

**DATE:** September 30, 2016

**TO:** Dennis W. Beach, City Manager

**FROM:** Phyllis A. Korab, Assistant City Manager  
Ed Beecher, Human Resources Director  
John Jurgle, Fire Chief  
Tracy Lyons, Assistant City Attorney

**SUBJECT:** IAFF Local 1549 Collective Bargaining Agreement  
October 1, 2016 through September 30, 2019

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**Background:**

The City commenced negotiations with the IAFF team on March 31, 2016 and conducted six more meetings on April 11, May 2, June 16, June 30, August 16 and August 24, 2016, which resulted in the agreement summarized below.

**KEY COMPONENTS OF TENTATIVE AGREEMENT**

**WAGES:** COLA (Article 15)

- 1.) 3% COLA FY 2016-2017. Cost: \$650,000
- 2.) Wage reopeners only in FY 2018 and FY 2019 of the contract.

Reason for wage reopener is due to upcoming pension issues in FY 2018 associated with 2016 FL legislation on mortality tables; uncertainty on increase in property valuations; 15 FF/PM were added to the budget with funding from contingency in FY 2017 and infrastructure needs.

- 3.) Remove section placed in the agreement last contract in which merit steps would not be part of the status quo when the contract expires.
- 4.) Remove 120 hour waiting period for temporary upgrades. (Article 14)

**FIRE PREVENTION**

- 1.) Raise standby pay from \$1/hour to \$3/hour. Affects the Fire Prevention Bureau primarily. (Article 11) Est. Cost: \$ 10,000

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2.) Create New Positions in Fire Prevention:

Fire Inspector II (2) @ PG 30. This would represent a 5% promotion for two individuals. This will not increase employee count, rather would create promotional opportunities. (Article 12) Est. Cost: \$8,937.76

3.) Reclassify Fire Marshall (PG 32- 34). (Article 12). Est. Cost: 9.3% equaling \$10,346.12 increase via merit not all in one year.

**OPERATIONAL ISSUES:**

1.) Equipment article (24) has been simplified to eliminate references to specific brands and materials. Mutual agreement.

2.) Random drug test annually from 25% to 75% of bargaining unit members.

3.) Lifescan procedure to do annual physical evaluations on 50% of personnel each year. Est. Cost: \$380/person \$38,300/year

**PROMOTIONAL EXAMINATIONS:**

Changes in procedures and challenge process. No Cost.

**ASSIGNMENT PAY:**

All personnel assigned to a rescue unit receive an additional \$1 per hour because the rescue units are the busiest in the department. (Article 21) Est. Cost \$253,000

**COST/SAVINGS SUMMARY**

ITEM	COST
Wages	3% FY 2017 \$650,000 + **reopener costs in FY's 2018 and 2019
Inspection Bureau Classifications	\$19,284
Rescue Unit Incentive	\$253,000
LifeScan	\$38,300
Standby Pay	\$10,000
<b>TOTAL COST</b>	<b>\$970,584**</b>