

## **Resolution No. 2025-3333**

**A Resolution of the City of Sanford, Florida, amending the City's annual operating budget for the fiscal year beginning October 1, 2024 and ending September 30, 2025; providing for implementing administrative actions; providing for a savings provision; providing for conflicts; providing for severability and providing for an effective date.**

**Whereas**, the Commission of the City of Sanford, Florida has adopted an annual operating budget for the fiscal year beginning October 1, 2024 and terminating on September 30, 2025 specifying certain projected revenues and expenditures for the operations of Sanford municipal government; and

**Whereas**, the City's budget presumes that each department generally will, to the best of their ability, maintain its expenditures within its allocated budgeted level and exercise prudence in expending funds during the course of the City's fiscal year; and

**Whereas**, from time-to-time circumstances and events may require that the original City budget may need revision; and

**Whereas**, the City Commission, in its judgment and discretion, has the authority to adjust the budget to more closely coincide with actual and expected events.

**Now, therefore, be it adopted and resolved by the City Commission of the City of Sanford, Florida as follows:**

### **Section 1. Adoption of Budget Amendment.**

The annual operating budget of the City of Sanford for the fiscal year beginning October 1, 2024 and terminating on September 30, 2025 is hereby revised and amended by Attachment "A". The Attachment is hereby incorporated into this Resolution as if fully set forth herein verbatim. Except as amended herein, the annual operating budget for the City of Sanford for fiscal year beginning October 1, 2024 and

terminating on September 30, 2025 shall remain in full force and effect.

**Section 2. Implementing administrative actions.**

The City Manager, or designee, is hereby authorized and directed to implement the provisions of this Resolution by means of such administrative actions as may be deemed necessary and appropriate.

**Section 3. Savings.**

The prior actions of the City of Sanford relating to the adoption of the City budget and related activities are hereby ratified and affirmed.

**Section 4. Conflicts.**

All resolutions or parts of resolutions in conflict with this Resolution are hereby repealed.

**Section 5. Severability.**

If any section, sentence, phrase, word, or portion of this Resolution is determined to be invalid, unlawful or unconstitutional, said determination shall not be held to invalidate or impair the validity, force or effect of any other section, sentence, phrase, word, or portion of this Resolution not otherwise determined to be invalid, unlawful, or unconstitutional.

**Section 6. Effective Date.**

This Resolution shall become effective immediately upon enactment.

Passed and adopted this 13 day of January, 2025.

Attest:

City Commission of the City of Sanford

*Cathy Lotempio*  
\_\_\_\_\_

Traci Houchin, MMC, FCRM  
City Clerk

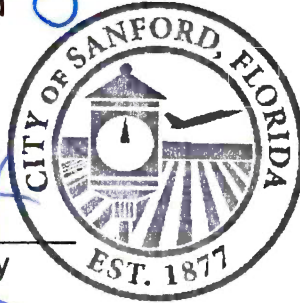
*Art Woodruff*  
\_\_\_\_\_

Art Woodruff, Mayor

*Cathy Lotempio, Deputy City Clerk*

For use and reliance of the Sanford  
City Commission only.

Approved as to form and legality.



*William Colbert*  
\_\_\_\_\_

William Colbert, City Attorney

*RONNIE N. GROOT, ACA*

# ATTACHMENT A REQUEST FOR BUDGET AMENDMENT

Fiscal Year 2025  
Department: Fire

Division: Operations

**CHANGES IN REVENUES**

REVENUE ACCOUNT NUMBER						Current	Current	Amount of	Adjusted
Fund	Revenue	Act Cd	Ele	Project #	Revenue Account Title	Budget	Balance	Change	Unrealized
360	0000	381	60	00	Transfers from General Fund	\$ 8,171,773	\$ 8,171,773	\$ (441,313)	\$ 7,730,460
<b>TOTAL CHANGES IN REVENUES</b>								<b>\$ (441,313)</b>	

**CHANGES IN EXPENDITURES**

EXPENDITURE ACCOUNT NUMBER						Current	Current	Amount of	Remaining
Fund	Dep Div	Activity	Obj	Ele	Expenditure Account Title	Budget	Balance	Change	Balance
001	3001	522	12	00	Salaries	\$ 5,024,566	\$ 3,896,729	\$ 441,313	\$ 4,338,042
001	7979	581	91	28	Transfers to Capital	8,171,773	8,171,773	(441,313)	7,730,460
360	7979	590	99	90	Additions to Reserves	3,953,323	3,953,323	(441,313)	3,512,010
<b>TOTAL CHANGES IN EXPENDITURES</b>								<b>\$ (441,313)</b>	

REASON FOR AMENDMENT: Fire Union MOU

DIRECTOR APPROVAL: [Signature] DATE: 01/02/25

FINANCE APPROVAL: [Signature] DATE: 12/31/24

CITY MANAGER APPROVAL: [Signature] DATE: 01/06/25

CITY COMMISSION AGENDA DATE: 1.13.2025 APPROVED Yes

FOR FINANCE USE

Entry Date: \_\_\_\_\_ Batch Number: \_\_\_\_\_ Document #: BA 04-100

## MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between the City of Sanford, Florida (hereafter, the “CITY”) and the Sanford Professional Firefighters, IAFF Local 3996 (the “UNION”).

WHEREAS, the parties currently have a lawful Collective Bargaining Agreement (“CBA”) for Fire Lieutenants which remains in effect through September 30, 2025;

WHEREAS, the parties entered into an MOU effective March 27, 2023 that effectively modified Article 23 of the CBA providing for Wages for all bargaining unit employees inclusive of the current Fiscal Year 2024-25;

WHEREAS, the parties have a mutual desire to further amend the MOU dated March 27, 2023 to further address wages all Fire Lieutenants and pay ranges for the Fire Lieutenants position.

NOW THEREFORE, the CITY and the UNION agree as follows:

1. All bargaining unit members previously received the wage increases for Fiscal Year 2024-25 as are reflected in the MOU dated March 27, 2023. The parties agree to amend Article 23.2 (c) of the CBA and MOU dated March 27, 2023 as is reflected in paragraph 2 below.

2. Effective the first full pay period after both parties’ ratification of this MOU, each bargaining unit member shall receive a pro-rata increase of \$3,348.50 to base salary, as reflected in Exhibit 1. Exhibit 1 to this MOU shall prospectively replace Exhibit A of the CBA and the aspect of the MOU dated March 27, 2023 that addressed wages for Fiscal Year 2024-25.

3. Effective the first full pay period after both parties’ ratification of this MOU, the annual base pay range for Fire Lieutenants shall be \$70,048.50 to \$122,490.05 and shall prospectively replace the pay range for Fire Lieutenants as reflected in Exhibit B of the CBA.

4. All other aspects of the CBA between the parties remain in full force and effect, including, but not limited to, Article 23.7 and Article 42.3.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Agreement to be executed and signed by their duly authorized representatives this 6 day of January, 2025.

SANFORD PROFESSIONAL FIREFIGHTERS,  
IAFF LOCAL 3996

CITY OF SANFORD, FLORIDA

By: \_\_\_\_\_

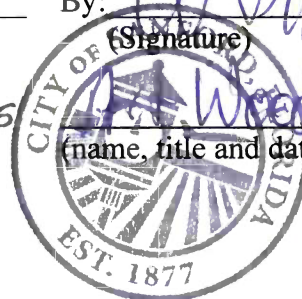
(signature)

Ryan Margagliotti VP 01/06/25  
(name, title and date)

By: \_\_\_\_\_

(Signature)

A. Woodruff, Mayor, 1-13-25  
(name, title and date)



## MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between the City of Sanford, Florida (hereafter, the “CITY”) and the Sanford Professional Firefighters, IAFF Local 3996 (the “UNION”).

WHEREAS, the parties currently have a lawful Collective Bargaining Agreement (“CBA”) for Firefighter/EMT/Engineer and Firefighter/Paramedic which remains in effect through September 30, 2025;

WHEREAS, Article 23 of the CBA provides for Wages for all bargaining unit employees inclusive of the current Fiscal Year 2024-25;

WHEREAS, the parties have a mutual desire to amend Article 23 of the CBA to further address: (a) annual base salary for entry level positions of Firefighter/EMT/Engineer and Firefighter/Paramedics; (b) wages for all bargaining unit employees and (c) pay ranges for the bargaining unit positions.

NOW THEREFORE, the CITY and the UNION agree as follows:

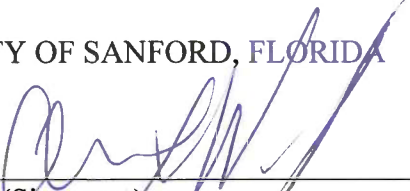
1. This paragraph shall amend Article 23.1 of the CBA and establish new entry level minimum annual base salaries of \$52,500.00 for Firefighter/EMT/Engineer and \$53,973.42 for Firefighter/Paramedics. This increase shall become effective the first full pay period after both parties’ respective ratification of this MOU.
2. All bargaining unit members previously received the wage increases for Fiscal Year 2024-25 as are reflected in Article 23.2(c) of the CBA. The parties agree to amend Article 23.2 (c) as is reflected in paragraph 3 below.
3. Effective the first full pay period after both parties’ ratification of this MOU, each bargaining unit member shall receive a pro-rata increase of \$3,348.50 to base salary, as reflected in Exhibit 1. Exhibit 1 to this MOU shall prospectively replace Exhibit A of the CBA.
4. Effective the first full pay period after both parties’ ratification of this MOU, the annual base pay range for Firefighter/EMT/Engineer shall be \$52,500.00 to \$90,337.65 and for Firefighter/Paramedic shall be \$53,973.42 to \$92,947.35.
5. Notwithstanding the increase in the annual base pay range for Firefighter/EMT/Engineer, David Bruce remains topped out and shall received a one-time lump sum payment of \$3,348.50 in lieu of having this amount added to base pay.
6. All other aspects of the CBA between the parties remain in full force and effect, including, but not limited to, Article 23.7 and Article 41.3.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Agreement to be executed and signed by their duly authorized representatives this 6 day of January, 2025.

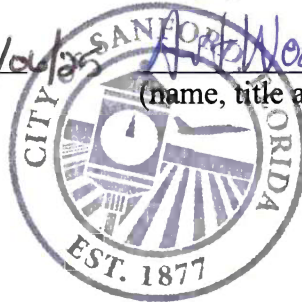
SANFORD PROFESSIONAL FIREFIGHTERS,  
IAFF LOCAL 3996

CITY OF SANFORD, FLORIDA

By:   
(signature)

By:   
(Signature)

Ryan Margegliotti Vp 01/06/25  
(name, title and date)



Andy Woodruff, Mayor, 1-13-25  
(name, title and date)



APPROVED

WS \_\_ RM x  
Item No. 8.F

CITY COMMISSION MEMORANDUM 25-013  
JANUARY 13, 2025 AGENDA

**TO:** Honorable Mayor and Members of the City Commission  
**PREPARED BY:** Mark Seiferth, Deputy Fire Chief  
**SUBMITTED BY:** Norton N. Bonaparte, Jr., ICMA-CM, City Manager  
**SUBJECT:** Memorandum of Understanding; Collective Bargaining Agreements with Sanford Professional Firefighters, IAFF Local 3996; Minimum Annual Base Salary Increase for Entry Level Firefighter/EMT/Engineer and Firefighter/Paramedics; Base Salary Modifications for Fire Lieutenants; Budget Amendment; Resolution No. 3333

**STRATEGIC PRIORITIES:**

- Unify Downtown & the Waterfront
- Promote the City’s Distinct Culture
- Update Regulatory Framework
- Redevelop and Revitalize Disadvantaged Communities

**SYNOPSIS:**

Requesting approval of Resolution No. 2025-3333, to amend the Fire Department budget and approve two Memorandums of Understanding (MOU) agreements between the City and the Sanford Professional Firefighters, IAFF Local 3996 (Union).

**FISCAL/STAFFING STATEMENT:**

As previously discussed with the City Commission, and in the City’s continuing efforts to be competitive in the firefighter employment market, the current Collective Bargaining Agreements (CBA’s) with the Union are being revised to address: (1) the annual base salary for entry level Firefighter/EMTs and Firefighter/Paramedics and, (2) wages for all bargaining unit employees under the two CBAs pertaining to (1) Firefighter/EMTs and Firefighter/Paramedics and (2) Fire Lieutenants, respectively.

These actions will establish new minimum annual base salaries of \$52,500 for entry level Firefighter/EMT/Engineers and \$53,973.42 for Firefighter/Paramedics commencing the first full pay period after the City’s and the Union’s respective approval of the MOU relating to the CBA pertaining to the Firefighters subject to that CBA.

Also, effective the first full pay period after both the Union and the City approves the MOUs, each of the bargaining unit members subject to the two CBAs shall receive a pro-rata increase of \$3,348.50 to their base salary.

The fiscal impact for the remainder of FY24/25 will total \$441,312.68. The associated budget amendment, Resolution No. 2025-3333 provides the necessary funding for the proposed action.



**BACKGROUND:**

One MOU addresses the minimum annual base salary for entry level Firefighters under Article 23 of the current Collective Bargaining Agreement (“CBA”) relating to Firefighter/EMT/Engineers and Firefighter/Paramedics and a pro-rata increase of \$3,348.50 to the base salary for the Firefighter/EMT/Engineers and Firefighter/Paramedics.

The second MOU relates to the CBA for Fire Lieutenants and amends Article 23 of the current CBA to provide for each bargaining unit member under that CBA to receive a pro-rata increase of \$3,348.50 to their base salary.

The City and the Union currently have lawful CBAs in place for (1) Firefighter/EMT/Engineers and Firefighter/Paramedics and (2) Fire Lieutenants which remain in effect through September 30, 2025.

Article 23 of the CBA for the Firefighter/EMT/Engineers and Firefighter/Paramedics provides for wages for all bargaining unit employees inclusive of Fiscal Year 2024-25. The proposed MOU will amend the provisions of Article 23.1 of the CBA to establish a new minimum annual base salary of \$52,500 for entry level Firefighter/EMT/Engineers and \$53,973.42 for Firefighter/Paramedics which increase shall become effective the first full pay period after both parties’ respective approval of the MOU. Additionally, effective at the time of the first full pay period after both parties’ ratification of the MOU, each bargaining unit member shall receive a pro-rata increase of \$3,348.50 to their base salary.

All other aspects of the CBA between the parties remain in full force and effect, including, but not limited to, Article 23.7 and Article 41.3.

Article 23 of the CBA for the Fire Lieutenants provides for wages for all bargaining unit employees inclusive of Fiscal Year 2024-25. Under the MOU, effective at the time of the first full pay period after both parties’ ratification of the MOU, each bargaining unit member shall receive a pro-rata increase of \$3,348.50 to their base salary.

All other aspects of the CBA between the parties remain in full force and effect, including, but not limited to, Article 23.7 and Article 42.3.

Additionally, the salaries of the Fire Inspectors, Battalion Chiefs, Deputy Chief, Fire Chief and Fire Marshal will also be increased by the same percentage.

Resolution No. 2025-3333, implements the necessary funding for the actions taken because of the MOUs which have been approved by the Union as evidenced by the execution of the documents by Union representative Ryan Margagliotti.

**LEGAL REVIEW:**

The Labor Attorney has provided the required Memorandums of Understanding (MOUs) to amend the collective bargaining agreements between the City of Sanford and Sanford Professional Firefighters Union.

**RECOMMENDATION:**

City staff recommends that the City Commission approve Resolution No. 2025-3333 to amend the budget and approve the Memorandums of Understanding agreements with the Sanford Professional Firefighters Union and the City.

**SUGGESTED MOTION:**

“I move to approve Resolution No. 2025-3333 to amend the budget and approve the Memorandums of Understanding agreements with the Sanford Professional Firefighters Union and the City.”

- Attachments:
1. MOU relating to Firefighter/EMT/Engineers and Fire/Paramedics
  2. MOU relating to Fire Lieutenants
  3. Resolution No. 2025-3333