



TO: Jim Scholl, City Manager
Sarah Spurlock, Assistant City Manager
Greg Veliz, Assistant City Manager

FROM: Samantha Farist, Human Resources Director

DATE: November 20, 2015

RE: IAFF Local 1424 Collective Bargaining Agreement

EXECUTIVE SUMMARY

ACTION ITEM

Approve the three (3) year collective bargaining agreement between the City of Key West and IAFF Local 1424 effective October 1, 2015 through September 30, 2018.

BACKGROUND

The most recent IAFF Collective Bargaining Agreement expired on September 30, 2015. The City's management negotiation team and the IAFF negotiating team met on numerous occasions in an effort to reach an agreement on contract terms and conditions.

The City and the IAFF reached a tentative collective bargaining agreement on October 14, 2015 for the three (3) year period October 1, 2015 through September 30, 2018. The IAFF membership ratified the agreement on November 19, 2015.

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

Article 2 - Recognition

The City agrees to recognize the addition of "Rescue Lieutenant" to the bargaining unit.

Article 9 - Training

The City agrees to add EMT-P to the training program.

Article 16 – Wages and Assignment Pay

The City agrees to increase the step plan 3% per year in years 2015, 2016 and 2017, add ALS Rescue Assignment Pay and increase Longevity Pay in years 2016 and 2017.

Article 17 – Educational Incentive

The City agrees to add education incentive for EMT-P, increase the total percentage from 4 to 5%, increase "Fire Inspector" from 1% to 2%, add USAR at 1% and add any other Florida State Fire College Certifications at 1%.

Article 18 – Sick and Annual Leave

The City agrees to drop the computation of annual leave by "days" and only compute by "hours" as with all other employees.

Article 19 – Worker's Compensation

Revised to be consistent with the current Florida Statutes that govern Worker's Compensation.

Article 25 – Personnel Reduction

Adding ALS Rescue Services.

Article 27 – Firefighters Pension and Retirement Plan

The City agrees to include a military and prior fire service buy-back option. Also, mutual consent provision to comply with 175/185 new state legislation.

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Article 31 - Holidays

Personal Days will be deleted from all fire employee accrual banks as of 9/30/2015 and 75% of the value will be added to the base salary.

Article 35 – Staffing

Adding personnel for ALS Rescue Services.

Attachment A – Job Descriptions

Adding “Rescue Lieutenant” to the KWFD job descriptions.

Attachment C – Drug Free Work Place Policy

Based on the recent court opinion regarding testing of job applicants, all applicants for special risk positions, mandatory-testing positions and safety sensitive position with the City will be drug tested and must pass a 10-panel drug test before he or she is hired as an employee and before completing the City’s orientation process.

RECOMMENDATION

The City’s negotiating team recommends City Commission approval of the collective bargaining agreement as negotiated and ratified by IAFF Local 1424.