

EMERGENCY

City of Cincinnati

AKS

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An Ordinance No. 299

- 2024

**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.

WHEREAS, the current Fire Fighters and Assistant Chiefs labor management agreements between the City of Cincinnati and the International Association of Fire Fighters, Local 48 (“IAFF, Local 48”) expired on December 9, 2023; and

WHEREAS, the City and IAFF, Local 48, through their respective negotiating teams, have reached tentative agreement on the terms of successor agreements (“Tentative Agreements”), the updated terms of which are reflected in the attached summary; and

WHEREAS, all employees in the IAFF, Local 48, Fire Fighters and Assistant Chiefs bargaining units will receive a five percent increase to their base wage retroactive to December 10, 2023 and a lump sum payment of \$1,000 on or before December 3, 2024; a four percent increase to their base wage effective December 8, 2024 and a lump sum payment of \$500 on or before December 17, 2024; and a three percent increase to their base wage effective December 7, 2025; and

WHEREAS, Injury with Pay leave will be expanded 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; and

WHEREAS, the 2.5 percent Fire Fighter certification pay will be rolled into the base pay rates; and

WHEREAS, the daily staffing requirements for the Medic Units will be modified to allow for increased staffing flexibility; and

WHEREAS, the holiday leave hours bank will be increased to include Juneteenth as a paid holiday; and

WHEREAS, the timelines for Internal Investigations will be increased from 120 calendar days to 180 calendar days; and

WHEREAS, Employee Alcohol and Drug testing will be modified to remove random drug testing for employees that are not required to carry a firearm, will no longer require approval from the Union on the selected testing facility, and will include language defining when an employee can return to duty following a positive drug or alcohol test; and

WHEREAS, the Tentative Agreements have a duration of three years beginning on December 10, 2023 and expiring on December 5, 2026; and

WHEREAS, the terms and conditions of the successor agreements as agreed to by the parties represent fair and equitable gains for both parties; now, therefore,

BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

Section 1. That the City Manager is authorized 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.

Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Section 1.

Section 3. That this ordinance shall be an emergency measure necessary for the preservation of the public peace, health, safety, and general welfare and shall, subject to the terms of Article II, Section 6 of the Charter, be effective immediately. The reason for the emergency is the immediate need to implement a successor labor management agreement between the City and International Association of Fire Fighters, Local 48 to replace the agreements which expired on December 9, 2023.

Passed: September 19, 2024

Jamichelle Leearnes

Vice Mayor

Attest: [Signature]  
Clerk

I HEREBY CERTIFY THAT ORDINANCE NO 298-2024  
WAS PUBLISHED IN THE CITY BULLETIN  
IN ACCORDANCE WITH THE CHARTER ON 10/1/2024  
Melissa Harty  
CLERK OF COUNCIL