



THE CITY OF KEY WEST

Post Office Box 1409 Key West, FL 33041-1409 (305) 809-3700

MEMORANDUM

To: Bob Vitas, City Manager
Mark Finigan, Assistant City Manager
David Fernandez, Assistant City Manager

From: Sandy Gilbert, Human Resources Director 

Date: November 1, 2012

Re: IAFF LOCAL 1424 Collective Bargaining Agreements

EXECUTIVE SUMMARY

ACTION ITEM

Approve the collective bargaining agreements between the City of Key West and International Association of Firefighters Local 1424 as negotiated by City management and ratified by the International Association of Firefighters. A one year contract for the period October 1, 2011 through September 30, 2012; a three contract for the period October 1, 2012, through September 30, 2015.

BACKGROUND

The most recent IAFF Collective Bargaining Agreement expired on September 30, 2011. The City's management negotiation team and the IAFF negotiating team met on numerous occasions in late 2011 and during 2012 in an effort to reach an agreement on contract terms and conditions.

The City and the IAFF reached a tentative collective bargaining agreement in early October for the one year period October 1, 2011, through September 30, 2012; and a three year agreement for the period October 1, 2012, through September 30, 2015. The IAFF membership has ratified both agreements and final changes to the Agreements were completed on October 30, 2012.

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

1. One year contract October 1, 2011, through September 30, 2012:
 - a. Step Pay Plan increase of 2.35%
 - b. Longevity Pay increase
 - Years of Service 21 through 25 from \$1500.00 to \$1750.00
 - Years of Service 26+ from \$2000.00 to \$2250.00

Key to the Caribbean – average yearly temperature 77 ° Fahrenheit.



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2. Three year contract October 1, 2012, through September 30, 2015:
 - a. Step Pay Plan increases:
 - Year One 10/1/12—9/30/13 3%
 - Year Two 10/1/13—9/30/14 2%
 - Year Three 10/1/14—9/30/15 2%
 - b. Workers Compensation Benefits
 - Employee with a service related accident/injury entitled to 6 months (formerly 12 months) pay at 100%.
 - c. Promotions
 - Firefighter becomes eligible to take promotional exam after successfully completing three years (formerly one year) of service. (IAFF request).
 - d. Insurance
 - New employees hired after ratification date of Agreement will pay \$25.00 per pay period for single health insurance coverage.
 - e. Pension
 - Agreed to include with Agreement a side letter from IAFF supporting and cooperating with a City study of the current Police/Firefighters Pension Plan.

RECOMMENDATION

City Commission approval of the two collective bargaining agreements, to cover a period of four years, beginning October 1, 2011, through September 30, 2015, as negotiated by the City and ratified by International Association of Firefighters.

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