

RECORD OF LEGISLATION

No. 4, 19, 2026

Passed 4-7, 20 26

AN ORDINANCE TO AUTHORIZE AND IMPLEMENT THE LABOR WAGE REOPENER AGREEMENT BETWEEN THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS-LOCAL #1232 (IAFF) AND THE CITY OF CIRCLEVILLE AND DECLARING AN EMERGENCY.

WHEREAS, pursuant to Fact Finding of the International Association of Firefighters-Local #1232 meeting for the 2025-2027 agreement, representatives met and negotiated with the City of Circleville regarding wage reopeners for the calendar year 2026 and proposed 2027;

WHEREAS, pursuant to the Agreement, IAFF members were afforded the \$1.00 per hour raise effective January 1, 2026;

WHEREAS, wage reopener discussions took place between IAFF and the City of Circleville and an agreement pursuant to Fact Finder & Order.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CIRCLEVILLE, PICKAWAY COUNTY, OHIO, AS FOLLOWS:

SECTION I. Effective January 1, 2026, IAFF members will be compensated a \$1.00 per hour increase as originally agreed upon in the Fact-Finding Negotiations per Union Renegotiations.

SECTION II. The terms of this Agreement set forth all terms and provisions relative to wages, benefits, terms, and conditions of employment which the parties intend to agree during the life of this Agreement as described in the Memorandum of Agreement that is attached as Exhibit A.

SECTION III. Any ordinance, resolution or part thereof pertaining to the subjects treated in this Ordinance and which are inconsistent therewith be and hereby are, repealed to the extent so inconsistent.

SECTION IV. That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the health, safety and welfare of the citizens of the City of Circleville, such emergency arising out of the immediate need to provide adequate compensation to these employees to retain their services on behalf of the City, so that this ordinance shall take effect and be in force immediately from and after the page and approval by the Mayor.

PASSED: 4-7-2026
DATE

Barry D. Kelly
PRESIDENT OF COUNCIL

ATTEST: [Signature]
CLERK OF COUNCIL

APPROVED: 4-7-2026
DATE

Nichelle Y. Blanton
MAYOR

APPROVED AS FORM:

[Signature]
KENDRA C. KINNEY - LAW DIRECTOR

RECORD OF LEGISLATION

No. _____

Passed _____, 20 ____

MEMORANDUM OF AGREEMENT

Pursuant to the wage re-opener in Section 18.2 of the collective bargaining agreement between IAFF Local 1232 ("IAFF") and the City of Circleville (the "Employer"), the parties hereby agree to the following salary schedule:

Section 18.2: Effective in the 1st pay period that includes January 1, 2025, 2026 and 2027 the wage rates shall be as follows. Parties will be permitted a reopener for wages in calendar year 2026 and 2027 conditioned upon levy passage with IAFF members in the IAFF collective bargaining agreement.

1-1-2026 Fire Fighter/Basic (3%) + Equity Adjustment \$1.00 per hour			
	Entry	Step 1	Step 2
Hourly	\$ 29.7750	\$ 30.6290	\$ 32.3904
Emerg OT	\$ 44.6625	\$ 45.9435	\$ 48.5857
Annual	\$ 86,704.81	\$ 89,191.73	\$ 94,320.96
1-1-2027 Fire Fighter/Basic (3%)			
	Entry	Step 1	Step 2
Hourly	\$ 30.6683	\$ 31.5479	\$ 33.3622
Emerg OT	\$ 46.0024	\$ 47.3218	\$ 50.0432
Annual	\$ 89,305.95	\$ 91,867.48	\$ 97,150.59
1-1-2026 Fire Fighter/Paramedic (3%) + Equity Adjustment \$1.00 per hour			
	Entry	Step 1	Step 2
Hourly	\$ 30.3602	\$ 31.2141	\$ 32.9755
Emerg OT	\$ 45.5403	\$ 46.8212	\$ 49.4633
Annual	\$ 88,408.89	\$ 90,895.50	\$ 96,024.73
1-1-2027 Fire Fighter/Paramedic (3%)			
	Entry	Step 1	Step 2
Hourly	\$ 31.2710	\$ 32.1505	\$ 33.9648
Emerg OT	\$ 46.9065	\$ 48.2258	\$ 50.9472
Annual	\$ 91,061.16	\$ 93,622.36	\$ 98,905.47

1-1-2026 Lieutenant - Basic (3%) + Equity Adjustment \$1 per hour		1-1-2026 Lieutenant - Paramedic (3%) + Equity Adjustment \$1 per hour	
Hourly	\$ 34.4573	Hourly	\$ 35.0424
Emerg OT	\$ 51.6859	Emerg OT	\$ 52.5636
Annual	\$ 100,339.6140	Annual	\$ 102,043.3855
1-1-2027 Lieutenant - Basic (3%)		1-1-2027 Lieutenant - Paramedic (3%)	
Hourly	\$ 35.4910	Hourly	\$ 36.0936
Emerg OT	\$ 53.2365	Emerg OT	\$ 54.1405
Annual	\$ 103,349.8024	Annual	\$ 105,104.6870

1-1-2026 Captain - Basic (3%) + Equity Adjustment \$1 per hour		1-1-2026 Lieutenant - Captain (3%) + Equity Adjustment \$1 per hour	
Hourly	\$ 35.8021	Hourly	\$ 36.3873
Emerg OT	\$ 53.7031	Emerg OT	\$ 54.5809
Annual	\$ 104,255.6624	Annual	\$ 105,959.7428
1-1-2027 Captain - Basic (3%)		1-1-2027 Captain - Paramedic (3%)	
Hourly	\$ 36.8761	Hourly	\$ 37.4789
Emerg OT	\$ 55.3142	Emerg OT	\$ 56.2183
Annual	\$ 107,383.3323	Annual	\$ 109,138.5351

FOR THE UNION:

FOR THE CITY:

Dustin D. Smith, IAFF President

Michelle L. Blanton, Mayor

Becky Mathes, IAFF Vice-President

Kendra C. Kinney, Law Director

Mark C. Bidwell, Auditor

Date: _____

Date: _____