



Legislation Text

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TO: Mayor and City Commission

FROM: Samuel A. May, City Manager

DATE: January 31, 2018

APPROVING COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL #3080 FOR THE PERIOD FROM OCTOBER 1, 2016, THROUGH SEPTEMBER 30, 2019; PROVIDING FOR EFFECTIVE DATE.

BACKGROUND: The following is a brief summary of some of the proposed amendments to the bargaining agreement.

Compensation:

- Effective October 1, 2016, a 1% cost of living adjustment (COLA) and all certified Paramedics' or EMT's skill pay provided for in this Contract shall be added to the base.
- Effective October 1, 2017 and October 1, 2018, a 2.0% cost of living adjustment (COLA) shall be added to the base.
- Skill compensation over base pay of \$1,500 (previously \$1,200) for assignment to the dive team

Sick Leave:

- Sick leave bank changed to a Medical Leave Assistance Plan (MLAP).
 - The MLAP (previously called the sick bank) was established in 1978. This Agreement provides for termination of the MLAP five years from the date of execution of this Agreement and the forfeit of any remaining credits/dollars.
- Creation of Catastrophic Leave Pool (CLP) for members to donate and draw against in the case of catastrophic injury or illness.
 - An initial 24 hours of accrued sick leave shall be withdrawn from each participant upon establishment of the CLP.
 - If the participant is able to return to work in a light-duty or partial-duty capacity, the participant shall do so if light-duty or partial-duty work is available in a City department.
 - All donations of sick leave to the CLP are nonrefundable, as opposed to language provided for in other collective bargaining agreements.

Health and Life Insurance:

- Provided for percentage based cost sharing between the City and employees rather than annual health care article negotiations to adjust for fluctuations in healthcare coverage costs.
- Retirees aged 65 or older or when Medicare eligible shall pay 100% of the premium rate.

Medical Examinations:

- Employee shall be reimbursed by the City for 100% of the cost of a Lifescan test (previously CEA test) up to

\$400 with the employee solely responsible for any remaining amount.

- This examination is available one time per member during the term of this contract.

Academic Incentive:

- The City's total obligation for the City Tuition Assistance Program shall not exceed \$40,000 per fiscal year.

Uniforms:

- City shall provide two t-shirts and one pair of pants per year.
- Uniform allowance of \$325 (previously \$275) to be provided in June and December.

Promotion:

- Deletes promotional drug testing no longer allowed based upon recent case law.
- Provides for the Fire Chief to create a standard operating procedure which is to include an increase in degree level for each rank.

RECOMMENDATION: For approval.

FISCAL IMPACT: Funding to be provided from existing resources within the General Fund

CONTACT PERSON: Samuel A. May, City Manager