

TROTWOOD, OHIO 45426

3035 OLIVE ROAD

CITY OF TROTWOOD

RESOLUTION NO. R23-77

A RESOLUTION BY THE TROTWOOD CITY COUNCIL AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING AMENDING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF TROTWOOD AND THE TROTWOOD PROFESSIONAL FIREFIGHTERS IAFF LOCAL 4024 PREVIOUSLY APPROVED BY CITY COUNCIL BY RESOLUTION NO. R21-30 ON JULY 6, 2021, AND SUBSEQUENTLY AMENDED BY RESOLUTION NOS. R21-50 ON NOVEMBER 1, 2021 AND R22-14 ON MARCH 7, 2022.

WHEREAS, a Collective Bargaining Agreement (“CBA”) between the City of Trotwood (the “City”) and Trotwood Professional Firefighters IAFF Local 4024 (“Fire and Rescue”)(collectively, “the Parties”) was reached by the Parties for a three-year period of January 1, 2022 through December 31, 2024; and

WHEREAS, City Council passed Resolution No. R21-30 on July 6, 2021 approving the terms of the CBA as negotiated and authorizing the City Manager to execute the CBA on behalf of the City; and

WHEREAS, City Council subsequently passed Resolution No. R21-50 on November 1, 2021 providing Fire and Rescue a two and one-half percent (2.5%) wage increase each year of the three-year period of January 1, 2022 through December 31, 2024, which superseded and replaced the two percent (2.0%) wage increase as set forth in Article 22 of the CBA; and

WHEREAS, City Council subsequently passed Resolution No. R22-14 on March 7, 2022, reestablishing the Firefighter/EMT-B classification within Article 22 of the CBA at a rate to include the two and one-half percent (2.5%) wage increase each year of the three-year period of January 1, 2022 through December 31, 2024, previously approved by Resolution No. R21-50; and

WHEREAS, the City desires to provide Fire and Rescue a seven percent (7.0%) wage increase effective January 1, 2024 and a one-time wage adjustment by eight percent (8.0%), retroactive to October 6, 2023, as offered to Police Officers.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TROTWOOD, STATE OF OHIO:

SECTION I:

The Trotwood City Council hereby approves the terms as set forth in the Memorandum of Understanding (“MOU”) attached hereto and incorporated herein as Exhibit A. Accordingly, City Council hereby authorizes the City Manager to execute the MOU attached hereto as Exhibit A, or another MOU in substantial conformity with the terms set forth therein, on behalf of the City.

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SECTION II:

This Resolution shall take effect and be in force from and after the date of its passage.

Passed this 4th day of December, 2023.

ATTEST:

APPROVED:


KARA B. LANDIS
CLERK OF COUNCIL


MARY A. MCDONALD
MAYOR


YVETTE F. PAGE
VICE-MAYOR

CERTIFICATE OF RECORDING OFFICER

I, the undersigned, hereby certify that the foregoing is a true and correct copy of Resolution No. R23-77 adopted by the Trotwood City Council at a regular scheduled meeting held on the 4th day of December, 2023, and that I am duly authorized to execute this certificate.

Signed this _____ day of _____, _____.

KARA B. LANDIS
CLERK OF COUNCIL

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF TROTWOOD, OHIO, AND THE
TROTWOOD PROFESSIONAL FIREFIGHTERS IAFF LOCAL 4024

WHEREAS, a Collective Bargaining Agreement (“CBA”) between the City of Trotwood (the “City”) and the Trotwood Professional Firefighters IAFF Local 4024 (“Fire and Rescue”)(collectively, “the Parties”) was reached by the Parties for a three-year period of January 1, 2022 through December 31, 2024; and

WHEREAS, City Council passed Resolution No. R21-30 on July 6, 2021 approving the terms of the CBA as negotiated and authorizing the City Manager to execute the CBA on behalf of the City; and

WHEREAS, City Council subsequently amended Article 22 of the CBA by Resolution No. R21-50 on November 1, 2021, providing Fire and Rescue with a two and one-half percent (2.5%) wage increase effective each year of the three-year period beginning on January 1, 2022, which rate superseded and replaced the two percent (2.0%) wage increase set forth in Article 22 of the CBA; and

WHEREAS, City Council subsequently amended Article 22 of the CBA by Resolution R22-14 on March 7, 2022, reestablishing the Firefighter/EMT-B classification within Article 22 of the CBA at a rate to include the two and one-half percent (2.5%) wage increase effective each year of the three-year period beginning on January 1, 2022 approved by Resolution No. R21-50; and

WHEREAS, the Parties desire to amend Article 22, Section 22.1 for the remainder of the contract as follows:

1. Section 22.1. Effective January 1, 2022, employees shall receive a two and one-half percent (2.5%) across the board wage increase; effective January 1, 2023, employees shall receive a two and one-half percent (2.5%) across the board wage increase; effective January 1, 2024, employees shall receive a ~~two and one-half percent (2.5%)~~ **seven percent (7.0%)** across the board wage increase. **Employees shall receive a one-time wage adjustment by eight percent (8.0%) retroactive to October 6, 2023.** Rates shall be as follows:

Firefighter/EMT-B (24/48 or 48/96):

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Effective 1/1/2022	\$16.79	\$17.83	\$18.84	\$19.96	\$21.20	\$22.13
Effective 1/1/2023	\$17.21	\$18.28	\$19.31	\$20.46	\$21.73	\$22.68
Effective 10/6/2023	\$18.59	\$19.74	\$20.85	\$22.10	\$23.47	\$24.49
Effective 1/1/2024	\$17.64 \$19.89	\$18.74 \$21.12	\$19.79 \$22.31	\$20.97 \$23.65	\$22.27 \$25.11	\$23.25 \$26.20

Firefighter/Paramedic (24/48 or 48/96):

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Effective 1/1/2022	\$17.79	\$18.90	\$19.98	\$21.16	\$22.46	\$23.44
Effective 1/1/2023	\$18.23	\$19.37	\$20.48	\$21.69	\$23.02	\$24.03
Effective 10/6/2023	\$19.69	\$20.92	\$22.12	\$23.43	\$24.86	\$25.95
Effective 1/1/2024	\$18.69 \$21.07	\$19.85 \$22.38	\$20.99 \$23.67	\$22.23 \$25.07	\$23.60 \$26.60	\$24.63 \$27.77

Firefighter/Paramedic (40 hours/week):

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Effective 1/1/2022	\$24.89	\$26.41	\$27.97	\$29.64	\$31.45	\$32.82
Effective 1/1/2023	\$25.51	\$27.07	\$28.67	\$30.38	\$32.24	\$33.64
Effective 10/6/2023	\$27.55	\$29.24	\$30.96	\$32.81	\$34.82	\$36.33
Effective 1/1/2024	\$26.15 \$29.48	\$27.75 \$31.29	\$29.39 \$33.13	\$31.14 \$35.11	\$33.05 \$37.26	\$34.48 \$38.87

Lieutenant (24/48 or 48/96):

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Effective 1/1/2022	\$23.40	\$23.97	\$24.57	\$25.20	\$25.81
Effective 1/1/2023	\$23.99	\$24.57	\$25.18	\$25.83	\$26.46
Effective 10/6/2023	\$25.91	\$26.54	\$27.19	\$27.90	\$28.58
Effective 1/1/2024	\$24.59 \$27.72	\$25.18 \$28.40	\$25.81 \$29.09	\$26.48 \$29.85	\$27.12 \$30.58

Captain (24/48) or (48/96):

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Effective 1/1/2022	\$25.74	\$26.37	\$27.03	\$27.72	\$28.39
Effective 1/1/2023	\$26.38	\$27.03	\$27.71	\$28.41	\$29.10
Effective 10/6/2023	\$28.49	\$29.19	\$29.93	\$30.68	\$31.43
Effective 1/1/2024	\$27.04 \$30.48	\$27.71 \$31.23	\$28.40 \$32.03	\$29.12 \$32.83	\$29.83 \$33.63

2. This Agreement and the language change implemented here will not be precedent setting and shall only be in effect during the term of the contract.
3. Other than what is set forth in paragraph 1 above, the CBA between the Parties remains in full force and effect pursuant to their current written terms.

FOR THE CITY OF TROTWOOD, OHIO:

FOR THE TROTWOOD PROFESSIONAL
FIREFIGHTERS IAFF LOCAL 4024:

Date: _____

Date: _____