



THE CITY OF KEY WEST

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To: The City Commission for the City of Key West
From: Ron Ramsingh, Chief Assistant City Attorney
Date: July 27, 2020
RE: Amendment to Collective Bargaining Agreement between the City of Key West and IAFF Local 1424.

EXECUTIVE SUMMARY

Proposed Action: To execute an amendment to the Collective Bargaining Agreement (CBA) that has been negotiated by City Manager Gregory W. Veliz and the leadership of IAFF Local 1424 that calls for a deferment in step pay increases for firefighters from FY 2020/2021 until FY 2021/2022.

Background: The City of Key West and IAFF Local 1424 are currently near the end of year 2 of a 3-year CBA that is set to expire on September 30, 2021. In Article 16 of the CBA, there are step salary increases of 4% a year for firefighters.

Due to the COVID-19 pandemic, the City of Key West, like most other cities, counties, and states have experienced serious financial strains on its budget. In order to help alleviate the serious budgetary concerns, the City Manager has negotiated an agreement with Local 1424 wherein the union will defer their step pay increase for FY 2020/2021 until FY 2021/2022. Since the current CBA is set to expire on September 30, 2021, this measure also requires that the term of the agreement in Article 39 be extended to September 30, 2022.

The city and the union will enter collective bargaining negotiations for a new CBA in mid-2022 instead of 2021.

Options:

1. To decline the proposed CBA amendment. The City will be obligated to pay the 4% step increase to union members at a great financial burden during the financial crisis created by COVID-19.
2. To approve this proposed CBA amendment. The city will be able to then defer the 4% pay increases for firefighters in order to help alleviate the financial burdens caused by COVID-19

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