

**AN ORDINANCE OF THE CITY COUNCIL AUTHORIZING THE CITY ADMINISTRATOR TO EXECUTE AN AMENDED COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND THE SOUTHERN MISSOURI PROFESSIONAL FIRE FIGHTERS LOCAL 152, BARGAINING UNIT OF THE REPUBLIC FIRE DEPARTMENT**

**WHEREAS**, the City of Republic, Missouri (“City” or “Republic”) is a municipal corporation and Charter City located in Greene County, Missouri, being duly created, organized, and existing under the laws of the State of Missouri; and

**WHEREAS**, pursuant to Section 110.150 of the Republic Municipal Code, the City has the authority to negotiate and confer with authorized representatives of labor organizations for the purpose of establishing agreed upon terms and conditions of the City’s employment of such labor organization’s members; and

**WHEREAS**, in accord with the provisions of Code Section 110.150, the City negotiator, designated by the City Administrator, met and conferred with representatives of the Southern Missouri Professional Fire Fighters Local 152 (“Republic IAFF”) as to the terms and conditions of employment, including wages and benefits, for IAFF members employed by the City, resulting in a successful negotiation and agreed upon Collective Bargaining Agreement (“IAFF Agreement”); and

**WHEREAS**, pursuant to Section 100.150(A)(1), on or about February 2, 2021 via Ordinance 21-05, the Council approved the IAFF Agreement; and

**WHEREAS**, due to the recently approved change to the City’s LAGERS plan from L-3 to L-6, going into effect on January 1, 2025, as well as the change in City’s Mission’s Square Deferred Compensation, there are certain amendments to the IAFF Agreement that are warranted; and

**WHEREAS**, additionally, per Section 3.01 of the IAFF Agreement, the City and Republic IAFF agreed to develop an agreeable pay scale during the 2024 calendar year, and the parties have now come to an agreement that the Republic IAFF will adopt the City’s new pay schedule, to be set forth in the City’s Employee Handbook; and

**WHEREAS**, both the City and the IAFF believe the aforementioned amendments to the IAFF Agreement are appropriate and in their best respective interests, and desire for the Council to approve of the IAFF Agreement, as amended; and

**WHEREAS**, upon review of the proposed amendments to the IAFF Agreement and presentation(s) of City staff, the Council finds the agreed upon amendments to the IAFF Agreement are appropriate, fair, and in the best interests of the City and its citizens.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC, MISSOURI, AS FOLLOWS:**

**Section 1:** The collective bargaining agreement between the City and the Southern Missouri Professional Fire Fighters Local 152, as amended herein and attached “Attachment 1”, is hereby approved and adopted in all respects.

**Section 2:** The City Administrator, or designee, is hereby authorized to execute the collective bargaining agreement between the City and the Southern Missouri Professional

Fire Fighters Local 152, as amended herein, said agreement to be substantially in the same form as "Attachment 1" and any other such documents necessary to carry out and comply with this Ordinance.

**Section 3:** The WHEREAS clauses above are specifically incorporated herein by reference.

**Section 4:** The provisions of this Ordinance are severable and if any provision hereof is declared invalid, unconstitutional, or unenforceable, such determination shall not affect the validity of the remainder of this Ordinance.

**Section 5:** This Ordinance shall take effect and be in force from and after its passage as provided by law.

**PASSED AND APPROVED** at a regular meeting of the City Council of the City of Republic, Missouri, this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

**Attest:**

\_\_\_\_\_  
Eric Franklin, Mayor

\_\_\_\_\_  
Laura Burbridge, City Clerk

**Approved as to Form:**

  
\_\_\_\_\_  
Megan McCullough, City Attorney

**Final Passage and Vote:**