



Cover Memorandum/Staff Report

File #: 23-1521

Agenda Date: 11/7/2023

Item #: 7.A.

TO: Mayor and Commissioners
FROM: Duane D'Andrea, Human Resources Director
THROUGH: Terrence R. Moore, ICMA-CM
DATE: November 7, 2023

CITY STAFF HAS TENTATIVELY AGREED TO A COLLECTIVE BARGAINING AGREEMENT (CBA) BETWEEN THE CITY OF DELRAY BEACH AND THE PROFESSIONAL FIRE FIGHTERS OF DELRAY BEACH, LOCAL 1842, IAFF, INC. (DELRAY BEACH RANK AND FILE). THIS CBA WILL BE IN EFFECT FROM OCTOBER 1, 2023 TO SEPTEMBER 30, 2026.

Recommended Action:

Motion to approve Collective Bargaining Agreement the City of Delray Beach and the Professional Fire Fighters of Delray Beach, Local 1842, IAFF, INC.(Delray Beach Rank and File).

Background:

The City and the Union have engaged in extensive negotiations in order to allow the parties to enter into a new collective bargaining agreement. The new agreement which expired on September 30, 2023 remains materially unchanged with the following exceptions:

1. Wages

The City and Union have negotiated a three-year agreement that provides the Delray Beach Rank and File Fire Fighters a comprehensive, fair, and equitable salary step plan.

This step plan brings the Rank-and-File Fire Fighters to a competitive wage within the County and adjusts salaries to address market needs and brings our rank and file to a salary range within a very competitive range in Palm Beach County.

2. Cost of Living Adjustment (COLA)

During the term of this agreement, covered employees shall receive the following cost of living adjustments:

Fire Rescue

October 1, 2023 : Three percent (3%)

October 1, 2024 : Three percent (3%)

October 1, 2025 : Zero percent (0%)

Ocean Rescue

October 1, 2023 : eight percent (8%)

October 1, 2024 : three percent (3%)

October 1, 2025 : three percent (3%)

3. Paramedic Pay

During the first two years (2023, 2024) of this agreement employees who hold a Paramedic certification will receive a pensionable base salary adjustment of four dollars and eighty-one cents (\$4.81) per hour. During the last year of this agreement (2025) employees who hold a paramedic certification will receive a pensionable base salary adjustment of five dollars and fifty cents (\$5.50).

Ocean Rescue EMT Pay

During the term of this agreement employees who hold a EMT certification will receive a pensionable base salary adjustment of four dollars and fifty cents (\$4.50) per hour

4. Hours of Work

The City and Union have negotiated that the shift employee work average work week will move from twenty-four (24) hours on duty and forty-eight (48) hours off duty to twenty-four (24) hours on duty and seventy-two (72) hours off duty beginning October 1, 2025.

5. Sick and Vacation

The City and Union have negotiated that the sick and vacation accruals are competitive with other agencies in Palm Beach County

Holidays

The City and Union have added the Federally recognized Holiday of Juneteenth to the list of paid holidays.

In addition to the changes listed above which have an economic impact there were changes made to several articles within the CBA that improves the City's ability to manage the Fire Department

This CBA will be in effect retroactively from October 1, 2023 through September 30, 2026. Pursuant to Florida Statutes 447.309 Collective Bargaining; approval or rejection - staff is now seeking Commission approval.

City Attorney Review:

Reviewed

Funding Source/Financial Impact:

FY 2023 \$ 3,528,816
FY 2024 \$ 5,662,272 FY
2025 \$ 10,375,092
Total Cost \$ 19,566,180