

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

**TO:** Howard Tipton, Town Manager

**FROM:** Carolyn Brown, Support Services Director  
Lisa Silvertooth, Human Resources Manager

**REPORT DATE:** April 17, 2024

**MEETING DATE:** May 6, 2024

**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**

In June 2023, the Town ratified a Memorandum of Understanding between the Town and the International Association of Firefighters Local 2546 (IAFF) related to wages and the Step Plan within the contract. A 23% pay plan increase for Firefighter Paramedics and 37.3% pay plan increase for Lieutenants was approved. There was a reduction in the Step Plan from 12 to 10 steps for Firefighter Paramedics and a reduction from 9 to 5 steps for Lieutenants. The changes were to be in effect for the remainder of FY23 and FY24. The cost of the changes amounted to \$115,000 for the remainder of FY23 and \$716,850 for FY24.

The current IAFF contract will terminate on September 30, 2024. Negotiations took place over a few weeks beginning on March 27, 2024, with 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 April 25, 2024, and April 26, 2024. Ratification of the contract passed with a vote of 22 in favor, 0 against, and 0 abstaining.

The current contract has 24 articles. Most of the articles were not changed, however, the following list highlights the more substantive changes to the proposed October 1, 2024 – September 30, 2027, contract, with 25 articles:

- 3.4(B) – Added the words “or electronically” to indicate the manner in which a copy of an employee’s notice of a pre-disciplinary hearing will be delivered.
- 5.2A – Changed the number of days for which a grievance may be appealed to arbitration by the Union, by a written notice to the Town Manager within 30 days.
- 9.2 – Changed the maximum number of vacation leave hours that may be carried forward for 7(K) personnel from 336 to 400.
- 9.4(B)(C)(D)– Changed the number of vacation hours employees may accumulate (excluding converted medical leave) from 336 to 400. Vacation hours in excess of

400 will be paid during the next January provided the employee has taken at least forty hours or ½ of the vacation earned during the year.

- 9.6(A) – Added language stating that Section 16.03 Use of Vacation of the Town's PRR's (Personnel Rules and Regulations) shall apply to the bargaining unit.
- 10.8 – Changed language related to the Holiday Bank and that banked holiday accruals may be requested and utilized in the same manner as vacation as per the most current edition of the PRR's. Holidays left in the employee's account as of September 30<sup>th</sup> of each year shall be paid out the first pay period after October 1<sup>st</sup> of each year.
- 12.1(B)(3) – Changed language stating employees hired after October 1, 2024, will be required to obtain their State Pump Operator certification in order to move to Step 3. Members will not progress through the Step program until this certification is satisfied.
- 12.1(B)(4) – Added language indicating that employees hired prior to October 1, 2024, will be required to obtain the State Pump Operator certification by January 1, 2025.
- 12.1(B)(5)(d) – Added the hire rate for FF/EMT's or single certified paramedics will be \$53,500.
- 12.3(C) – Specifies criteria to be eligible for working out of class.
- 12.6(A) & (B) – Language stating employees who meet all qualifications for EMS Field Training Officer shall receive \$40 per bi-weekly pay period as Specialty Pay, and that the employee must abide by the Field Training Program guidelines.
- 13.6 – Added language that in the event the employee's FLSA (Fair Labor Standards Act) comp time bank is full, overtime for that pay period will automatically be paid.
- 16.1(A)(F)(L)(M)(N) – Changed the required vacation balance to 400 for those who want to make exchanges of time, and that the employee will be limited to a total of 240 hours of exchange of duty time per quarter. Additional clarification of protocols for exchange of duty requests.
- Article 25 – Outlines the Wellness Program for bargaining unit employees as provided in Administrative Directive Number 502.

The Finance Department assessed the contract value. The cost of the changes average 5.7% over the three-year period for a total increase of \$880,191 over the term of the contract.

Based on the anticipated June 1, 2024, preliminary values and Commission approval, funding would be available in the proposed FY25 budget to support the implementation of the new Contract.

### **Staff Recommendation**

Ratify the Contract between the Town and IAFF.

**Attachments (Available in Town Clerk's Office)**

A. Proposed Contract

B. Strikethrough and Underlined Version of the Contract