

Legislation Text

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**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)
<b>a</b>	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