

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into, by, and between the City of Key West (“City”) and the International Association of Firefighters, Local 1424 (“Union”).

WHEREAS, the City contracted with an outside consulting firm, Evergreen Solutions, LLC, to conduct a classification and compensation study for the City of Key West employees, including fire and EMS personnel within the Union’s bargaining unit (the “Evergreen Study”);

WHEREAS, the Evergreen Study was undertaken to compare city salaries with the local market;

WHEREAS, the parties are desirous of modifying the wages for bargaining unit members to provide a salary structure that is internally equitable and competitive within local entities; and

NOW, THEREFORE, intending to be legally bound, the City and the Union hereby agree as follows:

1. Recitals. The Recitals above are hereby incorporated by reference. The Parties agree that they are true and correct to the best of their knowledge.

2. This MOU shall be in effect upon ratification by the Union’s bargaining unit members and by the City Commission.

3. The Parties agree that the wages in Article 16 of the collective bargaining agreement shall be modified as specified in the attached Exhibit 1.

7. This Agreement may be executed in counterparts, and each counterpart shall constitute an original. Electronic and/or facsimile copies shall be considered originals for all purposes, including enforcement.

CITY OF KEY WEST

By: _____

Date: _____

IAFF LOCAL 1424

By: John Jones

Date: 9/28/21

Exhibit 1

ARTICLE 16 WAGES AND ASSIGNMENT PAY

The City and Association agree that the "Step Pay Plan" is incorporated in this Agreement and that this "Step Pay Plan" shall be valid for the duration of this Agreement only, subject to the following increases:

1. Effective October 1, 2018, the step plan will increase by 4.0%
Effective October 1, 2019, the step plan will increase by 4.0%
Effective October 1, 2020, the step plan will increase by 0.0%
Effective ~~October 1~~ September 30, 2021, the step plan will increase by ~~4.0%~~ 6.0%, as specified in Exhibit A.
2. Employees shall move up one step on their anniversary date unless already topped out, in which case they will receive longevity pay.
3. In the event that any other bargaining unit or other City employee receives a step plan increase, salary schedule increase, or any other across-the-board increase from October 1, 2020 through September 30, 2021, the City shall provide the same across-the-board step plan increase for all members covered by this Agreement. This paragraph shall not apply to any increases as a result of the 2021 Evergreen study.
4. In the event that the City receives any state or federal funds that may be used for wage increases for any members covered by this Agreement from October 1, 2020 through September ~~31~~ 30, 2021, the City and the Union will meet to discuss the availability of funds for covered employees during the 2020-2021 fiscal year. After such discussions, the Union may elect to reopen Article 16 for the 2020-2021 fiscal year.
5. Effective October 1, 2021, all bargaining unit members shall receive a two percent (2.0%) cost of living increase, as specified in Exhibit A

ALS Rescue Assignment Pay

1. Employees with EMT Basic certification who are assigned to a Rescue Unit (ALS/ambulance) shall be paid \$50.00 for each 24 hour shift.
2. Employees with Paramedic certification who are assigned to a Rescue Unit (ALS/ambulance) shall be paid \$100.00 for each 24 hour shift.

Longevity Pay

Longevity pay will be granted to covered employees during this Agreement as follows:

21 through 25 years of service	\$2,250.00
26 plus years of service	\$2,750.00

Nothing in this Agreement shall require the payment of any wage increases, including but not limited to step increases, after the expiration of this Agreement by its terms or the period of City Commission imposition of terms.

Any Firefighter/Driver-Engineer/Captain/Shift Commander assigned as Fire Inspector shall receive assignment pay of \$100.00 per pay period added to their base salary before assignment. Assignment pay shall be prorated for those assignments which are for less than a full pay period. At such time as a Firefighter/Driver-Engineer/Captain/Shift Commander no longer serves in a Fire Inspector capacity, the individual's salary shall be reduced by the assignment pay increment discussed above.

Standby Pay:

Fire Inspectors who are assigned to remain in a standby status while not on duty shall be paid the following rates beginning October 1, 2010, for the term of the agreement:

Monday through Friday \$20.00 per night -- Nightly standby (Monday through Friday) shall begin at the end of each regular workday and shall end at the beginning of the next workday.

Weekends \$50.00 per weekend – Weekend standby shall begin at the time which would be the employee's normal starting time on Saturday and shall conclude at the beginning of the employee's regular workday on Monday.

Fire Inspectors assigned to standby status will be assigned a take home vehicle (subject to City Manager approval) to utilize only in the event employee is called out to work while on nightly or weekend standby duty.

There shall be no more than one (1) Fire Inspector assigned to standby status.

CITY OF KEY WEST

By: _____
Patti McLauchlin, City Manager

Date: _____

IAFF LOCAL 1424

By: John Torres
John Torres, President IAFF Local 1424

Date: 9/28/21

EXHIBIT
"A"

Firefighter/EWS									
Grade	Step	%	4% Step	4% Step	4% Step	6% Step	2% Step	2% Step	
Hire 1	10/01/2017		10/01/2018	10/01/2019	10/01/2020	09/30/2021	10/01/2021		
2	\$ 47,401	2.25%	\$ 49,297	\$ 51,269	\$ 51,269	\$ 54,345	\$ 55,432		
3	\$ 49,666	2.25%	\$ 51,653	\$ 53,719	\$ 53,719	\$ 56,942	\$ 58,081		
4	\$ 50,784	2.25%	\$ 52,815	\$ 54,977	\$ 54,977	\$ 58,223	\$ 59,387		
5	\$ 51,927	2.25%	\$ 54,003	\$ 55,163	\$ 55,163	\$ 58,473	\$ 59,642		
6	\$ 53,095	2.25%	\$ 55,218	\$ 57,427	\$ 57,427	\$ 60,873	\$ 62,090		
7	\$ 54,289	2.25%	\$ 56,461	\$ 58,719	\$ 58,719	\$ 62,242	\$ 63,487		
8	\$ 55,511	2.25%	\$ 57,731	\$ 60,040	\$ 60,040	\$ 63,642	\$ 64,915		
9	\$ 56,760	2.25%	\$ 59,030	\$ 61,391	\$ 61,391	\$ 65,074	\$ 66,376		
10	\$ 58,037	2.25%	\$ 60,358	\$ 62,772	\$ 62,772	\$ 66,538	\$ 67,869		
11	\$ 59,343	2.25%	\$ 61,716	\$ 64,185	\$ 64,185	\$ 68,036	\$ 69,397		
12	\$ 60,678	2.25%	\$ 63,105	\$ 65,629	\$ 65,629	\$ 69,567	\$ 70,958		
13	\$ 62,043	2.25%	\$ 64,575	\$ 67,106	\$ 67,106	\$ 71,132	\$ 72,555		
14	\$ 63,439	2.25%	\$ 65,976	\$ 68,616	\$ 68,616	\$ 72,733	\$ 74,188		
15	\$ 65,025	2.50%	\$ 67,626	\$ 70,331	\$ 70,331	\$ 74,551	\$ 76,042		
16	\$ 66,517	2.50%	\$ 69,317	\$ 72,089	\$ 72,089	\$ 76,414	\$ 77,943		
17	\$ 70,025	2.50%	\$ 71,049	\$ 73,891	\$ 73,891	\$ 78,324	\$ 79,891		
18	\$ 71,776	2.50%	\$ 72,826	\$ 75,739	\$ 75,739	\$ 80,283	\$ 81,889		
19	\$ 73,570	2.50%	\$ 74,646	\$ 77,632	\$ 77,632	\$ 82,290	\$ 83,936		
20	\$ 75,409	2.50%	\$ 76,512	\$ 79,573	\$ 79,573	\$ 84,347	\$ 86,034		
			\$ 78,425	\$ 81,582	\$ 81,582	\$ 86,477	\$ 88,206		

Rescue LT									
Grade	Step	%	4% Step	4% Step	4% Step	6% Step	2% Step	2% Step	
Hire 1	10/01/2017		10/01/2018	10/01/2019	10/01/2020	09/30/2021	10/01/2021		
2	\$ 58,267	2.25%	\$ 60,598	\$ 63,022	\$ 63,022	\$ 66,803	\$ 68,139		
3	\$ 59,578	2.25%	\$ 61,961	\$ 64,440	\$ 64,440	\$ 68,306	\$ 69,673		
4	\$ 60,919	2.25%	\$ 63,355	\$ 65,889	\$ 65,889	\$ 69,843	\$ 71,240		
5	\$ 62,289	2.25%	\$ 64,781	\$ 67,372	\$ 67,372	\$ 71,415	\$ 72,843		
6	\$ 63,691	2.25%	\$ 66,238	\$ 68,888	\$ 68,888	\$ 73,022	\$ 74,482		
7	\$ 65,124	2.25%	\$ 67,729	\$ 70,438	\$ 70,438	\$ 74,665	\$ 76,158		
8	\$ 66,589	2.25%	\$ 69,253	\$ 72,023	\$ 72,023	\$ 76,345	\$ 77,871		
9	\$ 68,087	2.25%	\$ 70,811	\$ 73,643	\$ 73,643	\$ 78,062	\$ 79,624		
10	\$ 69,619	2.25%	\$ 72,404	\$ 75,300	\$ 75,300	\$ 79,819	\$ 81,415		
11	\$ 71,186	2.25%	\$ 74,033	\$ 76,994	\$ 76,994	\$ 81,615	\$ 83,247		
12	\$ 72,787	2.25%	\$ 75,699	\$ 78,727	\$ 78,727	\$ 83,451	\$ 85,120		
13	\$ 74,425	2.25%	\$ 77,402	\$ 80,498	\$ 80,498	\$ 85,329	\$ 87,035		
14	\$ 76,100	2.25%	\$ 79,144	\$ 82,309	\$ 82,309	\$ 87,248	\$ 88,993		
15	\$ 77,812	2.25%	\$ 80,924	\$ 84,161	\$ 84,161	\$ 89,212	\$ 90,996		
16	\$ 79,563	2.25%	\$ 82,745	\$ 86,055	\$ 86,055	\$ 91,219	\$ 93,043		
17	\$ 81,353	2.25%	\$ 84,607	\$ 87,991	\$ 87,991	\$ 93,271	\$ 95,137		
18	\$ 83,183	2.25%	\$ 86,511	\$ 89,971	\$ 89,971	\$ 95,370	\$ 97,277		

Captain									
Grade	Step	%	4% Step	4% Step	4% Step	6% Step	2% Step	2% Step	
Hire 1	10/01/2017		10/01/2018	10/01/2019	10/01/2020	09/30/2021	10/01/2021		
2	\$ 67,007	2.25%	\$ 69,687	\$ 72,475	\$ 72,475	\$ 76,824	\$ 78,360		
3	\$ 68,515	2.25%	\$ 71,255	\$ 74,105	\$ 74,105	\$ 78,552	\$ 80,123		
4	\$ 70,056	2.25%	\$ 72,858	\$ 75,773	\$ 75,773	\$ 80,319	\$ 81,926		
5	\$ 71,633	2.25%	\$ 74,498	\$ 77,478	\$ 77,478	\$ 82,127	\$ 83,764		
6	\$ 73,244	2.25%	\$ 76,174	\$ 79,221	\$ 79,221	\$ 83,974	\$ 85,654		
7	\$ 74,892	2.25%	\$ 77,888	\$ 81,003	\$ 81,003	\$ 85,864	\$ 87,581		
8	\$ 76,577	2.25%	\$ 79,640	\$ 82,826	\$ 82,826	\$ 87,796	\$ 89,552		
9	\$ 78,300	2.25%	\$ 81,432	\$ 84,690	\$ 84,690	\$ 89,721	\$ 91,567		
10	\$ 80,062	2.25%	\$ 83,265	\$ 86,595	\$ 86,595	\$ 91,791	\$ 93,627		
11	\$ 81,863	2.25%	\$ 85,138	\$ 88,544	\$ 88,544	\$ 93,856	\$ 95,734		
12	\$ 83,705	2.25%	\$ 87,054	\$ 90,536	\$ 90,536	\$ 95,968	\$ 97,888		
13	\$ 85,589	2.25%	\$ 89,012	\$ 92,573	\$ 92,573	\$ 98,127	\$ 100,090		
14	\$ 87,514	2.25%	\$ 91,015	\$ 94,656	\$ 94,656	\$ 100,335	\$ 102,342		
15	\$ 89,484	2.25%	\$ 93,063	\$ 96,785	\$ 96,785	\$ 102,593	\$ 104,645		

Shift Commander									
Grade	Step	%	4% Step	4% Step	4% Step	6% Step	2% Step	2% Step	
Hire 1	10/01/2017		10/01/2018	10/01/2019	10/01/2020	09/30/2021	10/01/2021		
2	\$ 69,283	2.25%	\$ 72,054	\$ 74,936	\$ 74,936	\$ 79,432	\$ 81,021		
3	\$ 70,822	2.25%	\$ 73,676	\$ 76,623	\$ 76,623	\$ 81,219	\$ 82,844		
4	\$ 72,416	2.25%	\$ 75,333	\$ 78,347	\$ 78,347	\$ 83,047	\$ 84,708		
5	\$ 74,066	2.25%	\$ 77,028	\$ 80,109	\$ 80,109	\$ 84,915	\$ 86,614		
6	\$ 75,773	2.25%	\$ 78,761	\$ 81,912	\$ 81,912	\$ 86,826	\$ 88,562		
7	\$ 77,436	2.25%	\$ 80,534	\$ 83,755	\$ 83,755	\$ 88,780	\$ 90,555		
8	\$ 79,158	2.25%	\$ 82,346	\$ 85,639	\$ 85,639	\$ 90,777	\$ 92,593		
9	\$ 80,960	2.25%	\$ 84,198	\$ 87,566	\$ 87,566	\$ 92,820	\$ 94,676		
10	\$ 82,764	2.25%	\$ 86,093	\$ 89,536	\$ 89,536	\$ 94,908	\$ 96,806		
11	\$ 84,644	2.25%	\$ 88,030	\$ 91,551	\$ 91,551	\$ 97,043	\$ 99,004		
12	\$ 86,549	2.25%	\$ 90,011	\$ 93,611	\$ 93,611	\$ 99,227	\$ 101,211		
13	\$ 88,486	2.25%	\$ 92,036	\$ 95,717	\$ 95,717	\$ 101,460	\$ 103,489		
14	\$ 90,467	2.25%	\$ 94,107	\$ 97,871	\$ 97,871	\$ 103,742	\$ 105,817		
15	\$ 92,523	2.25%	\$ 96,244	\$ 100,073	\$ 100,073	\$ 106,077	\$ 108,198		