



# *City of South Pasadena*

7047 SUNSET DRIVE SOUTH  
SOUTH PASADENA, FLORIDA 33707  
PH: (727) 347-4171 FAX: (727) 345-0518  
WWW.MYSOUTHPASADENA.COM

## **A G E N D A**

AGENDA MEETING  
SOUTH PASADENA, FLORIDA

TUESDAY, SEPTEMBER 2, 2025  
COMMISSION CHAMBERS 9:00 A.M.

CALL TO ORDER  
INVOCATION  
PLEDGE OF ALLEGIANCE  
ROLL CALL

## **PROPOSED AGENDA FOR THE MONDAY, SEPTEMBER 8, 2025 REGULAR COMMISSION MEETING**

### **DISCUSSION ITEMS**

#### **PUBLIC HEARING - LEGISLATIVE**

1. RESOLUTION NO. 2025-10 - A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF SOUTH PASADENA, FLORIDA, ADOPTING A TENTATIVE MILLAGE RATE FOR AD VALOREM TAXES FOR THE CITY OF SOUTH PASADENA FOR FISCAL YEAR 2025-2026, PROVIDING FOR AN EFFECTIVE DATE - NEIDINGER.
2. ORDINANCE NO. 2025-03 - AN ORDINANCE OF THE CITY OF SOUTH PASADENA, FLORIDA, ADOPTING FISCAL YEAR 2025-2026 BUDGET; PROVIDING AN EFFECTIVE DATE - SECOND READING - NEIDINGER.
3. ORDINANCE NO. 2025-04 - AN ORDINANCE OF THE CITY OF SOUTH PASADENA, FLORIDA, AMENDING APPENDIX CHAPTER A198 FEES OF THE CODE OF ORDINANCES RELATING TO RATES AND CHARGES FOR RECLAIMED WATER; TO INCREASE THE MINIMUM MONTHLY RECLAIMED WATER SERVICE CHARGE FOR SINGLE FAMILY RESIDENTIAL CUSTOMERS TO \$11.88 AND TO INCREASE COMMERCIAL AND MUNICIPAL USER SERVICE CHARGES TO \$339.31 PER PERVIOUS ACRE; PROVIDING AN EFFECTIVE DATE - SECOND AND FINAL READING - NEIDINGER.
4. ORDINANCE NO. 2025-05 - AN ORDINANCE OF THE CITY OF SOUTH PASADENA, FLORIDA, AMENDING APPENDIX CHAPTER A198 FEES OF THE CODE OF ORDINANCES RELATING TO RATES AND CHARGES FOR SEWAGE USAGE; TO INCREASE THE BASE MINIMUM MONTHLY SEWER RATES AND SEWER FLOW CHARGE RATE BY 9.5%; PROVIDING AN EFFECTIVE DATE - SECOND AND FINAL READING - NEIDINGER.

AGENDA MEETING

TUESDAY, SEPTEMBER 2, 2025 - 9:00 A.M.

**UNFINISHED BUSINESS**

NONE

**CONSENT AGENDA**

Resolutions and Motions of a non-controversial nature may be placed on the Consent Agenda. One motion for approval is required to pass the entire Consent Agenda; however, any item(s) may be removed prior to motion for approval.

5. APPROVAL OF COMMISSION MEETING MINUTES FOR THE MONTH OF  
AUGUST 2025 ON FILE IN CITY CLERK'S OFFICE  
AGENDA MEETING, AUGUST 19, 2025; ADMINISTRATIVE WORKSHOP,  
AUGUST 19, 2025; EXECUTIVE SESSION, AUGUST 19, 2025;  
REGULAR COMMISSION MEETING, AUGUST 26, 2025.

**NEW BUSINESS**

6. MOTION - TO APPROVE EMERGENCY MEDICAL SERVICES ALS FIRST  
RESPONDER AGREEMENT AMENDMENT NO. 1 (2025) - THOMPSON.
7. MOTION - TO APPROVE LABOR AGREEMENT BETWEEN THE CITY OF  
SOUTH PASADENA AND ST. PETERSBURG ASSOCIATION OF  
FIREFIGHTERS LOCAL 747 FOR THE PERIOD OCTOBER 1, 2025  
THROUGH SEPTEMBER 30, 2028 - THOMPSON.

ADJOURN

This meeting is open to the public. Ordinances may be inspected by the public in the office of the City Clerk at City Hall from 8:00 a.m. to 4:00 p.m. Monday through Friday with the exception of holidays. Any person who decides to appeal any decision of the City Commission with respect to any matter considered at this meeting will need a record of the proceedings, and for such purpose may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

The City of South Pasadena is committed to providing reasonable accommodation for access for the disabled. In accordance with the Americans with Disabilities Act and F.S. 286.26, anyone needing assistance with regard to this meeting should contact the City Clerk's Office in writing at least 48 hours prior to the meeting. For more information or assistance please contact the City Clerk's office at 727-347-4171.

CITY OF SOUTH PASADENA



AGENDA SUBMITTAL FORM

---

Ordinance:	Date Submitted:	08/27/2025
Resolution: NO. 2025-10	Agenda Meeting Date:	09/02/2025
Motion:	Regular Meeting Date:	09/08/2025
Information Only	Submitted By:	COMM. NEIDINGER
No Action Needed:	Written By:	
Discussion:		

---

**Subject Title:** (If Ordinance or Resolution, state number and title in full.)

RESOLUTION NO. 2025-10 - A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF SOUTH PASADENA, FLORIDA, ADOPTING A TENTATIVE MILLAGE RATE FOR AD VALOREM TAXES FOR THE CITY OF SOUTH PASADENA FOR FISCAL YEAR 2025-2026, PROVIDING FOR AN EFFECTIVE DATE.

---

**Motion Proposed:**

TO PASS RESOLUTION NO. 2025-10

---

SUBMIT ORIGINAL TO CITY CLERK FOR INCLUSION ON AGENDA BY WEDNESDAY.

RESOLUTION NO. 2025-10

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF SOUTH PASADENA, FLORIDA, ADOPTING A TENTATIVE MILLAGE RATE FOR AD VALOREM TAXES FOR THE CITY OF SOUTH PASADENA FOR FISCAL YEAR 2025-2026, PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City Commission adopted a proposed millage rate of 5.8709 mills at its July 1, 2025 Regular Commission Meeting; and

WHEREAS, the roll back millage rate for fiscal year 2025-2026 is 5.3335 mills; and

WHEREAS, the City of South Pasadena's Gross Taxable Property Values have decreased 4.4% to \$929,836,312; and

WHEREAS, the 5.8709 millage rate represents a 10.08% increase over the Roll Back Rate for the 2025-2026 tax year; and

WHEREAS, the City Commission would like to gradually increase the General Fund - Fund Balance Reserves to twelve (12) months; and

WHEREAS, a 5.8709 millage rate is expected to generate a deficit of \$24,975 in cash reserves; and

WHEREAS, the September 30, 2024 General Fund Reserves were 9.6 months of operating expenditures and are expected to range between 8.4 to 9.6 months at the end of fiscal 2025; and

WHEREAS, adopting the millage rate of 5.8709 mills will maintain Fund Balance reserves in the General Fund at current levels; and

WHEREAS, the City's Capital Improvements Fund has utilized all of its non-Penny for Pinellas reserves and therefore the General Fund will be required to expend an estimated \$192,620 to cover budgeted expenditures that are not qualified to use Penny for Pinellas funding; and

WHEREAS, \$450,000 in Public Service Taxes will be transferred from the General Fund to the Capital Improvmenets Fund to cover a portion of Fire Station Bond Debit Service; and.

WHEREAS, the City Commission recognizes that they may lower, but not increase millage at the time of final adoption.

NOW, THEREFORE, BE IT RESOLVED by the City Commission of the City of South Pasadena, Pinellas County, Florida, as follows:

SECTION 1. That there is hereby levied a tentative millage rate of 5.8709 mills for ad valorem taxation of property within the corporate limits of the City of South Pasadena, Florida, for fiscal year 2025-2026. Adoption of the final millage rate shall be made on September 15, 2025 at 7:00 p.m. following the public hearing.

SECTION 2. That this Resolution shall be in full force and effect immediately after its adoption and approval in the manner provided by law.

PASSED AND ADOPTED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2025.

\_\_\_\_\_  
Arthur Penny, Mayor

ATTEST:

\_\_\_\_\_  
Carley Lewis, City Clerk

THIS RESOLUTION HAS BEEN APPROVED AS TO FORM AND CONTENT BY THE CITY ATTORNEY.

\_\_\_\_\_  
City Attorney

CITY OF SOUTH PASADENA



AGENDA SUBMITTAL FORM

---

Ordinance: NO. 2025-03 Date Submitted: 08/27/2025

Resolution: Agenda Meeting Date: 09/02/2025

Motion: Regular Meeting Date: 09/08/2025

Information Only Submitted By: COMM. NEIDINGER

No Action Needed: Written By:

Discussion:

---

**Subject Title:** (If Ordinance or Resolution, state number and title in full.)

ORDINANCE NO. 2025-03 - AN ORDINANCE OF THE CITY OF SOUTH PASADENA, FLORIDA, ADOPTING FISCAL YEAR 2025-2026 BUDGET; PROVIDING AN EFFECTIVE DATE.

---

**Motion Proposed:**

TO PASS ORDINANCE NO. 2025-03 ON FIRST READING AUGUST 26, 2025

TO PASS ORDINANCE NO. 2025-03 ON SECOND READING

---

SUBMIT ORIGINAL TO CITY CLERK FOR INCLUSION ON AGENDA BY WEDNESDAY.

ORDINANCE NO. 2025-03

AN ORDINANCE OF THE CITY OF SOUTH PASADENA, FLORIDA, ADOPTING  
FISCAL YEAR 2025-2026 BUDGET; PROVIDING AN EFFECTIVE DATE.

THE CITY OF SOUTH PASADENA DOES ORDAIN:

SECTION 1. The 2025-2026 Budget for the Fiscal Year beginning October  
1, 2025 and ending September 30, 2026, establishing:

THE FOLLOWING ESTIMATED REVENUES, TRANSFERS, AND APPROPRIATIONS:

	<u>GENERAL FUND</u>	<u>CAPITAL IMPROVEMENTS</u>	<u>ENTERPRISE FUNDS</u>
FUND BALANCE	\$ 24,975	\$ 1,487,455	\$ 288,625
INTERFUND TRANSFERS-IN		642,620	
ESTIMATED REVENUES:			
AD VALOREM TAX	5,322,500		
FRANCHISE TAXES	616,000		
UTILITY TAXES	984,400		
SALES AND USER TAXES	68,000	784,500	
LICENSES & PERMITS	719,500		
INTERGOVERNMENTAL	2,108,450		
USER FEES			2,205,200
FINES AND FORFEITURES	3,500		
GRANT REVENUE		952,700	
MISCELLANEOUS	<u>209,000</u>	<u>159,000</u>	<u>119,150</u>
TOTAL ESTIMATED REVENUES, TRANSFERS, & FUND BALANCE	\$10,056,325	\$4,026,275	\$2,612,975

	<u>GENERAL FUND</u>	<u>CAPITAL IMPROVEMENTS</u>	<u>ENTERPRISE FUNDS</u>
INTERFUND TRANSFERS- OUT	\$ 642,620		
APPROPRIATIONS:			
GENERAL GOVERNMENT	1,702,365	\$ 1,995,920	
PUBLIC SAFETY	6,342,305	993,555	
PHYSICAL ENVIRONMENT	12,000	269,000	\$2,500,850
PUBLIC WORKS & TRANSPORTATION	1,294,435	712,800	
HUMAN SERVICES	9,250		
CULTURE AND RECREATION	53,350	55,000	
TOTAL APPROPRIATIONS AND TRANSFERS	\$10,056,325	\$4,026,275	\$2,500,850
RESERVES	0	0	112,125
TOTAL APPROPRIATIONS, TRANSFERS, AND RESERVES	\$10,056,325	\$4,026,275	\$2,612,975

SECTION 2. This Ordinance shall take effect following public hearings on the Budget on September 8, 2025 second reading of the Ordinance, and final adoption on September 15, 2025, at a Special Meeting of the City Commission.

ATTEST:

\_\_\_\_\_  
Arthur Penny, Mayor

\_\_\_\_\_  
Carley Lewis, City Clerk

THIS IS TO CERTIFY that I, the undersigned Clerk, did cause the noticing of the above Ordinance in accordance with Chapters 166.041 and 200.065 of the Florida Statutes.

---

Carley Lewis, City Clerk

PASSED ON FIRST READING \_\_\_\_\_ AUGUST 26TH \_\_\_\_\_, 2025.

PASSED ON SECOND READING \_\_\_\_\_, 2025.  
(First Public Hearing)

PASSED ON THIRD AND FINAL READING \_\_\_\_\_, 2025.  
(Second Public Hearing)

---

Carley Lewis, City Clerk

THIS ORDINANCE HAS BEEN APPROVED AS TO FORM AND CONTENT BY THE CITY ATTORNEY.

---

City Attorney

CITY OF SOUTH PASADENA



AGENDA SUBMITTAL FORM

---

Ordinance: NO. 2025-04 Date Submitted: 08/27/2025

Resolution: Agenda Meeting Date: 09/02/2025

Motion: Regular Meeting Date: 09/08/2025

Information Only Submitted By: COMM. NEIDINGER

No Action Needed: Written By:

Discussion:

---

**Subject Title:** (If Ordinance or Resolution, state number and title in full.)

ORDINANCE NO. 2025-04 - AN ORDINANCE OF THE CITY OF SOUTH PASADENA, FLORIDA, AMENDING APPENDIX CHAPTER A198 FEES OF THE CODE OF ORDINANCES RELATING TO RATES AND CHARGES FOR RECLAIMED WATER; TO INCREASE THE MINIMUM MONTHLY RECLAIMED WATER SERVICE CHARGE FOR SINGLE FAMILY RESIDENTIAL CUSTOMERS TO \$11.88 AND TO INCREASE COMMERCIAL AND MUNICIPAL USER SERVICE CHARGES TO \$339.31 PER PERVIOUS ACRE; PROVIDING AN EFFECTIVE DATE.

---

**Motion Proposed:**

TO PASS ORDINANCE NO. 2025-04 ON FIRST READING AUGUST 26, 2025

TO PASS AND ADOPT ORDINANCE NO. 2025-04 ON SECOND AND FINAL READING

---

SUBMIT ORIGINAL TO CITY CLERK FOR INCLUSION ON AGENDA BY WEDNESDAY.

ORDINANCE NO. 2025-04

AN ORDINANCE OF THE CITY OF SOUTH PASADENA, FLORIDA, AMENDING APPENDIX CHAPTER A198 FEES OF THE CODE OF ORDINANCES RELATING TO RATES AND CHARGES FOR RECLAIMED WATER; TO INCREASE THE MINIMUM MONTHLY RECLAIMED WATER SERVICE CHARGE FOR SINGLE FAMILY RESIDENTIAL CUSTOMERS TO \$11.88 AND TO INCREASE COMMERCIAL AND MUNICIPAL USER SERVICE CHARGES TO \$339.31 PER PERVIOUS ACRE; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City of South Pasadena Reclaimed Water rates are currently \$10.87 monthly for residential customers and \$310.58 per pervious acre per month for commercial customers; and

WHEREAS, Pinellas County Utilities provides the reclaimed water used by the residents of South Pasadena; and

WHEREAS, Pinellas County Utilities has adopted wholesale reclaimed water rate increases from Fiscal Year 2025 through Fiscal Year 2027; and

WHEREAS, there is a 14.96% approved increase (to \$760.43 PMG) for the fiscal year ending in September 2026; and

WHEREAS, the projected increase in reclaimed water costs for Fiscal Year 2026 is approximately \$13,260 and is projected to be \$143,000 based on expected processing volumes of 188.2 million gallons for fiscal 2026; and

WHEREAS, a recommended 9.25% increase in Reclaimed Water Fees is expected to generate \$321,200 or an additional \$27,200 annually in Reclaimed Water Revenue; and

WHEREAS, the City Commission desires to cover increases in reclaimed water cost charged by the County and to maintain adequate reserves for capital improvements and replacements to the City reclaimed water system.

NOW, THEREFORE, BE IT ORDAINED by the City Commission of the City of South Pasadena, Florida as follows:

Section 1. FINDINGS AND MONTHLY RATE INCREASE. As a result of the findings of the City Commission set forth above, that effective November 1, 2025, the Base Reclaimed Water Rates shall be increased by 9.25%. Subsection 192-20 of Appendix Chapter A198 of the Code of

Ordinances, the schedule of rates for reclaimed water service, is amended to read as follows:

Water reclamation monthly service charges:

Single family .....\$ 11.88 per month

Multi-Family, Commercial, Municipal and all others

Multi-Family .....\$ 339.31 per pervious acre per month

Commercial .....\$ 339.31 per pervious acre per month

Municipal (Public).....\$ 339.31 per pervious acre per month

Section 2. EFFECTIVE DATE. The amended reclaimed water rates established hereunder shall be utilized for the October 2025 meter readings to calculate billings beginning November 1, 2025.

---

Arthur Penny, Mayor

ATTEST:

---

Carley Lewis, City Clerk

PASSED ON FIRST READING \_\_\_\_\_ AUGUST 26<sup>TH</sup> \_\_\_\_\_, 2025.

PASSED AND ADOPTED ON SECOND AND FINAL READING \_\_\_\_\_, 2025.

THIS IS TO CERTIFY THAT I, the undersigned City Clerk did cause the noticing of the above ordinance in accordance with Chapter 166.041 of the Florida Statutes.

---

Carley Lewis, City Clerk

THIS ORDINANCE HAS BEEN APPROVED AS TO FORM AND CONTENT BY THE CITY ATTORNEY.

---

City Attorney

CITY OF SOUTH PASADENA



AGENDA SUBMITTAL FORM

---

Ordinance: NO. 2025-05 Date Submitted: 08/27/2025

Resolution: Agenda Meeting Date: 09/02/2025

Motion: Regular Meeting Date: 09/08/2025

Information Only Submitted By: COMM. NEIDINGER

No Action Needed: Written By:

Discussion:

---

**Subject Title:** (If Ordinance or Resolution, state number and title in full.)

ORDINANCE NO. 2025-05 - AN ORDINANCE OF THE CITY OF SOUTH PASADENA, FLORIDA, AMENDING APPENDIX CHAPTER A198 FEES OF THE CODE OF ORDINANCES RELATING TO RATES AND CHARGES FOR SEWAGE USAGE; TO INCREASE THE BASE MINIMUM MONTHLY SEWER RATES AND SEWER FLOW CHARGE RATE BY 9.5%; PROVIDING AN EFFECTIVE DATE.

---

**Motion Proposed:**

TO PASS ORDINANCE NO. 2025-05 ON FIRST READING AUGUST 26, 2025

TO PASS AND ADOPT ORDINANCE NO. 2025-05 ON SECOND AND FINAL READING

---

SUBMIT ORIGINAL TO CITY CLERK FOR INCLUSION ON AGENDA BY WEDNESDAY.

ORDINANCE NO. 2025-05

AN ORDINANCE OF THE CITY OF SOUTH PASADENA, FLORIDA, AMENDING APPENDIX CHAPTER A198 FEES OF THE CODE OF ORDINANCES RELATING TO RATES AND CHARGES FOR SEWAGE USAGE; TO INCREASE THE BASE MINIMUM MONTHLY SEWER RATES AND SEWER FLOW CHARGE RATE BY 9.5%; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City Commission desires to gradually adjust rates to cover the cumulative effects of the increases in sewer processing rates and any new annual processing charges; and

WHEREAS, the City of St. Petersburg has proposed increasing processing fees by 9.55% for Fiscal Year 2026 from \$6,531 per million gallons (PMG) to \$7,155 PMG; and

WHEREAS, the City of South Pasadena's projected sewer processing volume for Fiscal Year 2025 averaged 189 million gallons or higher; and

WHEREAS, the St. Petersburg processing charge for 2026 will increase sewer processing costs by an estimated \$163,205 (to \$1,690,900) based on expected processing volumes of 189 million gallons; and

WHEREAS, no change in Sewer Fees for Fiscal Year 2026 would result in an estimated \$452,060 cash flow deficit; and

WHEREAS, the City Commission desires to have the Sewer Enterprise Fund at or near a breakeven cash flow, but recognizing the impact of Hurricanes Helene and Milton on citizen finances; and

WHEREAS, The City Commission desires to partially recover the additional \$452,060 in additional costs, and

WHEREAS, a recommended 9.5% increase in variable and fixed charges is expected to generate \$1,884,000 or an additional \$163,435 in Sewer Fee Revenue resulting in a reduced deficit of \$288,625; and

WHEREAS, in order to cover the increased sewer processing charges for Fiscal Year 2026, it is imperative that revenue from sewer fees be raised.

NOW, THEREFORE, BE IT ORDAINED by the City Commission of the City of South Pasadena, Florida as follows:

Section 1. FINDINGS AND USAGE RATE INCREASE. As a result of the findings of the City Commission set forth above, that effective November 1, 2025, the Base and Minimum monthly charge and Flow Charge rates for sewer service shall be increased by 9.5%. Subsection 169-22A of Appendix Chapter A198 of the Code of Ordinances, the schedule of base and flow rates for sewer service, is amended to read as follows:

Base and minimum monthly charge of:

Single family and multi-family units,  
including mobile homes ..... \$ 8.62 per unit

Commercial, institutional, public and all others	
5/8" meter .....	\$ 8.62
1" meter .....	\$ 22.13
1 ½" meter .....	\$ 49.82
2" meter .....	\$ 88.52
3" meter .....	\$ 199.18
4" meter .....	\$ 354.10
6" meter .....	\$ 796.69
8" meter .....	\$1,416.31

In addition to the base rates set above, all accounts shall pay an additional flow charge of \$10.48 per 1,000 gallons, based on potable water use.

Section 2. EFFECTIVE DATE. The amended sewer usage rates established hereunder shall be utilized for the October 2025 meter readings to calculate billings beginning November 1, 2025.

---

Arthur Penny, Mayor

ATTEST:

---

Carley Lewis, City Clerk

PASSED ON FIRST READING \_\_\_\_\_ AUGUST 26TH \_\_\_\_\_, 2025.

PASSED AND ADOPTED ON SECOND AND FINAL READING \_\_\_\_\_, 2025.

THIS IS TO CERTIFY THAT I, the undersigned City Clerk did cause the noticing of the above ordinance in accordance with Chapter 166.041 of the Florida Statutes.

\_\_\_\_\_  
Carley Lewis, City Clerk

THIS ORDINANCE HAS BEEN APPROVED AS TO FORM AND CONTENT BY THE CITY ATTORNEY.

\_\_\_\_\_  
City Attorney

5. APPROVAL OF COMMISSION MEETING MINUTES FOR THE MONTH OF AUGUST 2025 ON FILE IN CITY CLERK'S OFFICE
- 
- AGENDA MEETING, AUGUST 19, 2025; ADMINISTRATIVE WORKSHOP, AUGUST 19, 2025; EXECUTIVE SESSION, AUGUST 19, 2025; REGULAR COMMISSION MEETING, AUGUST 26, 2025.

CITY OF SOUTH PASADENA



AGENDA SUBMITTAL FORM

---

Ordinance:	Date Submitted:	08/27/2025
Resolution:	Agenda Meeting Date:	09/02/2025
Motion:               X	Regular Meeting Date:	09/08/2025
Information Only	Submitted By:	COMM. THOMPSON
No Action Needed:	Written By:	
Discussion:		

---

**Subject Title:** (If Ordinance or Resolution, state number and title in full.)

TO APPROVE EMERGENCY MEDICAL SERVICES ALS FIRST RESPONDER AGREEMENT

---

**Motion Proposed:**

TO APPROVE EMERGENCY MEDICAL SERVICES ALS FIRST RESPONDER AGREEMENT  
AMENDMENT NO. 1 (2025)

---

SUBMIT ORIGINAL TO CITY CLERK FOR INCLUSION ON AGENDA BY WEDNESDAY.

**EMERGENCY MEDICAL SERVICES  
ALS FIRST RESPONDER AGREEMENT  
AMENDMENT NO. 1**

**CITY OF SOUTH PASADENA**

**2025**

**PINELLAS COUNTY  
EMERGENCY MEDICAL SERVICES AUTHORITY  
12490 Ulmerton Road  
Largo, Florida 33774**

## ALS FIRST RESPONDER AGREEMENT AMENDMENT NO. 1

**THIS FIRST AMENDMENT** amending the Emergency Medical Services ALS First Responder Agreement, made this \_\_\_\_\_ day of \_\_\_\_\_ 2025, between the CITY OF SOUTH PASADENA, a Florida municipal corporation ("Contractor"), and the PINELLAS COUNTY EMERGENCY MEDICAL SERVICES AUTHORITY, a special district ("Authority").

In consideration of the mutual benefits set forth below, the parties agree as follows:

1. Contractor currently contracts with the Authority to provide Advanced Life Support (ALS) First Responder Services. The Contractor and the Authority are currently parties to the Emergency Medical Services ALS First Responder Agreement, dated October 1, 2024, which contract is referred to herein as the "Agreement".
2. Section 701(h) of the Agreement provides for an extraordinary budget increase which must be negotiated and approved prior to the beginning of the next fiscal year in the event any proposed budget submitted by the Contractor should exceed three (3%) percent of the prior Fiscal Year's budget. The Contractor's funding for FY24-25 totaled \$1,281,532 and a budget request of \$1,333,065 for FY25-26 has been submitted, resulting in an increase of 4.0% or \$51,533.
3. The Authority hereby agrees to and has funded and authorized the Contractor's budget request of \$1,333,065 for FY25-26, which change is reflected on Appendix A hereto.
4. Vehicle maintenance for Authority funded ALS Engines, Squads, and Ladder Trucks are allowable costs may be included in budgets submitted in accordance with Section 701(b) less 20% for non-EMS activity. Vehicle maintenance for Authority funded Medic Units and

Rescue Units are allowable costs may be included in budgets submitted in accordance with Section 701(b) at 100%.

5. Authority and Contractor agree to update Appendix E as amended.
6. Contractor and Authority agree to amend Section 801 by updating the initial expiration date to **September 30, 2029**.
7. Except as is otherwise set out herein, the Contractor and the Authority agree that upon approval by the respective Boards of the Contractor and the Authority and upon signing this Amendment, all terms of the Agreement will remain in full force and effect.
8. Contractor and Authority agree that the effective date is October 1, 2025.

**[Signature Page to Follow]**

**IN WITNESS WHEREOF** the parties hereto, by and through their undersigned authorized officers have caused this Agreement to be executed on this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

ATTEST:  
KENNETH BURKE, CLERK

PINELLAS COUNTY EMERGENCY  
MEDICAL SERVICES AUTHORITY  
By and through its Board of County  
Commissioners

by: \_\_\_\_\_  
Deputy Clerk

by: \_\_\_\_\_  
Chairman

Countersigned:

CITY OF SOUTH PASADENA, FLORIDA

by: \_\_\_\_\_  
Mayor

Approved as to form:

Attest:

by: \_\_\_\_\_  
City Attorney

by: \_\_\_\_\_  
City Clerk

**Appendix A**

**ALS First Responder Profile**

**Fiscal Year 2025-2026**

<b>Contractor</b>	South Pasadena
<b>EMS District(s)</b>	South Pasadena EMS District
<b>Authority Funded Units</b>	Rescue 20
<b>Contractor Funded Units</b>	Engine 20 or Truck 20
<b>EMS Coordination</b>	EMS Coordinator – 75% FTE (Pasadena 200)
<b>FY25-26 Annual Compensation</b>	\$1,333,065
<b>Projected Capital</b>	FY25-26 None FY26-27 None FY27-28 Rescue 20 FY28-29 Pasadena 200 (75%) FY29-30 None
<b>Contractor Reviewed:</b>	<b>County Reviewed:</b>
<b>Initials</b> _____ <b>Date</b> _____	<b>Initials</b> _____ <b>Date</b> _____

**Appendix E**  
**Personnel Reimbursement Process and Forms**

702(b) CME Instructors

Follow the then current Authority provided process as outlined below.

Authority staff may update the process and/or forms.

702(c) Public Education

Submit the then current Authority provided reimbursement form.

Authority staff may update the process and/or forms.

702(d) Countywide Quality Improvement Committees

Submit the then current Authority provided reimbursement form.

Authority staff may update the process and/or forms.

702(e) Advanced Practice Paramed Training

Submit the then current Authority provided reimbursement form.

Authority staff may update the process and/or forms.

### **Processing CME Instructor Reimbursement Invoices**

The following are the instructions for a Contractor to submit for Instructor reimbursement.

1. Open a new Excel "EMS Instructor Reimbursement Form."
  - a. Choose from one of the two tabs, 1-25 or 1-75 entries.
2. Open the Aladtec program.
  - a. In the "Reports" menu, select "Scheduled Time Report."
  - b. In the filter, choose your department.
  - c. Select the time frame you are seeking reimbursement
    - i. Make sure the start time is 00:00 and the end time is 23:45
  - d. Click the "Export CSV" button
  - e. Open the CSV file and copy the data from line 3 down (do not include the headers)
  - f. Paste this information into the open Excel file
3. Enter your information in the form.
  - a. The first entry is the type of reimbursement:
    - i. Straight Time (ST) is when the instructor is paid straight time.
    - ii. Overtime (OT) is when the instructor is paid overtime.
    - iii. Backfill (BF) is when someone other than the instructor is paid while the instructor is teaching.
    - iv. No Reimbursement (NR) is when the Contractor is not seeking reimbursement for the instructor's hours.
  - b. "Backfill Name" is the member providing the backfill for the instructor.
  - c. "Hourly Rate w/benefits" is the rate at which the contractor seeks reimbursable hours (\$75 per hour cap). If the time type is backfill, the rate is that of the member providing the backfill. If no reimbursement is being sought, then this is left blank.
  - d. The total cost is automatically calculated and totaled at the bottom.
4. Save the form as a PDF and sign at the bottom.
5. Return to the "scheduled Time Report" in Aladtec and click the "print" button in the upper right corner. Save(Print) this report as a PDF.
6. Combine your invoice, the "EMS Instructor Reimbursement Form," and the Aladtec report into one PDF.
7. Send the signed PDF to [EMSInstructorlogistics@co.pinellas.fl.us](mailto:EMSInstructorlogistics@co.pinellas.fl.us) within 20 days following the last day of each month.

CITY OF SOUTH PASADENA



AGENDA SUBMITTAL FORM

---

Ordinance:	Date Submitted:	08/27/2025
Resolution:	Agenda Meeting Date:	09/02/2025
Motion:               X	Regular Meeting Date:	09/08/2025
Information Only	Submitted By:	COMM. THOMPSON
No Action Needed:	Written By:	
Discussion:		

---

**Subject Title:** (If Ordinance or Resolution, state number and title in full.)

TO APPROVE LABOR AGREEMENT BETWEEN THE CITY OF SOUTH PASADENA AND ST. PETERSBURG ASSOCIATION OF FIREFIGHTERS LOCAL 747

---

**Motion Proposed:**

TO APPROVE LABOR AGREEMENT BETWEEN THE CITY OF SOUTH PASADENA AND ST. PETERSBURG ASSOCIATION OF FIREFIGHTERS LOCAL 747 FOR THE PERIOD OCTOBER 1, 2025 THROUGH SEPTEMBER 30, 2028

---

SUBMIT ORIGINAL TO CITY CLERK FOR INCLUSION ON AGENDA BY WEDNESDAY.

Agreement between  
City of South Pasadena

and

The St. Petersburg Association of  
Firefighters Local - 747

International Association of Firefighters,  
AFL-CIO



2025-2028

## TABLE OF CONTENTS

	Page
Article 1 – Preamble .....	1
Article 2 – Recognition .....	2
Article 3 – Dues Checkoff and Union-Sponsored Insurance Programs Premium Deduction.....	3
Article 4 – Employee Rights.....	6
Article 5 – Safety and Health.....	7
Article 6 – Physical Examinations.....	8
Article 7 - Union Activity.....	11
Article 8 – Bulletin Boards.....	13
Article 9 – Grievance Procedure.....	14
Article 10 - Promotions.....	19
Article 11 – Work Rules.....	20
Article 12 – Reserved Rights.....	21
Article 13 - Emergencies.....	22
Article 14 - Indemnification.....	23
Article 15 – Seniority, Layoffs, Recall and.....	24
Article 16 – Wages.....	25
Article 17 - Pension.....	28
Article 18 – Other City Sponsored Benefits.....	29
Article 19 - Leaves.....	30
Article 20 - Insurance.....	38
Article 21 – Workers Compensation.....	39
Article 22 – Savings Clause.....	41
Article 23 – No Strike.....	42

Article 24 – Outside Employment.....	43
Article 25 – Entire Agreement.....	44
Article 26 - Duration.....	45
Article 27 – Gender References.....	46
Article 28 - Notices.....	47
Article 29 – Drug and Alcohol Testing.....	48
Appendix A - City of South Pasadena Dues Checkoff and Union Sponsored Insurance Programs Authorization Form.....	49
Appendix B - City of South Pasadena Dues Checkoff and Union Sponsored Insurance Programs Termination Form.....	50

## **ARTICLE 1**

### **PREAMBLE**

WHEREAS, it is recognized by the parties hereto that the declared public policy of the State and the purpose of Part II, Chapter 447, Florida Statutes, is to provide for the statutory implementation of Section 6, Article I, of the Constitution of the State of Florida, to promote harmonious and cooperative working relationships between the City and its employees, both collectively and individually, to provide for equitable and peaceful adjustment of differences which may arise and to protect the public by assuring, at all times, the orderly and uninterrupted operations and functions of City government; and

WHEREAS, it is the intention of the parties to this Agreement to set forth their entire agreement with respect to matters within the scope of negotiations; and

NOW THEREFORE, in consideration of the promises herein contained, the parties do agree:

This Agreement is between the City of South Pasadena (hereafter referred to as the "City," the "Fire Department," or the "Department") and St. Petersburg Association of Fire Fighters, Local 747, IAFF (hereafter referred to as the "Union").

**ARTICLE 2**  
**RECOGNITION**

Section I - INCLUSION

- (A) The City hereby recognizes the Union as the exclusive representative for collective bargaining purposes with respect to wages, hours and terms and conditions of employment for all paid employees who are classified as Firefighter, Firefighter/ EMT, Firefighter Paramedic, Lieutenant EMT, or Lieutenant Paramedic.
- (B) The bargaining unit for which this recognition is afforded is as defined in the certification issued by the Florida Public Employees Relations Commission on March 21, 1986 (Certification No. 704). In the event of a conflict between the Agreement and that certification, the certification shall control.

Section 2 - EXCLUSIONS

- (A) This Agreement specifically excludes part-time, unpaid or volunteer members of the Fire Department of the City, if and however classified.
- (B) This Agreement excludes any other full-time or part-time paid City employees.

### **ARTICLE 3**

#### **DUES CHECKOFF AND UNION-SPONSORED INSURANCE PROGRAMS PREMIUM DEDUCTION**

##### **Section 1 -DUES DEDUCTIONS**

- (A) During the term of this Agreement, the City agrees to deduct Union membership dues, uniform assessments, if any, and premiums for Union sponsored insurance programs, if any, in amounts established by the Union and certified in writing to the Director of Finance by the Secretary/Treasurer of St. Petersburg Association of Fire Fighters, Local 747, IAFF or his designee, from the pay of those employees in this bargaining unit who individually make such requests in writing on a Dues Checkoff and Union Sponsored Insurance Programs Authorization Form provided by the Union (Appendix A). Such deductions will be made by the City when other payroll deductions are made and will begin with the pay for the first full pay period commencing after receipt of the authorization by the City.
- (B) The Union will advise the City of any uniform assessments or increase in dues or insurance premiums in writing at least thirty (30) days before its effective date.

##### **Section 2- REMITTANCE**

Deductions of dues, uniform assessments, if any, and insurance premiums, if any, shall be remitted exclusively to the Secretary/Treasurer of the St. Petersburg Association of Fire Fighters, Local 747, IAFF or his designee by the City along with a list containing the name of the employee for whom remittance is made.

The remittance and list will be mailed as soon as is practicable after the completion of the City's payroll cycle for which the list is a report.

##### **Section 3 - INSUFFICIENT PAY FOR DEDUCTION**

In the event an employee's salary earnings within any pay period, after deductions for withholding, Social Security, retirement, health insurance and other priority deductions, are not sufficient to cover dues, any uniform assessments and any insurance premiums, it will be the responsibility of the Union to collect its dues, uniform assessments and insurance premiums for that pay period directly from the employee.

#### Section 4- TERMINATION OF DEDUCTION

Deductions for Union dues and/or uniform assessments shall continue until either:

- (A) revoked by the employee by providing the City and the Association with thirty (30) days written notice that he is terminating the prior checkoff authorization, or
- (B) revoked pursuant to Section 447.507, Florida Statutes, or
- (C) the termination of employment, or the transfer or promotion of the employee out of this bargaining unit. If these deductions are continued when any of the above situations occur, the Association shall, upon notice of the error, reimburse the employee for the deductions that were improperly withheld.

#### Section 5- INDEMNIFICATION

The Union shall indemnify, defend and hold the City, its elected or appointed officials, agents and employees harmless against any claim, demand, suit or liability (monetary or otherwise) and for all legal costs arising from any action taken or not taken by the City, its elected or appointed officials, agents and employees in complying with this Article. The Union will promptly refund to the Employee any funds received in accordance with this Article which are in excess of the amount of dues and/or uniform assessments which the City has agreed to deduct.

#### Section 6 - EXCEPTIONS

The City will not deduct any Union fines, penalties, or special assessments from the pay of any employee.

#### Section 7 - FORMS

- (A) The Dues Check off and Union Sponsored Insurance Programs Authorization Form (Appendix A) supplied by the Union shall be the only form used by bargaining unit employees who wish to initiate deduction for Union dues, uniform assessments, if any, and Union Sponsored Insurance Programs, if any, and shall contain all the information required by the form prior to submission to the City. Any change in the form in the future will not affect deductions authorized by forms that the parties have previously agreed to, provided that upon this Agreement becoming effective, every employee shall have 90 days within which to complete and file with the Director of Finance the Dues Checkoff and Union Sponsored Insurance Programs Authorization Form.

Unless such new forms are completed and timely filed with the Director of Finance, the City's obligation to make deductions will cease.

- (B) The City will not be required to process Dues Checkoff and Union Sponsored Insurance Programs Authorization Forms that are:
  - (1) incorrectly and/or incompletely filled out; or
  - (2) post-dated; or
  - (3) submitted to the City more than fourteen (14) days following the date of the employee's signature.
- (C) The Dues Checkoff and Union Sponsored Insurance Programs Termination Form (Appendix B) is a form which employees may use to cause the City to end the deduction of Union dues and deductions for uniform assessments, if any, and premium for Union sponsored insurance programs, if any, from their pay.

#### Section 8 - PAYMENT TO CITY

To compensate the City for the expense of the performance of its obligations under this Article, the Union will pay the City \$125.00 annually, payable bi-weekly, over 26 pay periods each year, by reducing each bi-weekly dues remittance by \$4.81.

**ARTICLE 4**  
**EMPLOYEE RIGHTS**

Section 1 - EMPLOYEE FILES

There will be an employee file in which all written materials about the employee which are used by the City are kept. Employees will be furnished with a copy of non-routine material which is being filed in the employee file. The employee shall be required to sign the material acknowledging receipt. Non routine material consists of written documentation of oral reprimands, employee notices, commendations and written materials which are disciplinary actions.

An employee may attach a concise response to any material included in his file.

Section 2 - EMPLOYEE ASSIGNMENTS

Employees covered by this Agreement shall not be required to perform Non-Fire Department duties for the City.

Section 3 - ACCESS TO GRIEVANCE PROCEDURE

Employees may grieve disciplinary actions taken against them, and any other disputes between the employer and the employees or group of employees involving the interpretation or application of this labor agreement. "Disciplinary actions" consists of suspensions, reductions in pay made for disciplinary reasons, demotion and discharge.

Section 4 - SHIFT EXCHANGES

Employees shall have the right to exchange shifts or parts of shifts when the change does not, in the sole discretion of the Fire Chief, or his designee, interfere with the proper and efficient operation of the Fire Department. The employee who agrees to work the swap is responsible to see that the swap actually takes place. Should the swap, or portion of the swap, not take place, for any reason, the employee scheduled to work the swap shall be charged annual leave. Under no conditions will swap time be allowed if annual leave is not available to cover the hours of the swap requested.

Section 5 -DISCIPLINE

Disciplinary action may only be taken for just cause.

## **ARTICLE 5**

### **SAFETY AND HEALTH**

#### **Section 1 - COMMITMENT TO SAFETY**

The City and the Union will actively encourage employees to take full advantage of safety courses and instruction available to employees and to correctly use all safety equipment and devices supplied by the City.

#### **Section 2 - SAFETY COMMITTEE**

The City has established a safety committee which shall meet annually or as needed.

#### **Section 3 - SAFETY EQUIPMENT**

In accordance with current practice, the City will continue to provide shoes with a protective toe cap to be worn by employees only while they are on duty. These shoes will be replaced by the City as needed. The City will continue to provide safety eye protection and ear protection (from noise) when they are needed to protect employees.

#### **Section 4- WELLNESS-FITNESS INITIATIVE**

The City will implement and require participation of all employees in a physical fitness program. Employees shall participate in a mandatory, annual, non- punitive, fitness assessment designed to measure aerobic capacity, flexibility, muscular strength and muscular endurance. The City will schedule each employee with an annual physical fitness assessment conducted by a qualified exercise specialist in conjunction with their annual physical. The employee will be given a physical fitness prescription based upon the evaluation that will establish an exercise program designed to improve fitness. The City shall provide the fitness equipment and each employee shall be required to perform the fitness exercises prescribed for him or her during each regularly scheduled shift. The Lieutenant on each shift or the Deputy Chief shall be responsible for monitoring to ensure that employees are performing the prescribed exercise. The Lieutenants and Deputy Chief shall have the authority to waive the requirement of exercise for any person or an entire shift when conditions such as workload and health make performing the exercises detrimental to the employee(s).

#### **Section 5- TOBACCO USE**

Employees shall not use tobacco products (cigarettes, cigars, chewing tobacco, snuff) while on duty. This includes both inside and outside the fire station. All employees shall be tobacco free both on and off duty.

## **ARTICLE 6**

### **PHYSICAL EXAMINATIONS**

#### **Section 1 - SCHEDULE**

The City will schedule employees covered by this Labor Agreement for a mandatory annual physical exam in accordance with the provisions set forth below. The purpose of this yearly exam is to determine whether or not the employee is fit for duty. In evaluating the results of the annual physical the City physician shall use the guidelines set forth in NFPA 1582 Chapter 9 to determine fitness for duty.

#### **Section 2 - ADMINISTRATION OF THE PHYSICAL EXAMINATION PROGRAM**

- (A) The City shall select and reselect a physician or physicians to provide physical examinations.
- (B) The City shall determine the scope of the examination, including the tests to be performed and the type of examination to be conducted provided, however, that the physical shall include at least the following:
  - (1) S.M.A. Profile 19
  - (2) Chest X-Ray (optional)
  - (3) Urinalysis
  - (4) Rectal Cancer Examination
  - (5) Prostate Exam (male), DRE - age 40+, DRE & PSA - age 50+
  - (6) Examination by a qualified healthcare professional
  - (7) Breast & Cervical Cancer Examination (Female optional), with mammogram age 35, every other year ages 40 -49 and every year starting at age 50.
  - (8) Audiometric evaluation
  - (9) Pulmonary Function Test
  - (10) Tuberculosis testing - If a TB test is positive, then a chest X-ray at that time will be required and annually thereafter if the attending physician indicates it will be of diagnostic value.
  - (11) Hepatitis C screening

Any procedure which requires exposure to x-rays may be eliminated by the employees with the exception of the chest x-ray if a positive TB test occurs. Stress EKG's and/or chest x-rays will be administered to those employees displaying signs and/or symptoms of a heart/lung ailment and only where the attending physician believes that these tests will provide a beneficial diagnostic value. To the maximum extent possible, the employees shall use the City's health insurance to pay for the above described physical examinations. However, the City agrees that it will pay any insurance deductible or co-payment expenses incurred for the examination only upon proper submittal of appropriate documentation by the employee.

- (C) Scheduling or rescheduling of physical examinations will be the responsibility of the City which is responsible for ensuring proper staffing levels within the Fire Department.

### Section 3 - ADDITIONAL EXAMINATIONS

The City may require any employee covered by this Agreement to undergo a physical examination, including laboratory or radiological examination, or a psychological examination, any time the City has a question regarding the employee's fitness for duty.

### Section 4 - EMPLOYEE RESPONSIBILITY FOR CORRECTION

Whenever any condition or disease is determined to exist which impacts an employee's ability to perform the essential functions of his position, the employee is responsible for undertaking a course of treatment recommended by the City selected physician in the case of on-the-job injuries or diseases, or the employee's physician, for non-job related injuries or diseases. If the employee fails to do so, or if the course of treatment does not render the employee able to perform the essential functions of his position even with reasonable accommodation, effort will be made to transfer the employee to any vacant City position for which the employee is qualified. If no such position exists, the employee will be separated from employment.

### Section 5- MANDATORY LEAVE

If, in the opinion of the City's physician, the employee has a condition or disease which affects the employee's ability to perform his duties, including the ability to function effectively and safely as a member of an emergency services team, the City may place the employee on leave while a decision is made as to whether the employee is to be retained, and if so, in what capacity. When the employee has used all leave credits available to him, the leave shall be without pay.

### Section 6 - RECORDS

Subject to the provisions of Florida Statutes Chapter 119.01, *et. seq.*, the City will maintain the reports of physical examinations in as confidential a manner as lawful. The Chief will review the summary report for each employee and will inform the employee of any additional records or testing needed. If the physician indicates that additional information or testing is needed in order to make a

determination of fitness for duty the employee shall furnish said information or perform the required testing in a diligent manner.

## **ARTICLE 7**

### **UNION ACTIVITY**

There shall be no discrimination, interference, restraint or coercion by the Employer against any employee for his activity on behalf of, or membership in the Union. Union members and representatives shall have the right to communicate during regular working hours provided this does not interfere, in the sole opinion of the Fire Chief, with the normal work involved in the proper functioning of the Department.

#### **(A) Union Representation**

- (1) There will be one steward from each shift and one employee representative (selected by the membership from one of the shift stewards).
- (2) The names of the Union Officials shall be given in writing to the Fire Chief within seventy-two (72) hours of the assumptions of duties of their offices.
- (3) The Union President, or his designee, shall be the contact point for any necessary communications concerning this Agreement.
- (4) Any Union member may discuss the matter of a grievance with the shift Steward or other Union Official on duty as long as the Fire Chief or his designee are made aware of such discussion and it does not interfere with the operations of the Fire Department.

#### **(B) Leave for Union Business**

- (1) Union members may be granted time off to conduct Union business. Time off for Union business will be without loss of pay by use of Union Pool Time provided that sufficient manpower is available to properly man the Fire Department during the absence of Union members.
- (2) In the event there is a shortage of staff, in the sole opinion of the Fire Chief, and a Union member needs to be off, then any Union member may exchange time with that member.
- (3) Any employee may donate to the Union Pool Time account by executing the proper form authorized for this purpose. Employees may donate out of any overtime/holiday pay in increments of two (2) hours.

(C) Pool Time

- (1) From overtime/holiday pay accrued by the date of this Agreement or earned in accordance with the terms of Article 8, Section 3, any employee may donate a minimum of two hours, to the creation and maintenance of a pool time account. The credits in the pool time account may be used only as set forth in Section B of this Article.
- (2) At the time of employees' contributions or re-contribution to it, the pool time account shall be credited with the value, expressed in dollars utilizing each donor/employee's hourly rate on the date of donation.
- (3) Whenever a withdrawal of pool time occurs, the pool time account will be reduced by the product of the number of hours (rounded up to tenths of an hour) of pool time used and the current hourly rate of the employee using pool time.
- (4) Pool time may be utilized only if there are sufficient credits in the pool time account. A request to use pool time may be denied whenever the Fire Chief or his designee determines that proper and efficient staffing of the Fire Department so requires. An employee using pool time may be returned to City business and time whenever the Fire Chief or his designee determines that the proper and efficient staffing of the Fire Department so requires.
- (5) All requests to use pool time shall be in writing and shall state:
  - (a) The name of the employee requesting to use pool time.
  - (b) The location and telephone number where the employee will be located while on pool time whenever possible.
  - (c) The amount of pool time being requested.
- (6) Each request to use pool time shall bear the signature of a representative of the Union.
- (7) Following use of pool time, the employee shall report the amount of time actually used, which amount shall be rounded up to tenths of an hour for the purpose of charging the pool time account.
- (8) Time spent on activities undertaken while on pool time will not be considered to be time worked for the purpose of computing entitlement to or the amount of overtime compensation.

## **ARTICLE 8**

### **BULLETIN BOARDS**

The City will provide a reasonable amount of space, in an agreed upon location in a non-public part of the Fire Station, for the Union to place a bulletin board. The Union shall be solely responsible for purchasing and installing the bulletin board.

The Union is permitted to place announcements of Union business, meetings, elections or results of elections. All materials placed on the bulletin board shall be dated with the date of posting and may be removed by the Union or the City after having been posted for a period of 30 days. All materials placed on the bulletin board shall bear the signature of a Union official.

This bulletin board will be the exclusive place of posting for any matter related to the Union and may not be used for election campaigns for public office. No untrue or defamatory statements may be placed on the bulletin board. Further, materials posted on this bulletin board shall not contain anything which violates or has the effect of violating any law, rule, or regulation.

Any material posted on the designated bulletin board or elsewhere which is not in accordance with this Article may be removed at the option of the Fire Chief.

## **ARTICLE 9**

### **GRIEVANCE PROCEDURE**

It is the policy of the City and the Union to encourage informal discussions between supervisors and employees of employee complaints. Such discussions should be held with a view of reaching an understanding which will resolve the matter in a manner satisfactory to the employee without resorting to the formal grievance procedure described by this Article.

#### **Section 1 - DEFINITIONS As used in this Article:**

- (A) "Grievance" shall mean a dispute involving the interpretation of application of a specific provision of this Agreement, except as exclusions from the grievance procedure are noted in the Agreement.
- (B) "Employee" shall mean an individual employee or a group of employees having the same grievance. In the case of a group of employees, one employee shall be designated by the group to act as spokesman and to be responsible for processing grievance.
- (C) "Days" shall mean normal City work schedule days within the forty (40) hour work week, Monday through Friday, excluding any day observed as a holiday pursuant to Article 18, Section 3 of this Agreement.

#### **Section 2 - ELECTION OF REMEDY AND REPRESENTATION**

- (A) If an employee has a grievance which may be processed in more than one forum, the employee or the Union shall indicate at the time the grievance is reduced to writing which procedure is to be used, and such decision shall be binding on the employee. In the case of any duplicate filing, the City may elect not to proceed with the processing of the grievance.
- (B) An employee who decides to use this Grievance Procedure shall indicate at the Oral Step or Initial written step (if authorized by this Article) whether or not he shall be represented by the Union. If an employee elects to be represented by the Union, he is bound by the actions of the Union.
- (C) Where Union representation is authorized as provided in this Agreement and is requested by the employee, the employee shall have a single representative for each stage of the procedure.
  - (1) If an employee elects to be represented by the Union, the steward may be allowed a reasonable amount of time off (pool time) to investigate the grievance at the Oral Step and to represent the grievant at any Oral and Step One and Two meetings.

- (2) Investigations will be conducted in a way that does not interfere with City operations.
- (3) If the Union is not selected by the employee to be his representative, any adjustment of the grievance shall be consistent with the terms of this Agreement. A Union representative will be invited to any meeting between the City and the employee where resolution of the grievance may occur.

### Section 3 - GENERAL

- (A) The filing or pendency of any grievance under the provisions of this Article shall in no way operate to impede, delay, or interfere with the right of the City to take the action complained of.
- (B) Resolution of a grievance by any manner except issuance of a decision by an arbitrator shall not establish a precedent binding on either the City or the Union.
- (C) There shall be no reprisals against any of the participants in the procedures contained herein because of such participation.
- (D) A grievance not submitted within the time limits as prescribed shall be considered untimely and resolved to the employee's satisfaction. A grievance not appealed to the next step within the time frames established in this Article shall be deemed to have been resolved to the employee's satisfaction on the basis of the last answer provided by the City.
- (E) All grievances, except class grievances, must be presented at Step One. A "class grievance" is a grievance where 2 or more employees have a common grievance.

### Section 4- PROCEDURES

Grievances shall be presented and adjusted in the following manner:

- (A) Step One
  - (1) An employee having a grievance may, within ten (10) days following the occurrence of the event giving rise to the grievance or within ten (10) days of when the employee first should have reasonably known of the event giving rise to the grievance, present the grievance orally to the Deputy Chief. The Deputy Chief shall make every effort to resolve the grievance at this step.
  - (2) If the grievance is not resolved by such informal discussion or if the grievance is filed initially at Step Two, the employee may, within twenty (20) days of the act or omission which is the basis of the

grievance or within twenty (20) days of when the employee first should have known of the act or omission which is the basis of the grievance, submit a written grievance at Step Two of this procedure.

(B) Step Two

- (1) The grievance filed with the Fire Chief shall include a complete statement of the grievance, including the date, details and facts of the action or omission upon which the grievance is based, the Article and section allegedly violated, the remedy requested by the Employee and the signature of the employee and steward (if applicable) and the date, together with all written documents in support of the grievance. No issues not presented at Step One may be added.
- (2) The Fire Chief may hold a meeting with the grievant and, if applicable, the steward to discuss the grievance. The Fire Chief shall communicate a decision in writing within twenty-one (21) days following receipt of the written grievance.

(C) Arbitration

- (1) If a grievance is not resolved at Step Two, the Union President may appeal the decision to arbitration on a Request for Arbitration Form (to be supplied by the City) within fourteen (14) days after receipt of the decision at Step Two.
- (2) The City and the Union may select an arbitrator by mutual agreement. If the City and the Union fail to mutually agree upon an arbitrator within ten (10) calendar days after the City's receipt of the Request for Arbitration Form, a list of seven (7) qualified arbitrators shall be requested from the Federal Mediation and Conciliation Service. Each shall have a Florida address for the purposes of travel expense reimbursement. Within five (5) days after receipt of the list, the parties shall meet and select an arbitrator as follows:
  - (a) The City shall toss a coin which shall be called by the Union. If the Union is correct, it shall strike a name from the list, otherwise the City shall strike first.
  - (b) The parties will alternatively strike names until a single name remains. The name so remaining shall be the arbitrator.
- (3) The arbitration hearing will be held in accordance with the following:
  - (a) Arbitration hearings shall be held at times and locations mutually agreed to by the City and the Union, taking into account the availability of evidence, location of witnesses, existence of appropriate facilities, and other relevant factors.

- (b) Attendance of witnesses at any arbitration hearing shall be the responsibility of the party presenting the witness.
  - (c) If the hearing is stenographically recorded, any party desiring a transcript is responsible for the cost therefor.
- (4) The Arbitrator's role - The arbitrator shall preside over the hearing and be responsible for its orderly conduct and for the rendition of an award as follows:
- (a) The arbitrator shall issue his decision not later than thirty (30) days from the date of the closing of the hearing or the submission of briefs, whichever is later.
  - (b) The arbitrator's decision shall be in writing, and shall set forth the arbitrator's opinion and conclusions on the precise issue submitted, which shall be final and binding.
  - (c) The arbitrator shall have no authority to determine any other issue, and the arbitrator shall refrain from issuing any statement of opinion or conclusion not essential to the determination of the issues submitted.
  - (d) The arbitrator shall limit his decision strictly to the application and interpretation of the specific provisions of this Agreement.
  - (e) The arbitrator shall be without power or authority to make any decisions:
    - (1) Contrary to or inconsistent with, adding to, subtracting from, or modifying, altering or ignoring in any way, the terms of this Agreement, or of applicable law or rules or regulations having the force and effect of law; or
    - (2) Limiting or interfering in any way with the powers, duties and responsibilities of the City, applicable law, and rules and regulations having the force and effect of law, except as such powers, duties and responsibilities have been abridged, delegated or modified by the expressed provisions of this Agreement, or
    - (3) Which has the effect of restricting the discretion of the City or the Fire Chief, unless such authority is modified by this Agreement.

- (f) The arbitrator's award may include back pay to the grievant(s); however, the following limitations shall apply to such monetary awards:
  - (1) The award shall not exceed the actual loss to the grievant and will not include punitive damages.
  - (2) The fees and expenses of the arbitrator shall be borne solely by the party who fails to prevail in the hearing; however, each party shall be responsible for compensating and paying the expenses of its own representatives, attorneys, and witnesses. Should the arbitrator fashion an award in such a manner that the grievance is sustained in part and denied in part, the City and Union will evenly split the arbitrator's fee and expenses.

## **ARTICLE 10**

### **PROMOTIONS**

The City and the Union agree that promotions should be made on the basis of relative merit and the fitness of applicants, which may include current employees of the City. Whenever a current employee of the City applies for an opening which is a promotion, the employee shall be considered before non-City employees are interviewed. All newly promoted employees shall serve a one year probationary period in the new position.

Lieutenants shall be required to hold a valid Florida State Fire Safety Inspector I Certificate. Firefighter/Paramedics and Firefighter/EMTs who do not have a valid certification upon promotion shall obtain said certification within one year of promotion.

## **ARTICLE 11**

### **WORK RULES AND PREVAILING RIGHTS**

#### **Section 1 – WORK RULES**

In addition to the obligations imposed on employees in this Agreement, employees must comply with work rules which have been prepared and promulgated by the City. A copy of the work rules will be posted in the Fire Station to serve as a reference for employees in this bargaining unit. In the event of a conflict between the work rules and this Agreement, the terms of this Agreement shall prevail.

The City reserves the right, from time to time, to alter, amend, delete or add to the list of work rules and employees will be obliged to obey such rules as altered, amended, deleted or added to provide the alterations, amendments, deletions, and additions are not made in an arbitrary and or capricious manner. The City agrees to consult with the employee representative prior to implementing a change, addition or deletion in any work rule, except that such consultation shall not unreasonably delay implementation.

An employee who violates a work rule will be subject to disciplinary action, however, the City reserves, as well, the right to take discipline for just cause.

#### **Section 2 – PREVAILING RIGHTS**

All rights and conditions enjoyed by the employees at the present time and known to the Fire Chief which are not included in this Agreement shall be presumed to be reasonable and proper and shall not be changed by the City in an arbitrary and/or capricious manner.

**ARTICLE 12**  
**RESERVED RIGHTS**

The Union agrees that the City has and will continue to retain, whether or not exercised, the right to unilaterally determine the purpose of its departments, set standards for and levels of services to be offered to the public, and to exercise control and discretion over its organization and operations. It is the City's right to direct its employees, take disciplinary actions, and relieve employees, in whole or in part, from duty because of lack of work or for other legitimate reasons.

In addition, and without limiting the generality of the foregoing, and without limiting other rights of the City set forth in this Agreement, the City reserves and retains the right unilaterally to: hire, promote, transfer, furlough, classify and reclassify employees and positions, schedule and assign employees; take disciplinary action; adopt, alter, amend, interpret and enforce rules and policies; assign employees to shifts, adjust shifts; devise and implement the method of compliance with the Fair Labor Standards Act; locate, relocate, open and abandon fire stations; determine the number of fire stations, assign and reassign employees to fire stations, determine what new equipment of any kind to acquire, by lease, purchase or otherwise; declare equipment as obsolete, set the level of City taxes and fees and the method of their use, including the allocation of them among departments; and to otherwise maintain or improve the efficiency and cost effectiveness of the City operations, including the right to contract for and subcontract, now or in the future, some or all of the City's operations or to assign some or all of the City's operations to volunteers and/or part-time personnel.

Nothing in this provision shall allow the City to violate any provision of this collective bargaining agreement, nor shall it allow the City to make unilateral changes that are mandatory subjects of bargaining.

**ARTICLE 13**  
**EMERGENCIES**

If it is determined by the Governor, Pinellas County or the City Commission, that civil or emergency conditions exist, including but not limited to, riots, civil disorders, hurricane conditions or similar catastrophes, the provisions of this Agreement may be suspended by the City during the time of the declared emergency, except that provisions of this Agreement relating to pay and monetary benefits will continue, and grievance rights pertaining to just cause for disciplinary action shall not be suspended. The parties agree to meet after such an emergency is over to discuss and resolve the impact of the suspension of provisions of this Agreement if members of the bargaining unit have been adversely affected.

Time frames for filing a grievance to appeal disciplinary action taken during a declared emergency shall begin at the end of the emergency conditions, as determined by management. The City will notify the Union in writing as to the date the emergency conditions have ended and the terms of the Agreement are no longer suspended.

## **ARTICLE 14**

### **INDEMNIFICATION**

To the extent of the applicable limits of liability set forth in the City's insurance policy applicable to the act or omission or the statutory limits of sovereign immunity, the City will defend and hold harmless an employee from claims, suits or damages arising from the execution by the employee of City assigned duties so long as there is no allegation that the employee acted in bad faith, or with malicious purpose or in a manner exhibiting wanton and willful disregard of human rights, safety and property.

## **ARTICLE 15**

### **SENIORITY, LAYOFFS, AND RECALL**

#### **Section 1- SENIORITY**

The City shall prepare a dated seniority list and post it during October of each year. Such list shall be considered correct unless objection to it is raised within thirty (30) days of posting. Seniority shall be determined by continuous service in the classification and/or for the Fire Department. Continuous service shall be broken by resignation, discharge, retirement, demotion, absence without authorized leave for one shift or longer and any leave of absence without pay in excess of thirty (30) consecutive calendar days, except in no event shall any time spent on leave of absence with pay count toward creditable years of service for purposes of retirement.

#### **Section 2 - LAYOFF**

- (A) When the City determines that it must reduce its workforce within the Fire Department, it shall identify the classification(s) requiring a reduction and the number of employee(s) to be laid off. The decisions of the City in exercising these prerogatives shall not be subject to the grievance procedure described in Article VIII of this Agreement.
- (B) Within a classification, in determining which employee(s) is/are to be laid off, departmental seniority shall control.
- (C) A Paramedic having greater seniority than an employee classified as an EMT may displace the least senior employee classified as an EMT. For pay purposes the former Paramedic shall be credited with all time served in the Department in establishing his pay in the EMT pay schedule. For example, if a Paramedic with five years of service as a Paramedic is laid off and elects to become EMT, he shall be paid as an EMT with five years' experience.
- (D) The City will notify the Union in advance of any layoff.

#### **Section 3 - RECALL**

When a vacancy occurs in a classification in which a layoff occurred within 365 calendar days (1 year) of the date of the layoff, the City will notify the employee who was most recently laid off from employment in the classification. To be eligible for recall, the employee must have kept the Chief informed of his current address and phone number.

To be eligible for reemployment, the employee must be qualified and able to perform the duties of the position to which he is offered recall. The employee shall have ten (10) working days after notification within which to report for employment. In the event that the employee fails to report, there are no further rights of recall.

## **ARTICLE 16**

### **WAGES**

#### Section 1- SALARY SCHEDULE

- (A) The City adopts the wage schedule specified in Exhibit A.
- (B) No employee who has been employed by the City as a Firefighter/EMT or Paramedic may return to the classification of Firefighter. Except as otherwise provided herein, all bargaining unit employees must maintain State of Florida certification and Pinellas County Medical Director's authorization for their current classification. If an employee loses his certification or authorization on a temporary basis, the Chief may grant the employee a period of ninety (90) days in which to regain such certification or authorization and The Chief may grant additional time beyond ninety (90) days if the employee's failure to regain such certification or authorization is due to circumstances beyond the employee's control. Nothing in this provision shall be construed to prevent the City from taking disciplinary action for just cause regardless of the state of the employee's certification or authorization..
- (C) An employee in the classification of Paramedic may, with the prior approval of the Chief, temporarily step down to the classification of Firefighter/EMT for a good reason for a period of up to ninety (90) days. The Chief may extend a temporary step down for an additional ninety (90) days. An employee in the classification of Lieutenant Paramedic may, with the prior approval of the Chief, temporarily step down to the classification of Lieutenant EMT for a good reason for a period of up to ninety days. The Chief may extend a temporary step down for either Paramedic or Lieutenant Paramedic for an additional ninety (90) days. Any step down will be accompanied by a corresponding reduction in pay.

If at the end of an approved temporary step down, the employee is unable or unwilling to return to his prior classification, his employment will be terminated unless a permanent step down is approved under Section I.E.
- (D) An employee in the classification of Paramedic or Lieutenant Paramedic may permanently step down to the classification of Firefighter/EMT with a corresponding reduction in pay only if a vacancy exists and the Chief determines that the step down will not adversely affect the level of service to the public.

## Section 2 - USE OF SALARY SCHEDULE DURING TERM OF COLLECTIVE BARGAINING AGREEMENT

- (A) Upon ratification of this Agreement, each bargaining unit employee will begin to be paid the salary shown in the salary schedule for his current rank. The initial placement of the employee will be determined according to that employee's completed years in service in his current rank as of October 1, 2025.
- (B) During the term of this Agreement, when an employee completes an additional year of service in the rank in which he presently serves, he shall move to the next higher step in the salary schedule applicable to the rank in which he presently serves. Such increase will be effective for the first full pay period which begins after the pay period in which his anniversary date occurred.
- (C) Whenever an employee attains Step 12 for the rank in which he presently serves, all automatic progression through the salary schedule will cease and the employee will be at "top pay" status.

## Section 3 - ACTING PAY

Whenever a bargaining unit member is assigned full-time duties (by the Chief or his designee) usually assigned to a Lieutenant who is off-duty, his pay shall be increased by \$1.50 for each hour so worked.

## Section 4 - WORKWEEK AND OVERTIME

For the duration of this Agreement, a 14-day work period and 24 hours on duty and 48 hours off duty will continue for all bargaining unit employees unless an employee is temporarily assigned by the Chief to a different schedule for educational, light duty or other legitimate reasons. The hourly rate paid will be based on a 2,912 hour work year with the base pay for pension purposes based on the scheduled shift for the employee for the period. Bargaining unit employees will be paid on an hourly basis with overtime calculated as hours actually worked on their scheduled shift over 106 hours in accordance with the FLSA. For purposes of calculating overtime, compensatory time used, vacation, sick and time out on workers compensation will not be considered hours actually worked. Jury duty will be considered hours actually worked for computing overtime. All hours worked outside of the employee's normal schedule will be paid at time and one half for all hours worked. Overtime will be paid in cash. Compensatory time already on the books may be used when it will not result in the City paying overtime to staff a shift. The Chief may cancel compensatory time when it will result in the City paying overtime to staff a shift. In the event that the FLSA causes a change in compensation from the above described system, then this article shall automatically be re-opened and a new provision for overtime and compensatory time shall be negotiated.

## Section 5 - WAGE INCREASES

- For the first regular pay period that included October 1, 2025, the pay rate for every bargaining unit position shall be adjusted upwards as shown in the attached schedule(s) to reflect a 5% increase in minimums and a 7% increase in maximums; and
- For the first regular pay period that includes October 1, 2026, pay rates shall be increased by 4.0 %; and
- For the first regular pay period that includes October 1, 2027 pay rates shall be increased by 4.0 %.

Fire Department Pay Plan schedules for fiscal years 2025/2026, 2026/2027, and 2027/2028 are attached as Exhibit A.

## Section 6 - CALL BACK PAY

Whenever an employee leaves his regularly scheduled shift and is officially ordered back to work (by the Chief or his designee}, to replace another employee, that employee shall be paid an additional hour at a time and one half rate in addition to time actually worked.

## Section 7 – INCENTIVE PAY

Effective with the pay period that includes the date of ratification of this Agreement, the City agrees to pay \$125 per month to non-lieutenant bargaining unit members who hold a valid Florida State Fire Safety Inspector I Certificate.

Lieutenant Medics and Lieutenant EMTs that meet the requirement to possess a valid Florida State Fire Safety Inspector I Certificate shall be paid according to the Certified Fire Inspector Lieutenant Medic and Certified Fire Inspector Lieutenant EMT pay plan categories included in Exhibit A.

## **ARTICLE 17**

### **PENSION**

The current Firefighters Pension Plan (Article III, Chapter 180 of the City Code of Ordinances) shall be modified to reflect that normal retirement is determined as the earlier of:

1. Attaining 25 years of credited services, regardless of age
2. Attaining age 50 with 10 years of credited services
3. Attaining age 55

The remainder of Article III, Chapter 180 of the City Code of Ordinances governing the Firefighters Pension Plan shall remain as is.

## **ARTICLE 18**

### **OTHER CITY SPONSORED BENEFITS**

#### **Section 1 - TUITION REIMBURSEMENT**

Employees will be reimbursed for tuition actually paid by them for current courses attended in a degree granting program in Fire Sciences or Emergency Medical Services, and any other course that is recognized by the Florida State Fire College and is needed for the State Fire Officer I, Fire Officer II, Fire Officer III, Fire Officer IV, or Fire Inspector I Certificate. The City shall be responsible for reimbursement of \$10,000.00 during each fiscal year of the contract.

Reimbursement shall be made within 30 days of the required documentation being furnished to the Chief in accordance with the following schedule:

Course Grade Received	Percentage of Tuition Cost Reimbursed
A	100%
B	75%
C	50%
Passing Grade on Pass/Fail Course	50%
Any Other	-0-

Employees will be responsible for furnishing the City with a copy of their grades and, upon request, giving permission to the City to secure a copy of their transcript for the college or university in which they are or have been enrolled within 60 days of completing the course.

Employees who receive full or partial reimbursement for a course or courses must work for one (1) full year from the date of receiving reimbursement or return to the City all amounts reimbursed by the City.

The City will reimburse at the published resident undergraduate rate charged by public colleges or universities in the State University System or the cost of the course, whichever is less.

#### **Section 2 – MILEAGE REIMBURSEMENT**

When an employee is required to use his personal vehicle for City business assigned to him, he will be reimbursed at the rate set by the IRS or the City, whichever is higher.

#### **Section 3 – TIME OFF FOR SCHOOL**

The City will provide time off without pay at the sole discretion of the Chief, to attend Fire or EMS related courses. The determination made by the Chief under this Section is not grievable under this Agreement.

## **ARTICLE 19**

### **LEAVES**

#### Section 1 – FUNERALS

Leave will be granted, without loss of pay or other benefits, for a period of 48.0 hours when attending an in-state funeral or an out-of-state funeral of a member of the employee's immediate family necessitates the employee's absence from work. If any additional time off is required, the employee may request use of holiday time, compensatory leave or annual leave, in accordance with the provisions of this Agreement. A member of the "immediate family" is defined as the employee's spouse, father, mother, son, daughter, brother, sister, father-in-law, mother-in-law, grandparent, grandchild, stepparent or stepchild. The employee shall provide the City with proof of death, if requested by the Department, before leave is approved.

#### Section 2 -VACATION OR ANNUAL LEAVE

(A) All full-time employees shall earn paid vacation on the following basis:

Service	Leave Eligibility
Start through 2 years	160 hours
3-4 years	172 hours
5-9 years	196 hours
10-11 years	220 hours
12-13 years	248 hours
14 years	260 hours
15-17 years	272 hours
18-19 years	284 hours
20 years and up	300 hours

(B) Vacation or annual leave is accrued according to the following schedule:

Leave Eligibility	Accrual Rate
Start through 2 years	13.33 hours per month
3-4 years	14.33 hours per month
5-9 years	16.33 hours per month
10-11 years	18.33 hours per month
12-13 years	20.67 hours per month
14 years	21.67 hours per month
15-17 years	22.67 hours per month
18-19 years	23.67 hours per month
20 years and up	25.00 hours per month

(C) Employees with less than 20 years of service may carry over a maximum of 224 hours accumulated annual leave. Accrued annual leave in excess of this amount is forfeited. Employees with more than 20 years of service may carry over an amount equal to the number of hours of annual leave they earn in any calendar year. For example an employee with 23 years of service may carry over a maximum of 300 hours of annual leave.

(D) Only accrued vacation time may be used.

(E) Vacation Picks

- (1) Vacation picks submitted each year on March 31 will be selected by shift seniority with only one person off each shift.
- (2) Vacation picks shall be for a minimum of 12 consecutive hours and must be either 1st or 2nd half of the day (8 am to 8 pm or 8 pm to 8 am).
- (3) In no event shall non-consecutive shifts be treated as a single pick.
- (4) Employees shall be entitled to five vacation picks. Each round shall be done by shift seniority.
- (5) In order to make a vacation pick, employees must have accrued vacation time available or based on the anticipated vacation accrual will have the vacation at the time it comes up on the schedule.
- (6) In the event an employee uses vacation time prior to the vacation pick which results in the employee having inadequate vacation accrual to cover the pick, the vacation pick will be cancelled.

(F) All Other Time Off:

Requests for time off require that the member have adequate accrued vacation or holiday or compensatory time to cover the request. The Chief will grant time off on a first come, first serve basis provided there are sufficient available employees to staff the Department.

### Section 3 - HOLIDAYS

- (A) All employees in the bargaining unit shall be eligible for the following paid holidays:

January 1	New Year's Day
January 20 or designated	M.L. King Day
Third Monday in February	President's Birthday
Last Monday in May	Memorial Day
June 19 <sup>th</sup>	Juneteenth
July 4 <sup>th</sup>	Independence Day
First Monday in September	Labor Day
November 11 <sup>th</sup>	Veteran's Day
Fourth Thursday and Friday in November	Thanksgiving
December 25 <sup>th</sup>	Christmas
Personal Day (11.2 hours pay or time off)	Designated by employee subject to the approval of the Fire Chief

- (B) Each employee will be paid 11.2 hours for each holiday.
- (C) When a holiday on the list in subsection A occurs on a Saturday, the preceding Friday will be a holiday. When a holiday on the list in subsection A occurs on a Sunday, the following Monday will be a holiday.
- (D) If an employee is absent due to illness on the day for which his shift is to observe a holiday, the employee will be charged hour for hour holiday pay up to the payout for the holiday prior to the utilization of sick leave. Shift observance of holidays for the three shifts shall be the day before, the day of, and the day after the designated holiday.

#### Section 4- JURY DUTY AND COURT APPEARANCES

- (A) Employees who are parties to a lawsuit are not eligible for leave with pay for the time spent and are not covered by this Section.
- (B) Employees attending court as a witness about a matter related to the job or for jury duty during their normal working hours shall receive full pay equal to their normal work schedule for the hours they are present in court. Employees who attend Court as a witness about a matter related to the job or for jury duty during their normal working hours for only a portion of a regular scheduled workday are expected to report for duty when they are excused or released by the Court.
- (C) Employees called for jury duty shall promptly notify their immediate supervisor.
- (D) Employees on court or jury duty while on scheduled vacation may be allowed to reinstate vacation hours. The employee must furnish the City with proof of court or jury duty in either event.
- (E) Employees who as a result of their official position with the City, are required to attend court or a judicial hearing as a witness about a matter related to the job which commences during their scheduled off duty hours shall be paid for the time that they are required to be in court. For pay purposes, Employees will be considered on duty and on the clock from the time the court appearance begins until released by the court. All hours that are paid pursuant to this Section are counted as hours worked for purposes of calculating overtime.

#### Section 5 - LEAVE OF ABSENCE WITHOUT PAY

- (A) Duration and Approval
  - (1) Employees may request a leave of absence without pay for absences in excess of thirty (30) days. Such requests must be approved by both the Chief and Commissioner of Public Safety.
  - (2) Leave without pay includes excused absences for pregnancy, sickness or injury without accumulated sick leave or other excused absences without pay.
  - (3) Extensions to authorized leaves of absence must be requested by the employee and approved in writing by the Commissioner of Public Safety. Failure to return to work at the expiration of an approved leave shall be considered as an absence without leave and grounds for dismissal.

(B) Employee's Responsibility

- (1) Employees granted a leave of absence must keep the City informed every three (3) months of their current activity (school, medical, military, etc.) and address.
- (2) An employee who accepts employment for another employer while on the authorized leave of absence for illness or injury shall be deemed to have resigned his employment with the City. All employees are required to notify the City in writing within three (3) working days of accepting other employment while on leave of absence.
- (3) Failure to timely notify the City of current activity, address and any employment may result in the employee being dropped from leave of absence status, in which case he must return to duty or be dismissed.

(C) Reinstatement from Leave of Absence

- (1) At the City's direction, employees returning from a leave of absence may be required to submit a doctor's statement certifying their ability to return to work.
- (2) An employee granted a leave of absence shall be returned to his former classification if the leave is less than ninety (90) calendar days, unless circumstances have so changed as to make it impossible or unreasonable to do so.
- (3) An employee granted a leave of absence in excess of ninety (90) days shall be permitted to return to work providing a vacancy exists in his prior position or classification. If such vacancy does not exist, the employee shall be terminated and placed on the classification's eligible register for a period of six (6) months during which time the City shall make a reasonable effort to return the employee to a position for which he is qualified.

An employee granted a leave of absence without pay who wishes to return to work before the leave period has expired shall be required to provide the Chief with at least two (2) weeks' notice.

- (4) Employees reinstated to their prior classification from leave without pay shall be entitled to receive their prior rate of pay in addition to any general pay increases applicable to their classification.
- (5) No sick leave, annual vacation leave, holiday or any type of seniority will be earned by the employee for the time that the employee is on leave of absence without pay.

## Section 6 - LEAVES OF ABSENCE WITHOUT PAY (ILLNESS OR NON-WORKERS COMPENSATION INJURY)

Leaves of absence without pay due to illness or non-worker's compensation injury shall be covered by Section 5 and the following additional provisions:

- (A) All requests for leaves of absences without pay due to illness or non-worker's compensation injury, including extensions, must receive the approval of the Chief and shall be supported by a medical certificate executed by a doctor at the employee's expense.
- (B) Group life and Hospitalization insurance coverage may be continued at the employee's expense up to the maximum of twelve (12) months during an approved leave of absence under this Section.
- (C) Employees having a minimum of five (5) years City seniority shall suffer no loss of either City or classification seniority while on a leave of absence under this Section.
- (D) Probationary employees serving an initial probationary period may be granted a leave of absence, under this Section, not to exceed thirty (30) days. Such leave of absence shall not be extended. Upon reinstatement, the employee's probationary period shall be extended to allow for the approved leave granted by the Chief.

## Section 7 - GROUP INSURANCE COVERAGE DURING LEAVES OF ABSENCE

- (A) Group life and hospitalization insurance coverage may be continued for a maximum period of six (6) months while on authorized leave of absence, provided premium payments are kept current at the employees expense, unless the leave of absence is under Section 6 of this Article.
- (B) All payments for insurance shall be paid by the first of the month for which coverage is purchased. If a monthly premium is delinquent and payment is not-made by-cash or payroll deduction from the next applicable pay period, coverage will be canceled as of the beginning of the delinquent period.
- (C) Where the employee will be out of town during an approved leave exceeding thirty (30) days, payment arrangements must be made in advance so that premiums are current.
- (D) If any coverage is canceled during the approved leave of absence, it will be reinstated upon return to active duty.

## Section 8 - FAMILY/EMERGENCY LEAVE

- (A) When absence from work is necessitated by medical, dental or optical treatment of the employee's family member, the employee may use accrued sick leave in accordance with the current practice regarding the use of such sick leave.
- (B) When an emergency situation arises, the employee may be granted annual leave. The granting of this annual leave shall be in the sole discretion of the Chief and is not grievable or arbitrable.

## Section 9 - SICK LEAVE

- (A) The policy of the City is to grant sick leave in all bona fide cases. Sick leave is a qualified privilege of the employee in that he is entitled to use it only when warranted. Commencing with the pay period that includes the date of ratification of this Agreement, sick leave will be earned at the rate of thirteen and two tenths (13.2) hours per month and employee will be allowed to accumulate to a maximum of one thousand four hundred (1400) hours.
- (B) Sick leave will be granted upon the approval of the Chief or Officer-in Charge for the following reasons:
  - (1) Employee's health, including medical, dental, or optical treatment provided proof is supplied that the appointment could not be scheduled off duty.
  - (2) Quarantine due to exposure to contagious disease.
  - (3) In connection with worker's compensation.
- (C) An employee incapacitated and unable to work shall notify his immediate supervisor at such time before his scheduled reporting time as designated by the Department, giving reason for absence and expected period of absence. This procedure shall be followed for each day the employee is unable to work, unless prior approval is given.
- (D) Employees, upon retiring from City employment, shall be reimbursed at a straight hourly rate for fifty percent (50%) of their accrued sick leave in excess of 700 hours.
- (E) Voluntary Employee Benefit Association (VEBA) - A VEBA shall be established and administered by the Union to provide for the payment of health care premiums for retirees. The City's contributions shall be limited to the cash-out of vacation, compensatory time and sick leave that retiring or separating employees are currently entitled to cash-out. Only retiring employees shall be entitled to cash-out sick leave. The Union shall indemnify, hold harmless and defend the City from any and/or all litigation and liability arising from the promulgation, implementation and operation of the VEBA.
- (F) Whenever sick leave may appear to be abused, or when an employee consistently uses sick leave as it is earned, the Fire Chief or his designee has the right to require a doctor's certificate be furnished prior to the employee returning to work. Under any

conditions, if any employee is off duty due to illness or injury for more than one work week, a doctor's certificate will be required. Abuse of sick leave privileges shall constitute grounds for disciplinary action.

- (G) Some slight injuries or illnesses, or temporary conditions such as pregnancy may prohibit the performance of regularly assigned duties; however, there may be other duties that an employee may be able to perform during the recuperative period without aggravating such conditions. Providing that light duty work within the employee's temporary restrictions is available and the employee produces a doctor's statement indicating that "light duty" is acceptable, the Fire Chief or his designee may assign the employee on a temporary basis to perform such duties as the employee's health and condition permit.
- (H) Employees may not use accumulated sick leave for an injury sustained while engaged in outside employment.
- (I) Any change in scheduled work hours shall necessitate a prorated change in the amount of accumulated sick leave in the employee's account.
- (J) Employees who use no sick time during the year (from anniversary date) shall be granted twenty-four (24) hours of Holiday pay, as a bonus. Each hour of sick time used will reduce the bonus by one hour.

#### Section 10 - MILITARY LEAVES

All military leave shall be consistent with federal and Florida law.

#### Section 11 – PARENTAL LEAVE

- (A) Employees will be provided three (3) weeks of continuous leave at their base rate of pay immediately following the birth or adoption of the employee's child. Parental leave will be available to both male and female employees.
- (B) Employees who become eligible for pay increases during their leave will receive their increases as scheduled.
- (C) FMLA shall run concurrently with parental leave (if applicable).
- (D) Employees shall provide the department with as much advance notice as possible.
- (E) Seniority and other leave will continue to accrue during this parental leave period.
- (F) This Parental Leave provision, as provided in this Section 11, shall apply retroactively to any employee whose child is born or adopted on or after July 18, 2019.

## **ARTICLE 20**

### **INSURANCE**

#### **Section 1- GROUP HEALTH INSURANCE**

During the term of this Agreement, the City will provide employees and their dependents (as defined by the insurance policy) with access to a group insurance program or Health Maintenance Organization. The City will pay the entire cost of the employee's coverage and provide, at the employee's election, payroll deduction for the cost to the employee in providing coverage for his family members. Commencing with the pay period which includes the date of ratification of this Agreement, the City shall contribute the following amounts per month toward the cost of dependent coverage that an employee purchases through the city for spousal, children or family coverage:

40% in the year beginning October 1, 2025

45% in the year beginning October 1, 2026

50% in the year beginning October 1, 2027

#### **Section 2 - GROUP LIFE INSURANCE**

At its expense the City will provide at least \$10,000 of term life insurance for each employee, or at the Union's request forward to the Union an amount up to \$12.00 per unit member, per month, for the purchase of life insurance. If the insurance carrier which provides this coverage so elects, additional insurance may be made available to City employees, at the employee's full cost and expense. If coverage is available and purchased by the employee, the City will provide payroll deduction upon the employee's written request and after execution of authorization in a form satisfactory to the City.

#### **Section 3**

At its option, the City reserves the right to change insurance providers for health and life insurance at any time.

## **ARTICLE 21**

### **WORKERS COMPENSATION**

#### **Section 1**

Payment of workers compensation benefits to all qualified employees who are disabled because of an injury arising out of and in the course of performing their duties with the City will be governed by the Florida State Workers Compensation Law. In the event an employee is directed by the City not to report for duty as a result of that employee being exposed to a communicable disease while on duty, the employee shall file a claim for workers compensation benefits. In the event the claim is denied, the employee shall be compensated as set forth below, provided the exposure occurred while the employee was on duty. If this occurs, the City shall pay the employee that benefit to which the employee would have been entitled under workers compensation if the workers compensation carrier had approved the claim.

#### **Section 2**

An employee receiving workers compensation benefits shall receive regular pay less any reimbursements from workers compensation for a period not to exceed ninety (90) days from the date of injury with the City supplementing the workers compensation benefits according to the following schedule:

First 30 days - 100%  
31 - 90 days - 75%

Should the workers compensation benefits continue beyond the initial 90 days, the City supplement shall cease, and the employee may utilize any and all leave credits to make up the difference between compensation received from workers compensation and basic pay. That is, accrued annual leave, sick leave, holiday leave, or compensatory leave may be used by the employee to make up the difference between compensation received from workers compensation and basic pay. The term "basic pay" shall mean the employee's regular weekly wage at the time of the injury.

#### **Section 3**

Determinations on whether an injury is compensable (such as whether the injury is a direct result of a work duty involvement, was the result of employee negligence, or other matters impacting the employee's eligibility for benefits) and/or the determination of the amount of those benefits, will be made by the workers' compensation carrier, or if there is a petition in workers' compensation then the determination will be made by the judge of compensation claims.

#### Section 4

Employees out on workers compensation leave will continue to accrue annual sick leave and holiday leave as though working.

#### Section 5

Group Life and Hospitalization premiums and any other payroll deduction authorized by the employee must be paid by the employee while out on workers compensation leave.

## **ARTICLE 22**

### **SAVINGS CLAUSE**

If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid, unlawful, or not enforceable, by any court or by reason of any existing or subsequently enacted legislation; or if the appropriate governmental body, having amendatory power to change any law, rule or regulation which is in conflict with a provision of this Agreement fails to enact or adopt an enabling amendment to make the provision effective, in accordance with Florida Statutes, then such provision shall not be applicable, performed or enforced, but the remaining portion of this Agreement shall remain in full force and effect for the term of this Agreement, and the parties agree to negotiate a substitute for the unenforceable provision that, to the extent possible, restores the original bargain on the matter between the Union and the Employer.

## **ARTICLE 23**

### **NO STRIKE**

#### Section 1

The Union agrees that during the term of this Agreement, it will not authorize, instigate, condone, excuse, ratify, or acquiesce in any strike, slowdown, work stoppage, or any other like or similar activity likely to interfere with the efficient operation of the Employer's affairs engaged in or supported by Union members or any agents or representatives of the Union or its affiliates.

#### Section 2

Should the Union or any employee included in the bargaining unit breach this Article, the City may, without notice, obtain an injunction against that breach. The City may also take any other action against the Union or employee authorized or required by law.

#### Section 3

Should the Union and/or any employee included in the bargaining unit be found guilty of striking, as defined in Chapter 447, Part II, Florida Statutes, the Union and/or employee shall be subject to the penalties provided by law and consequences as described herein. The City further retains all its inherent and explicit managerial rights, including, but not limited to, the right to take disciplinary action against any employee who breaches this Article.

## **ARTICLE 24**

### **OUTSIDE EMPLOYMENT**

- (A) No employee shall engage in outside employment without the written approval of the Fire Chief. The Fire Chief may deny approval only if the outside employment sought by the employee creates any type of conflict of interest with the best interests of the City or otherwise creates any appearance of impropriety with regard to the employee's City employment.
- (B) In the event an employee suffers a worker's compensation injury while engaging in outside employment, it is the employee's obligation to report that fact upon arriving for his next scheduled duty day or, if called in, the next time the employee works after suffering the injury. The City reserves the right to send the employee for an examination to verify the employee's fitness and ability to work.
- (C) In all instances, the employee's employment with the City is considered to be the employee's primary employment. In the event of an emergency where the employee is called to duty, the employee shall be required to leave any other employment and report to the City for duty. It is also the employee's responsibility to insure that off duty employment does not impact his ability to perform his job with the City.

## **ARTICLE 25**

### **ENTIRE AGREEMENT**

This Agreement, when ratified, supersedes and cancels all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties, and concludes all collective bargaining during its term, except that the City will bargain the impact on employees of any unilateral changes which it makes.

The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

The City and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, even though such subject or matters may have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

The City and the Union may agree to bargain during the term of this Agreement by executing a mutually satisfactory written agreement.

## **ARTICLE 26**

### **DURATION**

This Agreement shall be effective October 1, 2025, and shall remain in full force and effect through September 30, 2028, and from month to month thereafter until the Union or the City gives thirty (30) days written notice of an intent to open negotiations for a new Agreement.

This Agreement shall remain in full force and effect during bargaining for a successor agreement.

## **ARTICLE 27**

### **GENDER REFERENCES**

All references in this Agreement to employees of the male gender by use of the terms “he” or “his” are used for convenience only and shall be construed to include both male and female employees.

## **ARTICLE 28**

### **NOTICES**

Notices hereunder shall be given by registered or certified mail, and if by the City shall be addressed to the President of Local 747, IAFF at 5240 1st Avenue North, St. Petersburg, Florida 33710, and if by the Union shall be addressed to Commissioner of Public Safety at City Hall, 7047 Sunset Drive, South, South Pasadena, Florida 33707 with a copy to Fire Chief, Fire Station #20, South Pasadena, Florida. Notices shall be considered to have been given as of the date shown on the postmark.

## **ARTICLE 29**

### **DRUG AND ALCOHOL TESTING**

- (A) Bargaining unit employees shall refrain from using, possessing, dispensing, or selling any drug/chemical substance not prescribed for use by a licensed physician and refrain from using a prescribed medication in a manner that does not substantially conform to the direction of the prescribing physician. In no event shall the proper use of over the counter medication be considered a violation of this Article. Also, the consumption of any alcohol while on duty or reporting to work impaired by the use of alcohol or in a condition that prior usage can be concluded or detected are prohibited.
- (B) Employees are subject to urinalysis and/or blood testing and/or any other physical or bodily sample testing as required by the City to detect the presence of drug/chemical substances and/or alcohol when the Fire Chief or his designee has a reasonable suspicion that the employee may be acting in violation of Section A of this Article, or in violation of the City's Drug Free Workplace program.
- (C) Unit employees may, upon request, have a Union representative present during the testing procedure, provided that the test will not be postponed for more than thirty (30) minutes to await a Union representative. An attempt will be made to telephone the Union representative advising of the pending test, but in no instance will the thirty (30) minute waiting rule be waived or will the Employee taking the test have more than one representative present.
- (D) The Employer shall provide referral guidance to employees seeking professional assistance in dealing with a drug or alcohol related problem. However, such guidance must be requested by the employee. Participation in such programs shall not mitigate or stay the implementation of dismissal or any other action against the employee for violation of this Article's provisions nor discipline/dismissal for other drug/alcohol related offenses.
- (E) Employees aggrieved by this Article shall have the right to arbitrate alleged violations of this Article in accordance with the provisions of Article VIII, except that once an arbitrator is agreed upon, every effort will be made to schedule the hearing within fifteen (15) days of the date of selection. Further, the arbitrator's decision shall be issued within fifteen (15) days from the close of the hearing, notwithstanding the submission of any briefs by the parties.
- (F) In the event any discipline less than discharge is ultimately imposed on any Employee for the violation of this Article, that Employee, in addition to any disciplinary measures imposed by the City, shall not be allowed to return to work until he presents a statement from a licensed physician that the Employee has been rehabilitated, is no longer under the influence of illegal drugs/chemical substances or alcohol, and is fit to return to full duty. Leave time for rehabilitation shall be in accordance with the leave provisions contained in this Agreement. Any rehabilitation will be at the Employee's expense insofar as it is not covered by group health insurance.

**APPENDIX A**

**CITY OF SOUTH PASADENA  
Dues Checkoff and Union Sponsored Insurance**

**Programs Authorization Form**

\_\_\_\_\_ I hereby authorize the City to deduct from my salary each pay period my Union Dues, listed below, as certified to the City by the Union.

\_\_\_\_\_ I hereby authorize the City, for the purpose of Union provided Group Health, Group Life, or Group Cancer Insurance, to deduct the amounts listed below per pay period.

DUES	_____
HEALTH INSURANCE	_____
LIFE INSURANCE	_____
CANCER INSURANCE	_____
TOTAL	_____

I understand that this authorizations are voluntary and I may revoke them at any time by giving the City and the Union thirty (30) day advance notice in writing using Appendix B.

\_\_\_\_\_  
DATE \_\_\_\_\_

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
SOCIAL SECURITY NUMBER

\_\_\_\_\_  
(PRINT) LAST NAME, FIRST, MI

**APPENDIX B**

**CITY OF SOUTH PASADENA  
Dues Checkoff and Union Sponsored Insurance  
Programs Termination Form**

\_\_\_\_\_ I hereby instruct the City, and advise the Union, to stop deducting from my salary, my Union dues. It is also understood that all other Group Insurance Premiums will stop.

\_\_\_\_\_ I hereby instruct the City, and advise the Union, to stop deducting from my salary my Union-provided Group Health Insurance premium.

\_\_\_\_\_ I. hereby instruct the City, and advise the Union, to stop deducting from my salary my Union-provided Group Life Insurance premium.

\_\_\_\_\_ I hereby instruct the City, and advise the Union, to stop deducting from my salary my Union-provided Group Cancer Insurance premium.

\_\_\_\_\_  
DATE\_\_\_\_\_

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
SOCIAL SECURITY NUMBER

\_\_\_\_\_  
(PRINT) LAST NAME, FIRST, MI

IN WITNESS WHEREOF, the parties hereto, by duly authorized officers and agents have affixed their signatures this \_\_\_\_ day of \_\_\_\_\_, 2025.

FOR THE ST. PETERSBURG  
ASSOCIATION OF FIREFIGHTERS  
LOCAL 747, IAFF

FOR THE CITY OF SOUTH PASADENA

---

Chief Negotiator and President

---

Arthur Penny, Mayor

CITY OF SOUTH PASADENA  
FIREFIGHTER'S PAY PLAN  
FY 9/30/2026  
5%-7% PAY ADJUSTMENT

	HIRE	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR	6 YEAR	7 YEAR	8 YEAR	9 YEAR	10 YEAR	11 YEAR	12 YEAR
LT. PARAMEDIC	35.78	36.90	38.05	39.25									
	104,191	107,453	110,802	114,296									
LT. EMT	34.39	35.51	36.68	37.88									
	100,144	103,405	106,812	110,307									
CFI LT PARAMEDIC	36.89	38.01	39.17	40.37									
	107,424	110,685	114,063	117,557									
CFI LT EMT	35.51	36.64	37.80	39.00									
	103,405	106,696	110,074	113,568									
F/F PARAMEDIC	24.62	25.36	26.11	26.89	27.69	28.52	29.37	30.25	31.15	32.08	33.03	34.02	35.03
	71,693	73,848	76,032	78,304	80,633	83,050	85,525	88,088	90,709	93,417	96,183	99,066	102,007
F/F EMT	23.32	23.92	24.53	25.16	25.81	26.47	27.15	27.85	28.56	29.29	30.05	30.82	31.61
	67,908	69,655	71,431	73,266	75,159	77,081	79,061	81,099	83,167	85,292	87,506	89,748	92,048
FIREFIGHTER	20.40	20.99	21.59	22.22	22.86	23.51	24.19	24.89	25.61	26.34	27.10	27.98	28.69
	59,405	61,123	62,870	64,705	66,568	68,461	70,441	72,480	74,576	76,702	78,915	81,478	83,545

EXHIBIT A-1  
EFFECTIVE FOR THE PAY PERIOD  
INCLUDING 10/01/2025

CITY OF SOUTH PASADENA  
FIREFIGHTER PAY PLAN  
FY 9/30/2027  
4% COLA

	HIRE	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR	6 YEAR	7 YEAR	8 YEAR	9 YEAR	10 YEAR	11 YEAR	12 YEAR
LT. PARAMEDIC	37.21	38.38	39.57	40.82									
	108,356	111,763	115,228	118,868									
LT. EMT	35.77	36.93	38.15	39.40									
	104,162	107,540	111,093	114,733									
CFI LT PARAMEDIC	38.37	39.53	40.74	41.98									
	111,733	115,111	118,635	122,246									
CFI LT EMT	36.93	38.11	39.31	40.56									
	107,540	110,976	114,471	118,111									
F/F PARAMEDIC	25.60	26.37	27.15	27.97	28.80	29.66	30.54	31.46	32.40	33.36	34.35	35.38	36.43
	74,547	76,789	79,061	81,449	83,866	86,370	88,932	91,612	94,349	97,144	100,027	103,027	106,084
F/F EMT	24.25	24.88	25.51	26.17	26.84	27.53	28.24	28.96	29.70	30.46	31.25	32.05	32.87
	70,616	72,451	74,285	76,207	78,158	80,167	82,235	84,332	86,486	88,700	91,000	93,330	95,717
FIREFIGHTER	21.22	21.83	22.45	23.11	23.77	24.45	25.16	25.89	26.63	27.39	28.18	29.10	29.84
	61,793	63,569	65,374	67,296	69,218	71,198	73,266	75,392	77,547	79,760	82,060	84,739	86,894

CITY OF SOUTH PASADENA  
FIREFIGHTER'S PAY PLAN  
FY 9/30/2028  
4% COLA

	HIRE	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR	6 YEAR	7 YEAR	8 YEAR	9 YEAR	10 YEAR	11 YEAR	12 YEAR
LT. PARAMEDIC	38.70	39.92	41.15	42.45									
	112,694	116,247	119,829	123,614									
LT. EMT	37.20	38.41	39.68	40.98									
	108,326	111,850	115,548	119,334									
CFI LT PARAMEDIC	39.90	41.11	42.37	43.66									
	116,189	119,712	123,381	127,138									
CFI LT EMT	38.41	39.63	40.88	42.18									
	111,850	115,403	119,043	122,828									
F/F PARAMEDIC	26.62	27.42	28.24	29.09	29.95	30.85	31.76	32.72	33.70	34.69	35.72	36.80	37.89
	77,517	79,847	82,235	84,710	87,214	89,835	92,485	95,281	98,134	101,017	104,017	107,162	110,336
F/F EMT	25.22	25.88	26.53	27.22	27.91	28.63	29.37	30.12	30.89	31.68	32.50	33.33	34.18
	73,441	75,363	77,255	79,265	81,274	83,371	85,525	87,709	89,952	92,252	94,640	97,057	99,532
FIREFIGHTER	22.07	22.70	23.35	24.03	24.72	25.43	26.17	26.93	27.70	28.49	29.31	30.26	31.03
	64,268	66,102	67,995	69,975	71,985	74,052	76,207	78,420	80,662	82,963	85,351	88,117	90,359