



TO: Jim Scholl, City Manager  
Greg Veliz, Assistant City Manager

FROM: Samantha Farist, Human Resources Director

DATE: September 26, 2018

RE: IAFF Local 1424 Collective Bargaining Agreement

## **EXECUTIVE SUMMARY**

### **ACTION ITEM**

Approve the three (3) year collective bargaining agreement between the City of Key West and IAFF Local 1424 effective October 1, 2018 through September 30, 2021.

### **BACKGROUND**

The most recent IAFF Collective Bargaining Agreement will expire on September 30, 2018. The City's management negotiation team and the IAFF negotiating team met on numerous occasions in an effort to reach an agreement on contract terms and conditions.

The City and the IAFF reached a tentative collective bargaining agreement in September 2018 for the three (3) year period October 1, 2018 through September 30, 2021. The IAFF membership ratified the agreement on September 25, 2018.

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A summary of the changes to the agreement are as follows:

**Article 9 - Training**

The City agrees to fund (15) Paramedic courses over the next 3 years.

**Article 12 – Job Performance**

The City agrees to striking “Mayor”.

**Article 13 – Union Business  
and**

**Article 14 – Rules and Regulations**

The City agrees to the Union’s requests.

**Article 16 – Wages and Assignment Pay**

The City agrees to increase the step plan 4% per year in years 2018, 2019 and 2020.

**Article 17 – Educational Incentive**

The City agrees to add education incentive for Rescue Diver, increase the total percentage from 5 to 6%. Also adding Educational Incentives for a Bachelor’s and Master’s degree at 2% of base, each degree.

**Article 18 – Sick and Annual Leave**

Both City and Union agree to increase sick leave hours charged for each sick day from eight (8) hours to (12) hours.

**Article 19 – Worker’s Compensation**

Revised to be consistent with the current Florida Statutes that govern Worker’s Compensation.

**Article 20 – Death In The Family**

The City agrees to recognize the addition of “Domestic Partner”

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## **Article 26 – Grievance Procedure**

Revised to be consistent with the current Florida Statutes that govern Grievances.

## **Article 30 – Hours of Work**

Adding the payout of Kelly Days only in the departure month of an employee.

## **Article 31 - Holidays**

Adding the payment of “Holidays” when City Hall is closed, and the employee is off on a designated holiday. Holidays may be accrued and paid out in a lump sum.

**Article 34 – City Commisison Meetings** was deleted entirely.

**Article 34 – Special Events/Off-Duty Details** was added to replace.

Adding the stipulations and regulations to cover bargaining members who choose to work outside their regularly scheduled position.

## **Article 35 – Staffing**

Increasing minimum manning by (1) to a total of (21) in contract years 2 and 3. Stipulating (2) combat personnel on each on-duty rescue unit. Allowing for daily distribution for remaining personnel.

## **RECOMMENDATION**

The City’s negotiating team recommends City Commission approval of the collective bargaining agreement as negotiated and ratified by IAFF Local 1424.