



STAFF REPORT

Board of Aldermen

AN ORDINANCE APPROVING THE SECOND ADDENDUM WITH THE SOUTHERN MISSOURI PROFESSIONAL FIREFIGHTERS LOCAL NO. 152, AFFILIATED WITH THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO, FOR CHANGES IN MONETARY PROVISIONS ONLY AND AUTHORIZING THE MAYOR TO EXECUTE THE CONTRACT.

FIRST READING: NOVEMBER 14, 2023

FINAL READING: NOVEMBER 28, 2023

Initiated By: Fire

Approved By: *Cathy Stepp*

Financial Impact: Budgeted in the next year's budget

Community Plan 2030: G-2: Governmental Agreements

FACTS:

City staff, including the Fire Chief, Human Resources Director, and City Legal Counsel, met with representatives from the International Association of Firefighters (IAFF) Local 152 in August and September 2023 in cooperation to reopen contract negotiations for monetary provisions as allowed by the 2022-2024 Collective Bargaining Agreement (CBA).

These negotiations provided for the development of a second addendum to the 2022-2024 CBA focused on language clean-up from the first amendment. This includes defining the timing for "add pay" payments to be effective January 1, 2024, the requirement of an evaluation for staff function assignments, and defining an effective date of January 1, 2024, for firefighters to start the new 10-step pay plan with subsequent annual pay adjustments in the plan to be effective at the time of scheduled performance evaluation.

DETAILED ANALYSIS:

No Additional Information

BACKUP DOCUMENTATION:

No Additional Information