



## Legislation Details (With Text)

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**Type:** Resolution    **Status:** Passed  
**File created:** 4/22/2015    **In control:** Regular City Commission Meeting  
**On agenda:** 5/6/2015    **Final action:** 5/6/2015  
**Title:** APPROVING COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL #3080 FOR THE PERIOD FROM OCTOBER 1, 2013, THROUGH SEPTEMBER 30, 2016.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. RESOLUTION, 2. AGREEMENT, 3. PAY PLAN

Date	Ver.	Action By	Action	Result
5/6/2015	1	Regular City Commission Meeting		

**TO:** Mayor and City Commission

**FROM:** Douglas E. Smith, City Manager

**DATE:** May 6, 2015

APPROVING COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL #3080 FOR THE PERIOD FROM OCTOBER 1, 2013, THROUGH SEPTEMBER 30, 2016.

**BACKGROUND:** The following is a summary of some of the changes under the proposed collective bargaining agreement with IAFF Local 3080:

**Wages:** Cost of living (COLA) increase of 2% for FY 2014 and 2.5% for FY 2015 and FY 2016.

Firefighters (without a higher rank) would receive \$1,000 additional compensation effective 10/1/14; but if promoted, then the \$1,000 payment would be removed.

Rank performance compensation effective 10/1/14:

Captain → change from 15% to 17%

Battalion Chief/Division Chief → change from 25% to 27%

Skill compensation effective 10/1/14:

Driver                      Engineer                      →                      7%  
   over firefighter base pay (previously \$3,500 per year)

Lieutenant → 10% over firefighter base pay (previously \$4,000-5,500 per year)

Captain,                      Chief, Training Officer or Logistics Officer assigned to short shift    Division  
   5% over firefighter base pay (previously \$1,000 per year)    administrative duty →

Dive team member (assigned) → change from \$1,200 to \$1,500 per year

Residual pay eliminated except for employees currently receiving it as of 10/1/14

**Leave time:** Sick leave taken within pay period is not counted as hours worked for calculation of overtime  
Employees on on-the-job injury and working short shift (when previously on long shift) can use vacation leave to maintain holiday pay benefit  
Employees no longer required to use 50% of their annual vacation leave accruals earned in that year  
Revisions to sick leave article; some of the changes include removing sick bank credits for employees no longer working for the City and adding other sick leave standards

**Insurance:** Health insurance rates adjusted to those of other employees.  
Reopener one time during duration of contract for Health and Life Insurance.

Some additional terms:

Modifications to time off for union business  
No more than 288 hours of total outstanding swaps will be allowed, at any one time  
Removed requirement for physical examination for promotion

**RECOMMENDATION:** For approval.

**FISCAL IMPACT:** Funding for current fiscal year through FY 15-16 General Fund Budget.

**CONTACT PERSON:** Douglas E. Smith, City Manager