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## MEMORANDUM

**DATE:** May 13, 2026  
**TO:** Greg Harrison, City Manager  
**FROM:** Brian Donovan, Assistant City Manager  
**SUBJECT:** Collective Bargaining Agreement – Fire Union

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The City of Pompano Beach (City) and the Pompano Beach Professional Fire Fighters, Local 1549 (Fire Union) have negotiated an Agreement that will begin on October 1, 2025, and end on September 31, 2028. The proposed Agreement includes provisions for pension plan changes, cost-of-living increases, and operational provisions such as the promotional process. The total cost of the proposed Agreement is \$8.5M over its term. A more detailed explanation of the Collective Bargaining Agreement and its impacts is as follows:

**Special Detail MOU:** The Special Detail Pay MOU shall be included into the current Agreement. The Parties agreed at the negotiating table that assignments to work at Lauderdale By The Sea are not eligible for Special Detail Pay.

**Article 4 – Union Business:** The 60-day window allowing for employees to submit donations to the union pool for union business shall be removed, and donations to the Union pool may now be made quarterly in January, April, July and October, up to the current cap.

**Article 9 – Promotional Examinations:** The City and the Union have agreed to revise this Article pursuant to the recommendations made by the Promotional Examination Committee. All revisions are retroactive to October 1, 2025.

**Article 12 – Classifications:** The Fire Inspector 1 classification shall be eliminated and all current members in that position shall be bumped up to Fire Inspector 2. In addition, the Fire Training Captain classification shall be increased from paygrade 32 to 33. The Assistant Fire Marshal classification shall also be changed to Risk Reduction Officer.

**Article 15 – Wages:** The following Wages/Compensation shall be provided during this 3-year agreement:

1. Effective retroactive to the first full pay period starting on or after October 1, 2025, wages shall be increased by three and one-half percent (3.5%); and
2. Effective in the first full pay period starting on or after October 1, 2026, wages shall be increased by three and one-half percent (3.5%); and

3. Effective in the first full pay period starting on or after October 1, 2027, wages shall be increased by three and one-half percent (3.5%).

4.

**Article 15 – Merit/Step Increase:** A four percent (4%) Merit/Step Increase shall be provided to eligible employees during this 3-year agreement, as described in Section 2(B) of the Agreement.

**Article 16 – Sick Leave:** Article 16 (and any applicable sections of the Fire Pension Plan Ordinance) shall be revised to prohibit current employees who are not in the DROP prior to the date this 2025-2028 Agreement becomes ratified, from being able to apply for and/or seek approval from the Pension Board to earn a work-related disability pension after they have entered the DROP. This provision shall become effective on or after the date this 2025-2028 Agreement becomes ratified. Current Non-DROP participants will remain eligible to apply and/or or seek approval from the Pension Board to earn a work-related disability pension before they enter the DROP.

**Article 21 – Assignment Pay:** Rescue assignment pay shall be increased in the third year of this Agreement, from \$2.00/hour to \$2.50/hour. The 20% cap on certification pay will currently affect EMT and Paramedic certification pay and would apply prospectively to any additional certification pay negotiated by the parties.

**Article 25 – Uniforms and Maintenance:** the City shall continue to provide each employee a two hundred and twenty dollar payment for shoes during the first full pay period that occurs in September 2025, 2026 and 2027 of this Agreement.

**Article 28 – Seniority:** seniority will be used based on “time in grade” (also known as “rank seniority”) for purposes of making vacation day picks, station picks and Kelly days. However, the Fire Chief shall retain discretion to re-assign an employee to another duty station if any of the four (4) factors listed in Section 3 are found to be applicable.

**Article 31 – Probationary Period:** all new employees, employees assigned to Fire Prevention and employee receiving a promotion shall serve a one (1) year probationary period. However, for new employees hired on or after the ratification date of this 2025-2028 Agreement, the one (1) year probationary period shall not commence until the employee has successfully completed the Fire Recruit Training Program.

**Article 38 – Pension Plan:** the Fire Pension Plan shall be revised to create a new Tier that will apply *only* to future Firefighters hired after the date this Agreement becomes ratified. The following benefits shall be included in this new pension Tier:

1. **Normal retirement:** The normal retirement age for all future Firefighters hired after the date this Agreement becomes ratified will be the attainment of age fifty (50) and the completion of 20

years of continuous service, or the attainment of age fifty-five (55) with ten (10) years of continuous service; and

2. **Early Retirement:** A new early retirement provision will be created, under which future Firefighters hired after the date this Agreement becomes ratified shall be eligible for early retirement benefits, if applicable, upon the attainment of age fifty (50) with the completion of ten (10) years of service; and

**Vesting Period:** The vesting period will be ten (10) years of continuous service; and

**Multiplier:** The amount of the normal retirement benefit will be 3.25% of average monthly earnings for each year of continuous service, subject in any event to a maximum of 80% of average monthly earnings; and

**COLA:** Annual pension benefits shall be increased by a “fixed” (guaranteed) percentage equal to 2% for all firefighters who were hired on or after the date this Agreement becomes ratified. In addition to the “fixed” increase, pension benefits shall be increased by a “variable” percentage, in an amount certified by the pension plan actuary as supportable and funded solely by the pension plan assets, but not more than 1%. The “variable” component of the cost-of-living adjustment may be granted only when the plan is at least eighty percent (80%) funded, according to the most recent actuarial valuation. The sum of the “fixed” and “variable” portions of the adjustment shall not exceed 3% per year nor be less than 2%.

**Prior Firefighter/Military Service Buyback:** The Fire Pension Plan shall also be amended to create a provision that allows current members, as well as firefighters hired on or after the date this Agreement becomes ratified, to buy back up to five (5) years of prior firefighter or military service. (*See Attachment A for applicable pension plan policy terms and conditions.*)

**Article 40 – Term of Agreement:** The parties shall enter into a three (3) year Collective Bargaining Agreement (Agreement), effective from October 1, 2025 through September 30, 2028, and all effective dates throughout the Agreement will be revised accordingly.