

## M E M O R A N D U M

**TO:** Tom Harmer, Town Manager  
**FROM:** Carolyn Brown, Support Services Director  
**REPORT DATE:** August 13, 2021  
**MEETING DATE:** September 13, 2021  
**SUBJECT:** Ratification of Contract Between the Town of Longboat Key and the International Association of Firefighters Local 2546 (IAFF)

### **Recommended Action**

Ratify Contract between the Town and IAFF.

### **Background**

The current IAFF Contract will terminate on September 30, 2021. Negotiations took place over several months, with the Town's Labor Attorney, Town staff and the IAFF.

The Town and Local 2546 reached a tentative agreement on the terms of a new 3-year contract. The union conducted a ratification vote that was completed on August 8, 2021. Ratification of the contract passed with a vote of 20 in favor, 3 against and 7 abstaining.

The current contract has 23 articles. Most of the articles were not changed, however the following list highlights the changes to the October 1, 2021 – September 30, 2024 contract which will now have 24 articles:

- 2.2 – Added single-certified paramedics to those who are a part of the bargaining unit.
- 8.1 – Changed steward to District Vice President or his/her designee.
- 8.2 – Changed steward to District Vice President.
- 9.1 – Annual hourly accrual rates were modified for employees with 5 – 6 years of service, 6 – 7 years of service, and 8 – 9 years of service.
- 9.4(D) – Added the opportunity for employees with 5 continuous years of service to contribute all or part of their earned vacation each year in excess of 336 to the Town Vested 401(K) plan as an alternative to their annual cash payment.
- 12.1(B)(1), (2) – Adjusted language indicating Appendix B applies to FF/Paramedics and Lieutenants effective October 1, 2021. Effective October 1, 2022 and 2023, current employees advance one step if employee hasn't "capped-out".
- 12.1(B)(3) – Added clarifying language which outlines the process to hire FF/EMT's or single certified Paramedics if there are no qualified FF/PM candidates satisfactory to the Chief.
- 12.3(D) – Specifies the hire rate for FF/EMT's or single certified Paramedics.

- 12.5(A) (C) – Added clarifying language related to fire inspector specialty pay specifying it applies to Firefighter/Paramedics who are not Lieutenants. Added clarification that Lieutenants are not eligible for this specialty as it is a job requirement and is reflected in their step plan.
- 12.7 – Specialty pay for quality assurance improvement (QA/QI) committee was raised from \$50 to \$65 per bi-weekly pay period and the number of QA/QI personnel decreased from 6 to 3.
- 12.8 – Changed the minimum number of assigned Boat Captains who receive specialty pay from 3 to 4.
- 13.4(A), (B) and (D) – Changed the number of Non-Fair Labor Standards Act (FLSA) Comp time hours from 4 to 6 every bi-weekly pay period. Comp time caps in this section was changed from 104 to 156. In addition, after 15 years of continuous service in the Fire Rescue Department, one additional hour of Non-FLSA comp time will be added to the employee's Non-FLSA comp time every bi-weekly pay period and capped at 182 hours.
- Article 23 (New) – Outlines the purpose, eligibility, contributions and process for the new Union Pool Bank.
- Article 24 (renumbered) – dates changed

The Finance Department participated in the negotiations and priced the Contract. The cost of the changes averages 3.3% over the three-year period for a total increase of \$342,538 over the life of the Contract.

Funding is available in the proposed FY22 budget to support the implementation of the new Contract.

### **Staff Recommendation**

Ratify Contract between the Town and IAFF.

### **Attachments**

- A. Proposed Contract (Available in Town Clerk's Office)
- B. Strike Through and Underlined Version of Contract (Available in Town Clerk's Office)

**End of Agenda Item**