

COUNTY ADMINISTRATOR MATTERS

**INDIAN RIVER COUNTY
MEMORANDUM**

TO: The Honorable Board of County Commissioners

THRU John A. Titkanich, Jr, County Administrator

FROM: Suzanne Boyll, Human Resources Director
Michael Zito, Assistant County Administrator
David Johnson, Director of Emergency Services

DATE: August 28, 2024

SUBJECT: Second Amendment to the Collective Bargaining Agreement Between the International Association of Firefighter's Local 2201 (IAFF) and the Indian River County Emergency Services District Providing for General Wage Increase

The current collective bargaining agreement between Indian River County and the International Association of Firefighter's Local 2201(IAFF) included a wage reopener to negotiate a general wage adjustment for the third and final year of the current agreement. The parties met on several occasions to negotiate the third-year wage adjustment. A tentative agreement was reached on August 15, 2024, to provide a 10% general wage increase effective the first full pay period in October 2024. This wage adjustment would increase the minimum and maximum of the pay plan for each IAFF represented position. The proposed agreement was submitted to the IAFF membership and ratified by the Union on August 21, 2024. The 10% wage increase is presented to the Board of County Commissioners for approval. The total cost of the wage increase including benefits is \$3,347,011.

FUNDING:

Funds are budgeted and available in the Emergency Services District FY 2024/2025 budget (Fund 114) to provide for the recommended wage increase for IAFF represented positions totaling \$3,347,011, including benefits.

RECOMMENDATION:

Staff respectfully recommends approval of a 10% general wage increase for employees represented by the International Association of Firefighter's, Local 2201 effective the first full pay period in October 2024 and requests the Board authorize its Chair to sign the Second Amendment to the October 1, 2022, Collective Bargaining Agreement, Article 34 – Salaries providing for the general wage increase.

ATTACHMENTS:

Second Amendment to Article 34 - Salaries of the Agreement between Indian River County and the International Association of Firefighter's, Local 2201 to include Exhibit A.