


IN WITNESS WHEREOF, the parties hereto have affixed their signatures below:


LOCAL UNION # 754
INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, AFL-CIO



Nicolas Stocco, President



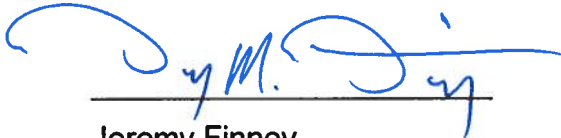
Curt Terrell
Vice President



Donald Snipes
Vice President



Ryan Burkett
Secretary



Jeremy Finney
Treasurer


CITY OF TAMPA




Jane Castor, Mayor



John Bennett
Chief of Staff



Dennis Rogero
Chief Financial Officer




Kelly Austin
Director, Human Resources



Barbara J. Tripp
Fire Chief



Todd Alt
Assistant Fire Chief - Operations



Kimberley B. Sullivan
Employee Relations Manager



Rebecca Carr
Employee Relations Spec. Supvr.

RESOLUTION NO. 2024 - 2

A RESOLUTION APPROVING, RATIFYING, AND CONFIRMING AN AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF TAMPA AND LOCAL UNION NO. 754 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO, EFFECTIVE OCTOBER 1, 2022 THROUGH SEPTEMBER 30, 2025; AMENDING APPENDIX A FOR FISCAL YEAR 2024; AMENDING APPENDIX A FOR FISCAL YEAR 2025; AMENDING APPENDIX D; APPROVING THE SUBSTITUTION OF PAGES WITHIN THE AGREEMENT; PROVIDING AN EFFECTIVE DATE.

WHEREAS, pursuant to Resolution No. 2022-593, adopted on July 28, 2022, the City entered into a collective bargaining agreement entitled "Agreement between City of Tampa and Local Union No. 754 International Association of Firefighters, AFL-CIO, effective October 1, 2022 through September 30, 2025" (the "Agreement"), with the Local Union No. 754, International Association of Firefighters, AFL-CIO ("IAFF") as provided for in Chapter 447, Florida Statutes; and

WHEREAS, pursuant to Section 10.12 of the Agreement, the parties opened up negotiations for the purpose of negotiating the wages set forth in Appendix A of the Agreement for Fiscal Year 2024 ("FY24 Wages"); and

WHEREAS, the parties reached a tentative agreement on the FY24 Wages on December 6, 2023 (as attached hereto), and such tentative agreement was approved by the IAFF Members through a vote occurring December 11, 2023 through December 15, 2023; and

WHEREAS, after reaching tentative agreement on the FY24 Wages, the parties opened up negotiations for the purpose of negotiating the wages set forth in Appendix A of the Agreement for Fiscal Year 2025 ("FY25 Wages") and for the purpose of amending Appendix D to the Agreement ("Appendix D"); and

WHEREAS, the parties reached a tentative agreement on the FY25 Wages and the Appendix D on December 19, 2023 (as attached hereto), and such tentative agreement was approved by the IAFF Members through a vote occurring December 27, 2023 through January 4, 2024; and

WHEREAS, it is in the best interest of the parties to approve the amendments to FY24 Wages, FY25 Wages and Appendix D, as attached hereto, by substituting such pages to Appendix A and Appendix D.

**NOW, THEREFORE, BE IT RESOLVED
BY THE CITY COUNCIL OF THE CITY OF TAMPA, FLORIDA:**

Section 1. That the amendments to the FY24 Wages, FY25 Wages, and Appendix D, as attached hereto and made a part hereof, to the Agreement between the City of Tampa and Local Union

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No. 754 International Association of Firefighters, AFL-CIO ("Amendments"), are authorized, approved, ratified, and confirmed in its entirety, or in a form substantially similar thereof.


Section 2. That the Amendments are approved to be substituted into the Agreement in place of the current Appendix A for Fiscal Year 2024, Appendix A for Fiscal Year 2025, and Appendix D, as approved by the parties, as evidenced by the signature of Nick Stocco, IAFF President, and John Bennett, City of Tampa Chief of Staff.

Section 3. That the proper officers of the City of Tampa are hereby authorized and empowered to do all things necessary and proper in order to carry out the terms and conditions of this Resolution which shall take effect immediately up its adoption.

Section 4. That the City Clerk shall file a fully executed copy of the Amendments in the official records of the City of Tampa as maintained by the Office of the City Clerk.

PASSED AND ADOPTED by the City Council of the City of Tampa, Florida, on JAN 11 2024

ATTEST:


City Clerk/Deputy City Clerk


Chairman, Chair Pro Tem, City Council

APPROVED AS TO FORM:

Rebecca Johns, Assistant City Attorney

12/6/23

10.11 Salary administration for other transactions shall continue as specified in the City of Tampa Personnel Manual.

10.12 Wage Re-opener. (For Appendix A wage tables only) The Consumer Price Index for All Urban Consumers (CPI-U) is the calculated average between all items and all items less food and energy as reported by the U.S. Bureau of Labor Statistics: for Tampa-St. Petersburg-Clearwater (Florida) in March of the current (affected) calendar year and preceding the next (immediate) fiscal year.

In the event the CPI-U report for March 2023, is 5% or greater, then negotiations shall be re-opened solely for the purpose of negotiating the wages set forth in Appendix A for FY24.

In the event the CPI-U report for March 2024, is 5% or greater, then negotiations shall be re-opened solely for the purpose of negotiating the wages set forth in Appendix A for FY25.

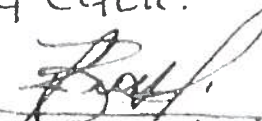
Negotiations shall be limited to the wages set forth in Appendix A only.


In the event that negotiations are open pursuant to this section, they shall commence within 30 days of the March CPI-U report for the fiscal year to be negotiated. The wages shall take effect as of the beginning of the fiscal year being negotiated.

Upon ratification by the members and City Council approval, the new FY24 Appendix A will go into effect at the beginning of the next pay cycle.

Tentatively agreed:

25


John Bennett, Chief of Staff


Nick Stocco, IAFF President

APPENDIX D

Promotions/assignments (Article 32) result in the following step placement:

Grade F-1 to F-3:

F-1 Step:	F-3 Step:
2	1
3	1
4	1
5	1
6	1
7	1
8	2
9	3
10	4
11	5
12	8

Grade F-4 to F-5:

F-4 Step:	F-5 Step:
6	5
7	6
8	7
9	8
10	8
11	8
12	11

Grade F-3 to F-7:

F-3 Step:	F-7 Step:
4	3
5	4
6	5
7	6
8	7

Grade F-1 to F-4:

F-1 Step:	F-4 Step:
1	3
2	3
3	3
4	4
5	5
6	5
7	5
8	6
9	7
10	8
11	9
12	12

Grade F-5 to F-7:

F-5 Step:	F-7 Step:
6	3
7	3
8	6
9	7
10	8
11	8

Grade F-3 to F-4:

F-3 Step:	F-4 Step:
1	7
2	8
3	9
4	10
5	12
6	12
7	12
8	12

Grade F-7 to F-10:

F-7 Step:	F-10 Step:
7	5
8	8