



TO: The City Commission for the City of Key West

FROM: Ron Ramsingh, Chief Assistant City Attorney

DATE: September 22, 2021

RE: Amendment to Collective Bargaining Agreement (CBA) between the City of Key West and IAFF Local 1424.

EXECUTIVE SUMMARY

PROPOSED ACTION

To execute an amendment to the Collective Bargaining Agreement via a Memorandum of Understanding that has been negotiated by City Manager Patti McLauchlin and the leadership of IAFF Local 1424 that calls for a modification of the wages for bargaining unit members to provide a salary structure that is internally equitable and competitive within local entities, as substantiated by the Evergreen study.

BACKGROUND

The City of Key West and IAFF Local 1424 entered into a contract extension in August of 2020 to extend the current CBA from September 30, 2021 to September 30, 2022. The Extension as to the Term was due to the fact that all 3 unions were asked to forgo their contractual salary increases because of the financial hardships that the City was experiencing as a result of the COVID-19 pandemic. The City and the Union will enter collective bargaining negotiations for a new CBA in mid-2022 instead of 2021.

In the interim, the City has provided IAFF Local 1424 with the results of the Evergreen study resulting in an increase in wages from 4% as stated in Article 16 for September 30, 2021 to an increase of 6% plus a 2% COLA as specified in Exhibit A. Both parties are desirous of modifying the wages as recommended by the "Evergreen Study".

RECOMMENDATION

To approve the proposed amendment to the IAFF Local 1424 CBA.