

**TO: Mayor and Commissioners**  
**FROM: Duane D'Andrea, Human Resource Director**  
**L. Keith Tomey III, Fire Chief**  
**THROUGH: Jennifer Alvarez, Interim City Manager**  
**DATE: July 13, 2021**

**..Title**

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DELRAY BEACH, FLORIDA AND THE PROFESSIONAL FIREFIGHTERS OF DELRAY BEACH IAFF 1842 FOR THE SUPERVISORY UNIT.

**..Body**

**Recommended Action:**

**..Recommendation**

Motion to approve the Collective Bargaining Agreement between the City of Delray Beach and the Professional Firefighters of Delray Beach, IAFF Local 1842 Inc for the Supervisory Unit.

**..Body**

**Background:**

In May 2019 PERC recognized the Battalion Chiefs and the Division Chiefs as a bargaining unit. This new Supervisory Unit is represented by the Professional Firefighters of Delray Beach, IAFF 1842 Inc.

City staff along with the assistance of Labor Counsel has tentatively agreed to a collective bargaining agreement (CBA) between the City of Delray Beach (the City) and the Professional Firefighters of Delray Beach, IAFF 1842 Inc. The CBA will be in effect from the date of ratification to September 20, 2023.

The majority of the CBA refers to and references the Rank-and-File CBA. Including the following:

- a. Pension reform providing a savings to the City by extending the current 5-year DROP to an 8-year DROP (savings of \$961,622.00 in the first three years and \$11.2 million over 30 years).
- b. The Union agreed to pay for any future employee (and family/dependent) health insurance rates in the first year (FY22) and moving forward.
- c. The Union agreed to a more comprehensive Drug and Alcohol testing which includes true Random drug testing.
- d. The Union agreed to a two-year contract so it will be in-line with the rank and file CBA. In the future we will negotiate both agreements at the same time. Saving time and money.

Pursuant to Florida Statutes 447.309 Collective Bargaining; approval or rejection – we are now seeking your approval.

**City Attorney Review:**

Reviewed

**Funding Source/Financial Impact:**

FY 2022      \$ 21,299.38

FY 2023      \$166,080.55

Grand Total   \$187,379.93

**Timing of Request:**

No