

INDIAN RIVER COUNTY  
MEMORANDUM

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TO: The Honorable Board of County Commissioners

THROUGH: John A. Titkanich, Jr., County Administrator

FROM: Suzanne Boyll, Human Resources Director and  
Michael Zito, Deputy County Administrator

DATE: August 3, 2023

SUBJECT: Memorandum of Agreement between Indian River County/Indian River County  
Emergency Services District and IAFF, Local Union No. 2201 – FY2023/24  
Providing General Wage Increase and Returning to Average Pay

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The collective bargaining agreement between Indian River County and the International Association of Firefighters (IAFF), Local Union No. 2201 provides for a wage reopener to negotiate a general wage adjustment for the second year of the agreement (FY2023/24). The parties reached a tentative Memorandum of Agreement (MOA) on July 26, 2023 to provide a general wage increase of 6% effective the first full pay period in October with a total cost of \$1,976,959. This wage adjustment would increase the minimum and maximum of the pay plan by 6% and corresponding steps of the respective pay plan for each position represented by the IAFF.

In addition, the MOA includes an amendment to the existing collective bargaining agreement to return to providing an average biweekly wage to fire certified shift employees effective the first pay period following ratification of the MOA by both parties.

The MOA was submitted to the IAFF membership and ratified by the Union on August 3, 2023 and is presented to the Board of County Commissioners for approval.

**FUNDING:**

Funding in the amount of \$1,976,959 is budgeted and available in the proposed FY2023/24 budget to provide for the recommended wage increase.

**RECOMMENDATION:**

Staff respectfully recommends approval of the Memorandum of Agreement to provide for a 6% general wage increase for employees represented by the IAFF, Local Union No. 2201 effective the first full pay period in October 2023 and return to payment of an average biweekly wage to

fire certified shift employees, and authorize its Chairman to sign the Memorandum of Agreement.

**ATTACHMENTS:**

Memorandum of Agreement between Indian River County/Indian River County Emergency Services District and the International Association of Firefighters, Local Union No. 2201