

September 5, 2024

**To:** Mayor and Members of City Council

202401941

**From:** Sheryl M.M. Long, City Manager

**Subject: Emergency Ordinance: Authorizing the Implementation of the IAFF,  
Local 48 Labor Management Agreements**

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Attached is an Emergency Ordinance captioned:

**AUTHORIZING** the City Manager to execute and implement the Fire Fighters and Assistant Chiefs labor management agreements between the City of Cincinnati and the International Association of Fire Fighters, Local 48, the updated terms of which are reflected in the attached summary.

This agreement increases Fire Administration's ability to manage the Cincinnati Fire Department by allowing increased staffing flexibility on the City's twelve medic unit, incentivizing employees to maintain their Paramedic certification, and increasing the timelines for Internal Investigations. The three-year agreement provides the members with a 5.0% wage increase in the first year of the contract (effective December 10, 2023) and a \$1000 lump sum payment, a 4.0% wage increase in the second year of the contract (effective December 8, 2024) and a \$500 lump sum payment, and a 3.0% wage increase in the final year of the contract (effective December 7, 2025). A summary of the tentative agreement is attached hereto.

The Administration recommends approval of this Emergency Ordinance.

cc: Latisha Hazell, Human Resources Director