

INDIAN RIVER COUNTY, FLORIDA
M E M O R A N D U M

TO: Honorable Board of County Commissioners

THROUGH: Jason E. Brown, County Administrator

FROM: Tad Stone, Director
Department of Emergency Services

DATE: November 14, 2019

SUBJECT: Collective Bargaining Agreement Between Indian River County and the
International Association of Firefighters, Local 2201

INTRODUCTION:

The collective bargaining agreement between Indian River County and the International Association of Firefighter's Local 2201 (IAFF) expired September 30, 2019. The parties met on several occasions to negotiate a successor agreement. Tentative agreement was reached on October 23, 2019. The proposed agreement was submitted to the IAFF membership and ratified by the Union on November 1, 2019. This agreement is now presented to the Board of County Commissioners for approval.

This agreement cleans up many items contained in the previous agreement in an attempt to correct some past practices that were burdensome to both the Local and the District.

Below is a summary of the major changes:

- The Agreement is for a three year term effective October 1, 2019, through September 30, 2022.
- It provides for general wage increases of 3% effective October 11, 2019 and the first full pay period in October 2020 with a wage reopener in the last year of the Agreement.
- Contained in this Agreement is a market equity adjustment for employees (excluding new hires) which establishes a competitive salary structure allowing us to remain competitive within the local market. The adjustment will occur in April 2020 and transition the salary structure from a 17 step pay plan to a 14 step pay plan using the same minimum and maximum pay ranges. This will allow for annual movement within the pay ranges in April of each year of the contract. Eligible employees who are topped out will continue to receive \$1,200 lump sum payments in lieu of the step increase.
- The Agreement provides for heavy-duty washers (extractors) at all current stations and the addition of 3 washer dryer units per fiscal year.
- The Agreement removes basic yard care from the contract in year two (2). Department personnel will remain responsible for hedge trimming and basic sprinkler maintenance.
- The Agreement provides for expanded shift exchange eligibility by classification.

- The Agreement incorporates light duty assignment for pregnancy.
- The Incentive Pay article includes an increase in the maximum number of EMS Field Training Officer from six (6) to twelve (12 and continues to provide fifty-six (56) Special Operations Technicians per shift including High Angle, ARFF, Haz Mat, and Rescue Divers.
- The Incentive Pay article also includes the addition of up to \$10,000 (aggregate amount) available funds per fiscal year for the purpose of tuition reimbursement employees for courses related to Fire or EMS related services. Reimbursement amounts will be a percentage based on the grade achieved.

FUNDING:

This is a three year agreement commencing on October 1, 2019 (FY 2019/20) and ending on September 30, 2022 (FY 2022/23). The principal components of the agreement include the following: a 3% general wage increase for year one (1) totaling \$730,773 and year two (2) with a single opener in the agreement for year three (3) for wages. The projected cost of the market equity adjustment, general wage increase, and top-out bonus in the current fiscal year is \$1,067,393. Funds are available in the Emergency Services District to address the approved contract provisions.

RECOMMENDATION:

Staff respectfully recommends approval of the collective bargaining agreement between Indian River County and the International Association of Firefighters, Local 2201, approve retroactive pay for the first full pay period in October and requests the Board authorize the Chairman to sign.

ATTACHMENTS:

1. The proposed changes to the Agreement between Indian River County and the International Association of Firefighters, Local 2201.
2. Letter from the International Association of Firefighters, Local 2201 on ratification of the proposed agreement.
3. Proposed Agreement between Indian River County and the International Association of Firefighters, Local 2201.