
**Summary of Tentative Agreement with
IAFF Local 48
Fire Fighters and Assistant Chiefs contracts**

Article 6: Grievance Procedure / Review Panel

- Adjusted timelines for additional uniformity between grievance steps.

Article 11: Overtime and Compensatory Time

- Added attendance at any Special Event training held off duty.

Article 19: Injury with Pay

- Expanded injury with pay to include members disabled due to a presumptive occupational cancer diagnosis, a presumptive cardiovascular disease diagnosis, or a presumptive pulmonary disease diagnosis, as defined by the Ohio Revised Code.

Article 21: Personnel Service Jacket

- Adjusted language to align with Ohio Public Records Law.

Article 28: Sick Leave with Pay

- Added a definition of “health care provider” to the article.
- Updated the language to ensure consistent usage of the term “health care provider” in regard to medical documentation and expanded the types of medical documentation accepted to include aftercare summary, discharge summary, and/or explanation of benefits.
- Added domestic partner to the definition of immediate family to allow employees to utilize their sick leave in the event of death of a domestic partner.

Article 29: Vacation and Holiday Leave

- Added Juneteenth to the holiday leave hours bank.
- Added language clarifying when a member receives 8-hours of pay versus 10 or 12-hours of pay.

Article 30-Pay Differential/Certification Pay

- Added language that a member must maintain their State of Ohio Paramedic Certification in order to receive the annual certification pay and that if a member chooses to voluntarily surrender their certification, they will not be eligible for the pay moving forward, regardless of whether the member is later reinstated as a Paramedic.
- Agreed to roll the 2.5% Fire Fighter certification pay into the base pay.

Article 35: Term of Agreement

- 3-year agreement, effective December 10, 2023, through December 5, 2026

Article 37: Daily Staffing Requirements

- Modified the staffing requirement for the Medic Units to allow for increased staffing flexibility.

Article 42: Internal Investigations Procedures

- Increased the timelines for investigations from 120 calendar days to 180 calendar days and modified the language regarding extension agreements to allow the Union and City to agree to timeline extensions.

Appendix A: Wages:

- 5.0% effective 12/10/2023 & \$1000 lump sum payment on or before 12/3/2024
- 4.0% effective 12/8/2024 & \$500 lump sum payment on or before 12/17/2024
- 3.0% effective 12/07/2025

Appendix E: Employee Alcohol and Drug Testing

- Removed random drug testing, except for employees required to carry a firearm.
- Removed the language requiring agreement from the Union on the testing facility.
- Added language clarifying when an employee can return to duty following a positive drug or alcohol test.

**** There were a few other articles that contained housekeeping changes.**

The remaining articles will stay as current contract language.