



## MEMORANDUM

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Date: August 8, 2024

To: Honorable Mayor and City Commissioners

Via: Todd Stoughton  
Interim City Manager

From: Bridget Flores  
Human Resources Director

Subject: **(File ID: 24-6126) Approving the attached Collective Bargaining Agreement between the City of Key West and the International Association of Firefighters Local 1424 (IAFF)**

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### **Introduction**

The Interim City Manager respectfully requests approval of the one-year collective bargaining agreement between the City of Key West and the International Association of Firefighters Local 1424 (IAFF) effective October 1, 2024 through September 30, 2025.

### **Background**

The most recent IAFF Collective Bargaining Agreement is set to expire on September 30, 2024. The City's management negotiation team and the IAFF negotiating team met on three (3) occasions to reach an agreement on the contract terms and conditions.

The City and the PBA reached a tentative collective bargaining agreement on July 9, 2024. The mutual agreement of a one year contract allows for the IAFF to negotiate with the City on a rotation separate from other Unions. The IAFF membership ratified the agreement on July 18, 2024.

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

#### **Article 13 – Union Business**

Removed – “and designated employee representatives”

Removed - It is understood that at no time, will utilization of these granted days for union business result in an overtime situation being created for the fire department.

**Article 16 – Wages and Assignment Pay**

Item 1. Effective October 1, 2024, the step plan will increase by 6%.

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

. 21 through 25 years of service increases from \$2,500.00 to \$3,000.00

26 plus years of service increases from \$3,000.00 to \$3,500.00

**Article 17 Educational Incentive**

Effective October 1, 2024, the City will pay the following incentive pay (up to an aggregate total) of 8% for attaining and retaining the following certifications:

Fire Inspector	2%
Hazmat	1%
Rescue Diver	1%
Pump Operator	1%
Fire Service Instructor I	1%
USAR	1%

Any additional Florida State Fire College Certifications 1%

Effective October 1, 2024, the City will pay the following incentive pay for employees who are assigned to the following teams:

Hazmat Team	1%
Dive Team	1%
USAR Team	1%

Effective October 1, 2024, the City will pay all employees covered by this agreement who have attained and retain a Florida State Paramedic Certification a 7% supplement to their base pay.

**Article 22 – Safety and Health**

Update wording in paragraph 3: All Fire apparatus shall carry five (5) self-contained breathing apparatus for all combat personnel on that particular vehicle. All rescue units shall carry at least two (2) self-contained breathing apparatus for all combat personnel on that particular vehicle. A communication radio is to be issued and carried by each combat personnel answering a fire and/or any type of emergency call.

**Article 26 – Grievance Procedure**

Added the following wording to article: The Union and the City may mutually agree in writing at any time to skip any step(s) in this Grievance Procedure.

**Article 39 – Terms of Agreement**

Item 1. This Agreement except as provided below, shall be effective upon ratification of the

Parties, and shall remain in full force and effect until and including September 30, 2025.

**Procurement**

The FY25 Budget includes the increase to Firefighters COLA, employee health care, certification pay, and specialty teams pay.

**Recommendation**

The Interim City Manager and City negotiating team recommend the City Commission approval of the Collective Bargaining Agreement as negotiated and ratified by the IAFF Local 1424.