

INDIAN RIVER COUNTY  
MEMORANDUM

---

TO: The Honorable Board of County Commissioners

THRU John A. Titkanich, Jr, County Administrator

FROM: Suzanne M. Boyll, Human Resources Director  
Michael C. Zito, Assistant County Administrator

DATE: September 17, 2024

SUBJECT: Ratification of Collective Bargaining Agreement between Indian River County and Teamsters Local Union No. 769 Effective October 1, 2024 through September 30, 2027

---

**BACKGROUND**

The current Collective Bargaining Agreement between the County and the Teamsters Local Union No. 769 will expire on September 30, 2024. On September 11, 2024, the County and the Union tentatively agreed on a successor agreement effective October 1, 2024, through September 30, 2027. The proposed Agreement was submitted to the Teamsters membership is scheduled to be ratified by the Union on September 23, 2024. The Union will notify us immediately following the ratification vote. Once ratified, the agreement is presented to the Board of County Commissioners for approval and this agenda item is submitted in anticipation of the ratification.

Attached for your consideration are the proposed changes that have been agreed upon by the parties. The new Agreement has a duration of 3 years. It provides for implementation of the compensation and classification study which provides for a minimum increase of 5% above the new minimum, or \$1.75 per hour, or 6%, or placement in the new pay grades based on time in position and current pay grade penetration (whichever is greater) for Fiscal Year 2024/2025 for employees with six months of service on October 4, 2024, with wage reopeners in the second and third year of the Agreement. Annual anniversary increases of 2.5% or lump sum top out bonus of \$1,500 are included in each of the three years of the Agreement. Other negotiated changes include:

- Increase in the safety shoe allowance from \$200 to \$250 annually.
- Removal of payroll deduction of union dues (no longer permitted under Florida Statute).
- Language providing for seniority to be used as a selection factor when filling vacant shifts within the same classification.
- Language providing for ability to request time off for the remainder of a shift when the rest period for a portion of the shift is triggered.

- Modification of the overtime language when an employee is held over beyond their regular shift and has requested sick leave in advance of being held over, the sick leave will be considered time worked so that the overtime pay is not removed from the employees pay. Sick leave under these limited circumstances will count as time worked and will not cancel out the hold over overtime.
- Increase in the on-call/standby pay for non-workdays and holidays from 2 hours to 2.5 hours per day.
- Providing for class three offenses to be considered for four years under progressive discipline and providing for last chance agreement drug-free workplace violations to be considered for the entire employment period.
- Providing for management response to inquiries regarding ongoing investigations.
- Providing for the Assistant County Administrator or Deputy County Administrator to hold the Step Two grievance hearing for matters where the Department Head has issued the discipline following a predetermination hearing.
- Providing for an additional Personal Day holiday bringing the total personal days to two (2).
- Increasing the vacation accrual rate for employees with 20 or more years of service from 20 days to 22 days per year and providing for vacation to be taken in increments of 30 minutes.
- Increasing the lump sum anniversary amount from \$1,300 to \$1,500 when an employee is topped out in their pay grade.
- Providing for a reopener on shift differentials in the 2<sup>nd</sup> year of the agreement.
- Expanding the Class A or B Commercial Driver License (CDL) biweekly incentive pay to include Stormwater and Parks Division employees and increasing each of the biweekly amounts by \$5.

The full Agreement incorporates the negotiated changes as well as the remaining articles of the Agreement which remain unchanged and will be executed by the Chairman upon approval by the Board.

### **FUNDING**

The total anticipated cost of the proposed agreement is estimated to be \$6,354,905.43 over the three-year period. Funding for the first year of the Agreement is included in the proposed Fiscal Year 2024/2025 Budget.

### **RECOMMENDATION:**

Staff respectfully recommends approval of the Agreement and requests that the Board of County Commissioners authorize the Chair to sign the full Agreement.

### **ATTACHMENTS:**

Proposed 2024 – 2027 Collective Bargaining Agreement between Indian River County and the Teamsters Local Union No. 769.