

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF MARGATE, FLORIDA
AND
LOCAL 3080, METRO- BROWARD
PROFESSIONAL FIRE FIGHTERS, IAFF**

This Memorandum of Understanding ("MOU") is entered into this __ day of _____ 2024, by and between the City of Margate, Florida (the "City") and Local 3080, Metro-Broward Professional Fire Fighters, IAFF (the "Union") (jointly, the "Parties").

WHEREAS, the Parties are subject to a collective bargaining agreement covering the period October 1, 2022 to September 30, 2025 (the "CBA"); and

WHEREAS, the Union represents a bargaining unit consisting of the City's employees in accordance with Certification Number 244 of the Florida Public Employees Relations Commission; and

WHEREAS, Article 16 "Departmental Staffing" of the CBA sets forth the daily minimum staffing requirements; and

WHEREAS, the Parties desire to amend the daily minimum staffing requirements; and

WHEREAS, this MOU is the product of collective bargaining conducted lawfully and in good faith between the Parties; and

NOW, THEREFORE, the Parties agree to the following terms:

1. The Parties agree that the recitals above are true and correct and adopt them by reference as if fully set forth here.

2. Effective June 1, 2025, Section 1 of Article 16 – Departmental Staffing of the CBA shall be amended as follows¹:

Section 1: The City agrees it shall maintain a daily minimum present for duty Combat Force of sixteen nineteen (~~16~~) (19) State certified Firefighters. Upon request

¹ Additions to existing text are shown by underline; deletions are shown by ~~strikethrough~~.

of the Union, the City agrees to enter impact bargaining with the Union for wages, hours, and terms and conditions of employment related to the staffing of any additional Fire stations.

3. The Parties recognize that this MOU only modifies Article 16 of the Agreement, and does not modify any other Article or subsection therein contained in the Agreement.

4. The Parties agree that this MOU represents the Parties' entire agreement with regards to this subject matter, and it cannot be amended or modified without express written consent of the Parties.

5. After full ratification by the Parties, this Agreement shall become effective on June 1, 2025. In the event that this MOU is not fully ratified for any reason, it shall have no force or effect upon either party.

IN WITNESS WHEREOF, the Parties hereto, acting through their duly authorized officers, have executed this MOU as of the date set forth below.

City of Margate

Local 3080, Metro-Broward Professional
Fire Fighters, IAFF

Cale Curtis, City Manager

Brian Powell, President

Date

Date

Kevin DeLaCova, District Vice President

Date

ATTEST:

City Clerk

APPROVED AS TO FORM AND LEGAL
SUFFICIENCY:

Weiss Serota Helfman Cole & Bierman, P.L.