

RESOLUTION NO 2024 - 125
CITY OF LAKE CITY, FLORIDA

A RESOLUTION OF THE CITY OF LAKE CITY, FLORIDA APPROVING CERTAIN AMENDMENTS TO THAT CERTAIN AGREEMENT BETWEEN THE CITY AND THE PROFESSIONAL FIRE FIGHTERS OF LAKE CITY, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 2288 DATED OCTOBER 1, 2023 AND APPROVED BY THE CITY OF LAKE CITY CITY COUNCIL PURSUANT TO RESOLUTION 2023-134; MAKING CERTAIN FINDINGS OF FACT IN SUPPORT OF THE CITY APPROVING SAID AMENDMENTS; RECOGNIZING THE AUTHORITY OF THE MAYOR TO EXECUTE AND BIND THE CITY TO SAID AMENDMENTS; DIRECTING THE MAYOR TO EXECUTE AND BIND THE CITY TO SAID AMENDMENTS; REPEALING ALL PRIOR RESOLUTIONS IN CONFLICT; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City of Lake City (“City”) and the Professional Fire Fighters of Lake City, international Association of Fire Fighters Local 2288 (the “IAFF”) negotiated and adopted a collective bargaining agreement (the “Agreement”) in 2023; and

WHEREAS, the Agreement was ratified and adopted by the City Council pursuant to Resolution 2023-134; and

WHEREAS, the IAFF and the City desire to amend the Agreement as set forth in the form of the amendments attached as exhibits hereto (the “Amendments”); and

WHEREAS, adopting the Amendments is in the public interest and in the interests of the City; now therefore

BE IT RESOLVED by the City Council of the City of Lake City, Florida:

1. Adopting the Amendments is in the public or community interest and for public welfare; and
2. In furtherance thereof, the Amendments in the form of the Exhibits attached hereto should be and are approved by the City Council of the City of Lake City; and
3. The Mayor of the City of Lake City is the officer of the City duly designated by the City’s Code of Ordinances to enforce such rules and regulations as are adopted by the City Council of the City of Lake City; and

4. The Mayor of the City of Lake City is authorized to execute on behalf of and bind the City to the terms of the Amendments; and
5. The Mayor of the City of Lake City is directed to execute on behalf of and bind the City to the terms of the Amendments; and
6. All prior resolutions of the City Council of the City of Lake City in conflict with this resolution are hereby repealed to the extent of such conflict; and
7. This resolution shall become effective and enforceable upon final passage by the City Council of the City of Lake City.

APPROVED AND ADOPTED, by an affirmative vote of a majority of a quorum present of the City Council of the City of Lake City, Florida, at a regular meeting, this ___ day of October, 2024.

BY THE MAYOR OF THE CITY OF LAKE CITY,
FLORIDA

Stephen M. Witt, Mayor

ATTEST, BY THE CLERK OF THE CITY COUNCIL
OF THE CITY OF LAKE CITY, FLORIDA:

Audrey E. Sikes, City Clerk

APPROVED AS TO FORM AND LEGALITY:

Clay Martin, City Attorney

ARTICLE 14

WAGES AND CLASSIFICATIONS

Section 1. Effective October 1, 2024, employees will receive annual salaries based on the following pay grades set forth in the pay matrix in Schedule A attached to this Agreement:

| | |
|-----------------------|----------|
| Firefighter | Grade F1 |
| Driver/Engineer | Grade F2 |
| Lieutenant | Grade F3 |

Section 2. New hires will be brought in at the step in the applicable grade which the Fire Chief determines in his/her discretion is appropriate given the individual's prior experience and qualifications. A Firefighter promoted to Driver/Engineer will be raised to the step in the Driver/Engineer pay grade corresponding to the step in the Firefighter pay grade in which the employee had been slotted immediately before the promotion. A Driver/Engineer promoted to Lieutenant will be slotted in the step in the Lieutenant pay grade corresponding to the step in the Driver/Engineer pay grade from which the employee was promoted.

A firefighter employed in the lowest step of Grade F1 will advance as follows:

- a. to the next higher step in Grade F1 after completing the probationary period of one (1) year set forth by Lake City Fire Department SOG #100.22 Section 3, subsection (1), and
- b. to the next step after three (3) years' continuous employment with the City, and
- c. to the next higher step after that after six (6) years' continuous service in position.

After promotion to Driver/Engineer, a Driver/Engineer will advance as follows:

- a. to the next higher step in Grade F2 after completing the probationary period of one (1) year,
- b. to the next higher step in Grade F2 after the first three (3) continuous years' service as a Driver/Engineer, and
- c. to the next higher step after that after six (6) years' continuous service in position.

After promotion to Lieutenant, a Lieutenant will advance as follows:

- a. to the next higher step in Grade F3 after completing the probationary period of one (1) year,
- b. to the next higher step in Grade F3 after the first three (3) continuous years' service in position, and
- c. to the next higher step after six (6) years' continuous service in position.

Those employed in Driver/Engineer and Lieutenant positions for one (1) year or more as of October 1, 2024 will retroactively receive the probationary period step increase for their position. The foregoing step increases are contingent on the employee having logged and maintained at least two hundred forty (240) hours of creditable training in each year of service.

Section 3. Except as provided in Section 6 below, firefighters shall be paid an annual supplement for each certification he/she or she holds in the amounts indicated and not to exceed the total number of personnel indicated.

SCHEDULE OF CERTIFICATIONS and ADDITIONAL PAY

| Certificate/Additional Pay | Total Personnel | Annual Supplement Amount |
|----------------------------|-----------------|--------------------------|
| EMT | 11 | \$1400.00 |
| EMT Paramedic | 12 | \$5200.00 |
| Hazmat Technician | 24 | \$1300.00 |
| Pump Operator | 15 | \$1300.00 |
| Inspector | 3 | \$1300.00 |
| Life Safety Educator | 2 | \$1300.00 |
| Fire Investigator | 1 | \$1300.00 |
| Live Fire Training | 9 | \$1300.00 |

Section 4. Driver Engineers and Lieutenants are not eligible for the Pump Operator additional pay unless they had been receiving such additional pay before October 1, 2023.

Section 5. Firefighters and Driver Engineers are not eligible for the Inspector additional pay.

Section 6. Those hired on or after October 1, 2017 will not receive additional pay for EMT certification.

Section 7. Special Merit Salary Adjustments: Based upon annual performance reports and recommendation from the Fire Chief, the City may authorize a special merit increase, or bonus award to anyone who demonstrates exceptional performance, leadership, initiative or bravery in the performance of his/her assigned duties.

**EXHIBIT TO
RESOLUTION**

**NOT FOR
EXECUTION**

Section 8. Effective October 1, 2024, employees, including new hires, will receive a three percent (3%) increase across-the-board increase with another three percent (3%) increase effective October 1, 2025, and the Union hereby expressly waives its right under Article 30 to reopen negotiations for the October 1, 2025 through September 30, 2026 fiscal year. Annual salaries for the fiscal year beginning on October 1, 2024 are set forth on the attached Schedule A.

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ARTICLE 23

INSURANCE AND SICK LEAVE

Section 1. The City shall maintain health and life insurance on its employees, with substantially the same coverage as is now provided. The City reserves the right to obtain substantially the same coverage from another carrier, in the event of a premium increase from its present carrier. Provided, the City shall not be required to pay more in premiums for employees' health and life insurance than what it is now paying.

Employees who desire employee/family or employee/spouse coverage may purchase the same by paying the City the rate for such coverage the City charges its general employees. Employees who elect individual coverage shall pay to the City twenty five percent (25%) of the cost of such coverage under the City's mid-level plan, or such other sums as the City may, from time to time, charge its general employees for said coverage, whichever is greater.

Section 2. The City's sick leave policy, as now exists for general employees, shall apply to employees in this unit; except the rate of accrual for sick leave shall be five (5) hours per pay period. All firefighters who take time off for sick leave will be charged accrued leave hour for hour. The following apply:

(a) Medical Certification: After two (2) consecutive shifts of absence, the firefighter shall submit to the department head a medical certification from a physician before additional use of sick leave will be authorized for the firefighter. If the firefighter continues to be absent, the City can require further medical certification for each ten (10) regular shifts of used sick leave. Such medical certification must state the firefighter is

unable to perform the regularly assigned duties if sick leave is to be authorized by the City.

(b) Abuse of Sick Leave: Sick leave benefits are intended solely to provide income protection in the event of an illness or injury and may not be used for any other absence other than allowed in this Agreement. If it is suspected that a firefighter is abusing sick leave policies, the firefighter shall be subject to the investigation notification and due process of the firefighter bill of rights and the City's disciplinary procedures. Sick leave abuse shall be presumed if any of the following circumstances occur:

- (i) Use of more than three (3) days of unverified sick leave in a ninety (90) day period;
- (ii) A pattern of unverified sick leave or use of unverified sick leave in combination with days off, holidays off or other time off; or
- (iii) Continuous use of sick leave on a repetitive, regular or patterned basis and which is viewed as suspicious. Note: Managers have the authority to require a physician's note or after any leave day when usage is deemed suspicious.

(c) Sick Leave Incentives: Annually, during the first week of December, firefighters having a sick leave account balance of sixty (60) hours or more may request payment of up to twenty-four (24) hours of available sick leave. All firefighters may use up to ninety six (96) hours of sick leave during the budget year as personal leave which may be taken in 12 or 24 hour increments only. See Article 21, Section 3, above.

(d) Payment of Unused Sick Leave: Unused sick leave will be paid upon the firefighters separation from the City, but will not exceed twenty-five percent (25%) of the total accrued sick leave and shall not be more than five hundred (500) sick leave hours.

Section 3. Sick Leave Bank:

(a) The City's employee sick leave bank has been established for the purpose of providing personal sick leave with pay for City employees during extended periods due to illness, accident or injury not otherwise compensated by the City. Firefighters of the department will enjoy this benefit.

(b) The sick leave bank shall be administered by the City Manager, Assistant City Manager and HR Director.

(c) All firefighters who have been employed full-time for at least one (1) year and who have available sixty-four (64) hours of unused sick leave are eligible to join the sick leave bank by requesting voluntary enrollment and contributing eight (8) hours of sick leave to the bank.

(d) The sick leave bank shall be activated when a minimum of forty-five (45) leave days have been deposited. All participating firefighters shall be required to contribute eight (8) additional hours to the pool each time the sick leave bank is depleted below thirty (30) days.



Employee Pay Rate Report FY 2025

| Employee | Position Title | Current Base Salary | Current Grade & Step | Base Salary 10/1/2024 | Grade & Step 10/1/2024 | Certifications | Adjusted Salary with Add Pays |
|------------------------------|-----------------|---------------------|----------------------|-----------------------|------------------------|---|-------------------------------|
| Department 110 - Fire | | | | | | | |
| Alford, Dustin Michael | Firefighter | \$ 51,659.40 | F1 - G | \$ 53,209.04 | F1 - H | Pump Operator, Paramedic, Live Fire Trainer, Hazmat | \$ 63,179.04 |
| Anderson, Shawn H. | Firefighter | \$ 45,898.84 | F1 - C | \$ 47,275.65 | F1 - D | Pump Operator | \$ 49,445.65 |
| Bethea, Christopher Michael | Driver/Engineer | \$ 59,738.12 | F2 - I | \$ 63,376.08 | F2 - K | Pump Operator, Paramedic, Hazmat, Life Safety Instr., Education Stipend | \$ 73,946.08 |
| Brannon, Adam Laverne | Fire Lieutenant | \$ 72,605.52 | F3 - J | \$ 77,027.23 | F3 - L | EMT | \$ 79,297.23 |
| Coody, Stephen | Firefighter | \$ 43,264.00 | F1 - A | \$ 44,561.92 | F1 - B | | \$ 44,561.92 |
| Croft, Gramby Lance | Firefighter | \$ 51,659.40 | F1 - G | \$ 53,209.04 | F1 - H | Pump Operator, Paramedic, Hazmat | \$ 61,879.04 |
| Dohrn, Daniel Zachary | Driver/Engineer | \$ 59,738.12 | F2 - I | \$ 63,376.08 | F2 - K | Paramedic, Hazmat | \$ 70,746.08 |
| Herdon, Matthew Darrell | Driver/Engineer | \$ 57,998.20 | F2 - H | \$ 61,530.06 | F2 - J | Paramedic, Hazmat, Education Stipend, Live Fire Trainer | \$ 70,800.06 |
| Jones, Leon A | Firefighter | \$ 43,264.00 | F1 - A | \$ 44,561.92 | F1 - B | | \$ 45,431.92 |
| Kirkman, Michael W JR | Firefighter | \$ 47,275.54 | F1 - D | \$ 48,693.90 | F1 - E | Pump Operator | \$ 50,863.90 |
| Kreienheder, Trenton M | Driver/Engineer | \$ 53,076.66 | F2 - E | \$ 54,668.66 | F2 - F | Pump Operator, Hazmat, Live Fire Trainer | \$ 59,438.66 |
| Lawson, Brianna Paige | Firefighter | \$ 43,264.00 | F1 - A | \$ 44,561.92 | F1 - B | | \$ 44,561.92 |
| Lockwood, Adam M | Driver/Engineer | \$ 56,308.98 | F2 - G | \$ 59,738.12 | F2 - I | Pump Operator, Paramedic, Hazmat, Live Fire Trainer | \$ 69,708.12 |
| Lupardus, James E. III | Firefighter | \$ 45,898.84 | F1 - C | \$ 47,275.65 | F1 - D | Pump Operator | \$ 49,445.65 |
| Morgan, Jerney M | Firefighter | \$ 43,264.00 | F1 - A | \$ 44,561.92 | F1 - B | | \$ 44,561.92 |
| Morris, Joshua S | Firefighter | \$ 51,659.40 | F1 - G | \$ 53,209.04 | F1 - H | Pump Operator, Paramedic | \$ 60,579.04 |
| Munro, Christina E | Firefighter | \$ 43,264.00 | F1 - A | \$ 44,561.92 | F1 - B | | \$ 44,561.92 |
| Oliver, Robert Lee | Fire Lieutenant | \$ 62,630.36 | F3 - E | \$ 66,444.31 | F3 - G | EMT, Hazmat, Inspector, Live Fire Trainer | \$ 72,614.31 |
| Ovalle, Pedro A | Firefighter | \$ 45,898.84 | F1 - C | \$ 47,275.65 | F1 - D | Pump Operator | \$ 49,445.65 |
| Redish, Lowell Elliot | Driver/Engineer | \$ 54,668.64 | F2 - F | \$ 56,308.64 | F2 - G | EMT, Hazmat | \$ 59,878.64 |
| Reed, Chad A JR | Firefighter | \$ 45,898.84 | F1 - C | \$ 47,275.65 | F1 - D | Pump Operator | \$ 49,445.65 |
| Rodriguez, Kyle J | Firefighter | \$ 45,898.84 | F1 - C | \$ 47,275.65 | F1 - D | Pump Operator | \$ 49,445.65 |
| Sund, Gregory Merlin II | Fire Lieutenant | \$ 66,444.30 | F3 - G | \$ 70,490.85 | F3 - I | EMT, Hazmat, Education Stipend | \$ 74,660.85 |

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Fiscal Year 2025
Grade/Step Matrix

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
|----|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| F1 | | \$ 16.4800 | \$ 16.9744 | \$ 17.4836 | \$ 18.0081 | \$ 18.5484 | \$ 19.1048 | \$ 19.6780 | \$ 20.2683 | \$ 20.8764 | \$ 21.5027 | \$ 22.1477 | \$ 22.8122 | \$ 23.4965 | \$ 24.2014 | \$ 24.9275 | \$ 25.6753 | \$ 26.4456 |
| F2 | \$ 17.4400 | \$ 17.9632 | \$ 18.5021 | \$ 19.0572 | \$ 19.6289 | \$ 20.2177 | \$ 20.8243 | \$ 21.4490 | \$ 22.0925 | \$ 22.7552 | \$ 23.4379 | \$ 24.1410 | \$ 24.8653 | \$ 25.6112 | \$ 26.3796 | \$ 27.1710 | \$ 27.9861 | \$ 28.8257 |
| F3 | \$ 20.5792 | \$ 21.1966 | \$ 21.8325 | \$ 22.4874 | \$ 23.1621 | \$ 23.8569 | \$ 24.5726 | \$ 25.3098 | \$ 26.0691 | \$ 26.8512 | \$ 27.6567 | \$ 28.4864 | \$ 29.3410 | \$ 30.2212 | \$ 31.1279 | \$ 32.0617 | \$ 33.0236 | \$ 34.0143 |

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| F1 | | \$ 44,561.92 | \$ 45,898.78 | \$ 47,275.65 | \$ 48,693.90 | \$ 50,154.60 | \$ 51,659.38 | \$ 53,209.04 | \$ 54,805.48 | \$ 56,449.52 | \$ 58,143.03 | \$ 59,887.38 | \$ 61,683.92 | \$ 63,534.54 | \$ 65,440.59 | \$ 67,403.69 | \$ 69,426.01 | \$ 71,508.63 |
| F2 | \$ 47,157.76 | \$ 48,572.49 | \$ 50,029.41 | \$ 51,530.40 | \$ 53,076.28 | \$ 54,668.66 | \$ 56,308.64 | \$ 57,998.10 | \$ 59,738.12 | \$ 61,530.06 | \$ 63,376.08 | \$ 65,277.26 | \$ 67,235.50 | \$ 69,252.68 | \$ 71,330.17 | \$ 73,470.11 | \$ 75,674.14 | \$ 77,944.42 |
| F3 | \$ 55,646.16 | \$ 57,315.34 | \$ 59,034.81 | \$ 60,805.93 | \$ 62,630.05 | \$ 64,509.06 | \$ 66,444.31 | \$ 68,437.70 | \$ 70,490.85 | \$ 72,605.64 | \$ 74,783.72 | \$ 77,027.23 | \$ 79,338.06 | \$ 81,718.12 | \$ 84,169.57 | \$ 86,694.84 | \$ 89,295.54 | \$ 91,974.40 |

Starting Pay is now F1-B

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