



TO: Patti McLauchlin, City Manager
Todd Stoughton, Assistant City Manager

FROM: Samantha Farist, Human Resources Director

DATE: October 17, 2022

RE: IAFF Local 1424 Collective Bargaining Agreement

EXECUTIVE SUMMARY

ACTION ITEM

Approve the collective bargaining agreement between the City of Key West and IAFF Local 1424 effective October 1, 2022 through September 30, 2024.

BACKGROUND

The most recent IAFF Collective Bargaining Agreement expired on September 30, 2022. The City's management negotiation team and the IAFF Local 1424 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 2022 for the period October 1, 2022 through September 30, 2024. The IAFF membership ratified the agreement on October 14, 2022.

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

Article 9 – Training

The City agrees to pay for a Paramedic Course for any employee covered by the current contract.

continued -

1300 White Street – Key West – FL – 33040

Article 16 – Wages and Assignment Pay

Effective October 1, 2022, the step plan will increase by 5%.
Effective October 1, 2023, the step plan will increase by 5%.

Longevity pay will increase to:

21 through 25 years of service	\$2,250.00 to \$2,500.00 per year
26 plus years of service	\$2,750.00 to \$3,000.00 per year

Standby Pay will increase to \$50.00 per day regardless of the day of the week.

Article 17 – Educational Incentive

The City will pay all current employees covered by this agreement who have obtained a Florida State Paramedic Certificate a 6% supplement to their base pay. Remainder of Incentives will stay the same maxing out at 6%.

Article 31 – Holidays

Juneteenth has been added to the holiday schedule.

Article 32 – Allowances

The bi-weekly uniform allowance has been increased from \$39.23 to \$75.00. Employees will be responsible for the purchase of their own work shoes. Employees personal property will be covered up to \$100.00 if damaged or destroyed in the line of duty through no fault of the employee.

Article 33 – Working Out Of Classification

Payment has been changed from 5% or the base pay of the rank an employee is serving in to \$50.00 per shift employee works out of class.

Article 39 – Terms of Agreement

Agreement shall remain in effect until and including September 30, 2024.

RECOMMENDATION

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