



MEMORANDUM

TO: Mayor and Commissioners

FROM: Duane D'Andrea, Acting Director, Human Resources
Keith Tomey, Acting Fire Chief 

THROUGH: Neal de Jesus, City Manager 

DATE: July 11, 2017

SUBJECT: Approval of Collective Bargaining Agreement and Memorandum of Understanding

City Staff has tentatively agreed to a collective bargaining agreement (CBA) and memorandum of understanding (MOU) between the City of Delray Beach and the Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, INC. This CBA will be in effect from October 1, 2017 to September 30, 2020 and the MOU will be executed upon ratification. Pursuant to Florida Statutes 447.309 Collective Bargaining; approval or rejection, we are seeking your recommendation for approval.

A summary of the major changes are as follows:

1. Salaries (Article 13)

Delray Beach Firefighters are among the lowest compensated firefighters in Palm Beach County and have the lowest starting salary among all ranks. Delray Beach Fire Department has seen the largest turnover rate in recent history. Since the last CBA was executed we have lost nine (9) Firefighter/Paramedics to other organizations. It cost approximately \$110,000 to hire, train, and equip each firefighter and another \$110,000 to replace a Firefighter that vacates to another department thus costing the City a total of \$220,000. Since the last CBA was executed, the City has spent approximately \$1,900,000 dollars to replace those nine (9) firefighters who have left.

In order to correct the concerns listed above our team negotiated a comprehensive fair and equitable salary step plan. This step plan brings Delray Beach Firefighters to just below average among Palm Beach County Fire Departments. (Salary comparison provided)

FY 17/18 Total - \$590,852
FY 18/19 Total - \$779,331
FY 19/20 Total - \$813,820
Total Salary Proposal - \$2,184,003

The salary cost for the current CBA is:

FY 14/15 Total - \$970,100
FY 15/16 Total - \$1,128,600
FY 16/17 Total - \$1,547,200
Salary Total Cost - \$3,645,900

2. Certification Pay (Article 43)

Under the current CBA anyone with a Special Operations Certification receives incentive pay whether they are assigned to the Special Operations Station or not and performing the work or not.

Under the proposed agreement we created a two tier Special Operations certification pay.

Tier one (1) is for those 18 employees stationed at the Special Operations Station, and shall receive certification pay of \$200 a month. Tier two (2) is for an additional eighteen (18) Special Operations employees who are not stationed at the Special Operations Station, but are called upon to perform the special operations work and are required to maintain all Technical Rescue certifications. Tier two (2) shall receive certification pay of \$50 a month.

The cost for this is:

Proposed cost - \$172,800

Current cost - \$157,200

Increase - \$15,600 for life of contract

3. Physicals (Article 39)

Due to the increase in firefighters untimely deaths as a result of cancer and the alarming rate of which firefighters are acquiring cancer, both parties agreed to add cancer screening, including ultrasound imaging that focuses on early detection and prevention. Studies have proven that early detection can prevent death and save money.

Annual cost- \$64,000

Life of contract cost - \$ 192,000

Total Economic Proposal: \$2,391,603

Current CBA Total Economic Cost: \$4,164,270

In addition to changes listed above that had an economic impact there were changes made to 19 Articles within the CBA that improved the City's ability to manage the fire department. While many of these changes will not have an economic impact, they will allow the Fire Department to improve efficiencies. These improved efficiencies will provide the best possible service for the citizens of Delray Beach.