

EXECUTIVE SUMMARY



To: Jim Scholl, City Manager

From: Sarah Hannah-Spurlock, Assistant City Manager

Date: January 9, 2015

Subject: International Association of Firefighters (IAFF), Local 124
Letter of Understanding (LOU)

Action Item

Commission approval of the LOU between the City of Key West and IAFF, Local 1424, as negotiated by City management and ratified by the IAFF. The changes to the current collective bargaining agreement set forth in the LOU, once ratified by both parties, shall become effective when the City begins to provide ALS Rescue Services, which is scheduled to commence on April 1, 2015.

Background

In July of 2014, the Commission approved the integration of EMS services into the Fire Department effective April 1, 2015. One component of the integration is a change in union contract terms and conditions to be negotiated with the collective bargaining unit. Since the current collective bargaining agreement (CBA) does not expire until September 30, 2015, an LOU was negotiated at this time.

The City's management negotiation team and the IAFF negotiation team met in October, November and December. The City and the IAFF reached a tentative LOU agreement in December. The IAFF membership ratified the LOU. A summary of the changes to the agreements are as follows:

Article 9 – Training

Added the designation of EMT –P (paramedic).

Article 16 – Wages and Assignment Pay

Employees with EMT-B (basic) certification who are assigned to an ambulance will be paid \$50 for each 24-hour shift and employees with paramedic certification who are assigned to an ambulance will be paid \$100 for each 24-hour shift.

Article 17 – Educational Incentive

The City will reimburse for the costs of tuition and books the employee paid as required to obtain Paramedic certification and recertification while employed with the Fire Department

Article 25 – Personnel Reduction

The City maintains the management right to subcontract ALS Rescue Services.

Article 35 – Staffing

Once the City commences ALS rescue services, the City agrees to have 19 combat personnel on duty per shift and one Shift Commander. The five additional personnel will be used to staff the three rescue units.

Recommendation

Staff recommends City Commission approval of the Letter of Understanding as negotiated and ratified between the City of Key West and IAFF, Local 1424.

cc: Samantha Farist, Human Resources Director