforce groups and the unintentional structural imbalances that must be recognized and resolved within the production and management of balanced operating budgets.

Background / Rule

The City of Charlottesville approved its Collective Bargaining Ordinance in 2023 authorizing up to six (6) bargaining units: Police, Fire, Transit, Labor & Trades, Administrative & Technical, and Professional. Today, there are four active collective bargaining contracts: Police, Fire, Transit, and Labor & Trades.

Charlottesville City Schools has an active contract with Licensed Teachers for FY26 - FY28. The pending contract with Professional Support personnel will cover FY27 - FY29.

Analysis

Financial Impact

The work session is to discuss the known and projected financial impacts as Council considers adoption of its FY27 Budget.

Recommendation

Recommended Motion (if Applicable)

Attachments

None