


## COUNTY ADMINISTRATOR MATTERS

### INDIAN RIVER COUNTY MEMORANDUM

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TO: The Honorable Board of County Commissioners

THRU Jason Brown  
County Administrator

FROM: Suzanne Boyll   
Human Resources Director

DATE: May 10, 2017

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

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The collective bargaining agreement between Indian River County and the International Association of Firefighter's Local 2201 (IAFF) expired September 30, 2016. The parties met on several occasions to negotiate a successor agreement. Tentative agreement was reached on April 21, 2017. The proposed agreement was submitted to the IAFF membership and ratified by the Union on May 10, 2017. This agreement is presented to the Board of County Commissioners for approval.

Attached for your consideration are the negotiated amendments to the Agreement. Language that has been added is underscored and language that has been deleted is struck through. The full Agreement is on file in the Board of County Commission Office. Below is a summary of the major changes:

- The Agreement is for a three term effective October 1, 2016 through September 30, 2019.
- It provides for a general wage increase of 3% effective October 14, 2016, a wage reopener in FY2017/18 and FY2018/19, and annual step movement in April of each year of the three year Agreement.
- Employees who are topped out will continue to receive a lump sum bonus of \$1,000 in lieu of the step increase. This amount will increase to \$1,200 in the third year of the agreement.
- The Incentive Pay article includes twenty (20) additional Special Operations slots per shift and provides for two (2) additional EMS Coordinators/Training Officers.
- The Solo Paramedic incentive program is being replaced with ALS Lead incentive which will compensate employees serving as a lead on a per shift basis. The amount of ALS Lead will be \$1.00 per hour FY2016/17, \$1.25 per hour FY2017/18 and \$1.50 per hour FY2018/19. Solo Paramedics will continue to receive the Solo Paramedic incentive and will not receive ALS lead incentive for the duration of the agreement.
- The assignment of ALS Lead and Solo Paramedic within each rank will be interchangeable for purposes of overtime or shift exchange and language concerning the establishment of a mandatory overtime list has been agreed to.

- Additional protective hoods will be provided as well as bins for storing protective clothing for individuals in stations that do not have storage facilities.
- Memorandum of Understandings which were reached in resolving grievances regarding shift exchange and annual vacation leave have also been incorporated into the new Agreement.

**FUNDING:**

This is a three year agreement commencing on October 1, 2016 (FY2016/17) and ending on September 30, 2019 (FY2018/19). The principal components of the agreement include the following: a 3% general wage adjustment retroactive to October 14, 2016 at an estimated cost of \$609,354, with wage re-openers in FY2017/18 and FY2018/19 subject to negotiation; annual step increases in April of each year of the three year agreement, and a top out bonus of \$1,000 for those at the maximum step of the pay range. The top out bonus will increase to \$1,200 in FY2018/19. The projected cost of the step increase and top out bonus in the current year is \$411,817. Subsequent year costs for the general wage adjustment, step increases, and top out bonuses will be similar to the FY2016/17 costs outlined above. In addition, the contract provides for a spare protective hood for all operations personnel and for storage bins for protective clothing.

Funds are budgeted and available in the Emergency Services District budget (Fund 114) 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 Firefighter's, Local 2201 and requests the Board authorize its Chairman to sign.

**ATTACHMENTS:**

Proposed Amendments to the Agreement between Indian River County and the International Association of Firefighter's, Local 2201