

Legislation Text

File #: ID 14-1095, Version: 1

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 \rightarrow 7%
	over firefighter base pay (previously \$3,500 per year)
a	Lieutenant \rightarrow 10% over firefighter base pay (previously \$4,000-5,500 per year)
Captain,	Division
	Chief, Training Officer or Logistics Officer assigned to short shift administrative duty \rightarrow
	5% over firefighter base pay (previously \$1,000 per year)
	Dive team member (assigned) \rightarrow 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.
mourance.	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