

INDIAN RIVER COUNTY  
MEMORANDUM

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TO: The Honorable Board of County Commissioners

THRU Jason Brown, County Administrator

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

DATE: October 24, 2022

SUBJECT: Ratification of Collective Bargaining Agreement between Indian River County  
Emergency Services District and Indian River County Firefighters/Paramedics  
Association, Local 2201, IAFF Effective October 1, 2022 through September 30,  
2025

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**BACKGROUND**

The current Collective Bargaining Agreement between the County and the Indian River County Firefighters/Paramedics Association, Local 2201, IAFF expired on September 30, 2022. On September 21, 2022, the County and the Union tentatively agreed on a successor Agreement and finalized the contract language in that agreement on October 6, 2022. The Tentative Agreement is effective October 1, 2022 through September 30, 2025. The proposed Agreement was submitted to the Union membership and ratified by the Union on October 20, 2022 and is presented to the Board of County Commissioners for approval.

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. Negotiated changes include:

- First year general wage increase of 4% effective the first full pay period in January 2023 and wage reopens for the second and third year of the agreement
- Eligible bargaining unit employees will advance to the next step in the pay plan effective the first full pay period of April 2023, 2024, and 2025 of each year of the Agreement.
- \$6,000 annual paramedic incentive (paid biweekly) for eligible employees in lieu of ALS Lead and Solo Paramedic Incentive
- Increased incentive pays for Special Operations, EMS Field Training Officers and Special Operations Field Training Officers, and other professional certifications
- Annual Career Performance Incentive of \$1,500 (paid biweekly) for employees who have completed 15 to 24 years of continuous, uninterrupted service with the County, or \$3,000 (paid biweekly) for employees how have completed 25 or more years of continuous, uninterrupted service with the County.
- An unpaid Kelly day every 9 weeks effective the first work cycle beginning on or after June 1, 2023 for all FLSA 207(K) exempt shift employees (2808 annual hours). This increases

to an unpaid Kelly day every 6 weeks effective the first work cycle beginning on or after June 1, 2024 (2704 annual hours).

- Increase in vacation leave accruals for non-shift employees
- Biweekly pay based on actual hours worked and paid leave taken in the biweekly pay period.
- Increase in fiscal year PT days for single role paramedics
- Creation of additional promotional position of Rescue Sergeant
- Additional Fire/Medic positions necessary to cover the unpaid Kelly Days

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 \$11,297,171 over the three-year period. Funding for the first year of the Agreement is projected to cost approximately \$3,281,140. The FY22/23 Approved Budget contains \$3,117,553 for these expenses. An additional \$163,587 will be funded with Emergency Services District cash reserves on a future budget amendment.

### **RECOMMENDATION:**

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

### **ATTACHMENTS:**

- Tentative Agreement between Indian River County and the Indian River County Firefighters/Paramedics Association, Local 2201, IAFF
- Proposed Pay Plan