

**ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN
CITY OF CLEARWATER
AND
IAFF LOCAL 1158**

This Addendum is entered into by and between the City of Clearwater and International Association of Fire Fighters, AFL-CIO, Local 1158. For good and valuable consideration, the Parties hereto agree and acknowledge as follows:

The Parties have entered into a Collective Bargaining Agreement covering the period October 1, 2021 through September 30, 2024 (“CBA”). Under Article 1, Section 3 of the CBA, the Parties bargain separately proposed changes to the City’s Pension Plan. Under Article 15, Section 1, the CBA may be amended at any time by the mutual written consent of the Parties.

1. As a result of the foregoing, the City of Clearwater Code of Ordinances, Chapter 2, Article V, Section 3, Section 2.421 shall be modified as follows:

Section 2.421. Cost-of-living adjustment.

(5) Resumption of COLA for firefighters. Notwithstanding anything to the contrary, retirement benefits for all firefighters who are actively employed on or after October 1, 2022 shall be increased by an annual cost-of-living adjustment equal to one and one-half percent (1.5%) as set forth below, including cost-of-living benefits on service earned from January 1, 2013 through October 1, 2022. The cost-of-living adjustment shall also apply to beneficiaries and survivors of all firefighters who are actively employed on or after October 1, 2022. The cost-of-living shall be payable on each April 1, provided that the eligible firefighter retiree, their beneficiary or survivor, has received at least 60 months of monthly benefits. This subsection is not intended to limit the rights of grandfathered firefighters who were eligible to retire prior to January 1, 2013, or the right to pro-rated cost-of-living benefits on service earned prior to January 1, 2013.

2. As a result of the foregoing, Article 1, Section 3 of the CBA shall be modified as followings:

**ARTICLE 1
RECOGNITION AND GENERAL PROVISIONS**

Section 3. Contract Constitutes Entire Agreement of the Parties

This Agreement contains the entire contract, understanding, undertaking, and agreement of the parties hereto, and finally determines and settles all matters of collective bargaining for and during its term, except ~~regarding the City's Pension Plan~~ and as may be otherwise specifically provided herein.

~~The parties agree to bargain separately proposed changes in the City's Pension Plan that deal with mandatory subjects of collective bargaining and any impact these changes may have on bargaining unit members.~~

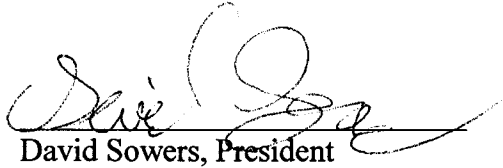
The Parties agree to bargain proposed changes to the City's Pension Plan at the same time that bargaining occurs for this agreement and successor agreements.

3 Except as provided in this Addendum, all other terms and conditions of the CBA and City's Pension Plan remain in full force and effect.

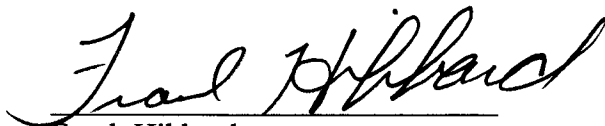
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IN WITNESS WHEREOF, the parties hereto have made and executed this First Addendum on this October 20, 2022.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO, LOCAL 1158



David Sowers, President

CITY OF CLEARWATER



Frank Hibbard
Mayor


Jon Jennings
City Manager

Approved as to form:


Owen Kohler
Lead Assistant City Attorney

Attest:


Rosemarie Call
City Clerk

