

CITY COUNCIL RESOLUTION NO. 2021-173

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE CITY, FLORIDA, AUTHORIZING AN AMENDMENT TO THE AGREEMENT WITH LOCAL NO. 2288 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO; PROVIDING FOR THE AMENDMENT OF ARTICLE 14 TITLED “WAGES AND CLASSIFICATIONS”; PROVIDING FOR SEVERABILITY; PROVIDING FOR CONFLICT; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, pursuant to and in accordance with the negotiations for a union employment agreement relating to the Lake City Firefighters who are members of Local No. 2288 of the International Association of Firefighters, AFL-CIO (hereinafter “IAFF”), the City of Lake City, Florida (hereinafter the “City”) and the IAFF negotiated a union employment agreement (hereinafter the “Agreement”) as approved by resolution 2020-113; and

WHEREAS, the City and IAFF desire to amend the Agreement pursuant to and in accordance with the terms and conditions provided for in the amendment attached hereto; and

WHEREAS, the City Council finds it is in the best interest of the City and its citizens to amend Article 14 of the Agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LAKE CITY, FLORIDA, AS FOLLOWS:

Section 1. The above recitals are all true and accurate and are incorporated herein and made a part of this resolution.

Section 2. Article 14 of the Agreement is hereby amended in its entirety to read as provided for in the attached amendment.

Section 3. If any clause, section, or other part of this resolution is held by any court of competent jurisdiction to be unconstitutional or invalid, in part or application, it shall not affect the validity of the remaining portion or applications of this resolution.

Section 4. Conflict. All resolutions or portions of resolutions in conflict with this resolution are hereby repealed to the extent of such conflict.

Section 5. This resolution shall become effective immediately upon passage and adoption.

PASSED AND ADOPTED at a meeting of the City Council this ____ day of November 2021.

CITY OF LAKE CITY, FLORIDA

By: _____
Stephen M. Witt, Mayor

ATTEST:

APPROVED AS TO FORM AND
LEGALITY:

By: _____
Audrey E. Sikes, City Clerk

By: _____
Frederick L. Koberlein, Jr.,
City Attorney

ARTICLE 14

WAGES AND CLASSIFICATIONS

Section 1. Effective October 1, 2021, employees will receive annual salaries based on the following pay grades:

Firefighter Grade 10

Driver/Engineer Grade 12

Lieutenant Grade 14

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. Those promoted to Driver/Engineer will be raised to the salary of the step in the grade of the new position which is closest to the salary of the step in the employee's prior grade which is three steps above the step in which the employee had been slotted immediately before the promotion. Those promoted from Driver/Engineer to Lieutenant will be slotted in the pay grade closest to the salary of the step in the employee's prior pay grade which is six steps above the employee's prior pay.

A firefighter employed in the lowest step of Grade 10 will advance as follows:

- a. to the next higher step in Grade 10 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 12 after the first three (3) continuous years' service as a Driver/Engineer, and
- b. 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 14 after the first three (3) continuous years' service in position, and
- b. to the next higher step after six (6) years' continuous service in 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	10	12 %
Hazmat Technician	21	3%

Pump Operator	12	3%
Inspector	3	3%
Life Safety Educator	3	3%
Fire Investigator	3	3%

Section 4. Driver Engineers and Lieutenants are not eligible for the Pump Operator additional pay.

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.

Section 8. Effective October 1, 2021, Firefighters will receive a six percent (6%) pay increase in addition to any step increase they may receive, and the probationary step increase will be retroactive. No other step increases shall be retroactive. On that date, Driver Engineers will receive a pay increase as follows (see Schedule A):

Robert Oliver/Greg Sund	three percent (3%)
Trevor Caslin/Daniel Dohrn	six percent (6%)
Matthew Herndon/Austin Thomas	nine percent (9%)

SCHEDULE A

	Position	Annual Pay effective 9/30/2021 with add pays	Annual Pay effective 10/1/2021 with add pays
Bethea, Christopher Michael	Firefighter	39,996.58	43,705.34
Boozer, Dwight E	Lieutenant	55,959.26	55,959.28
Brannon, Adam Laverne	Lieutenant	60,542.46	60,542.56
Craft, Michael A	Firefighter	37,700.52	39,996.48
Crooms, Robert C	Firefighter	32,520.80	35,536.36
Dohrn, Daniel Zachary	Driver/Engineer	44,096.00	46,781.45
Herndon, Matthew Darrell	Driver/Engineer	42,811.60	46,781.39
Kirkman, Michael W JR	Firefighter	32,520.80	35,536.36
Kreienheder, Trenton M	Firefighter	33,496.32	36,602.33
Lockwood, Adam M	Firefighter	37,700.52	41,196.38
McNeill, Jeff D JR	Lieutenant	55,536.16	55,536.26
Morris, Joshua S	Firefighter	35,536.54	38,831.74
Oliver, Robert Lee	Driver/Engineer	44,211.86	45,496.32
Parnell, Anthony G JR	Firefighter	34,501.48	37,700.70
Payzant, Mary K	Firefighter	31,573.62	33,496.45
Redish, Lowell Elliot	Firefighter	36,936.54	40,231.84
Register, Levi Garrett	Firefighter	36,936.54	40,231.84
Rodriguez, Kyle J	Firefighter	31,573.62	34,501.35
Sund, Gregory Merlin II	Driver/Engineer	44,811.86	46,096.40
Thomas, Austin Scott	Driver/Engineer	43,411.60	47,381.47