

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2024-629

Introducer/Sponsor(s): Council President at the request of the Mayor

Date of Introduction: August 13, 2024

Committee(s) of Reference: F, TEU

Date of Analysis: August 15, 2024

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreements reached between the City and the International Association of Fire Fighters Local 122 on a 3-year contract from October 1, 2024 through September 30, 2027.

Background Information: The IAFF represents approximately 1,733 employees. The major provisions of the agreement are as follows:

- Wage Increases of 12% - October 1, 2024, 5% - October 1, 2025, and 5% - October 1, 2026
- Paramedic and EMT pay incentives increase \$50 per pay period
- The employer contribution to the union health insurance plan will be \$605 per covered employee per month in FY25 and FY26 and increase to \$665 in FY27
- Patriot Day (September 11th) added as a holiday
- All new employees hired on or after 9/30/27 will be automatically enrolled into FRS; also at that time, current employees can make the choice to move to FRS or stay with the current COJ defined contribution plan

Policy Impact Area: Collective bargaining

Fiscal Impact: The estimated annual cost for the IAFF collective bargaining agreement is \$20.5M in FY25 and \$7.6M in FY26 & FY27.

Analyst: Clements