

AGENDA ITEM SUMMARY

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Staff recommends a motion to approve and ratify: an addendum to the Collective bargaining Agreement, with the Professional Firefighters/Paramedics of Palm Beach County, Local #2928, IAFF, Inc.

Both parties are requesting an addendum to the current Collective Bargaining Agreement, October 1, 2005 – September 30, 2008 (R2005-1908). This addendum addresses the terms and conditions of employment for the employees of Belle Glade, Pahokee, and South Bay Fire Departments, who became County employees on October 1, 2006. This addendum was developed jointly by Fire-Rescue staff and Union Leadership. Countywide (SB)

On December 20, 2005, at the request of the City of Pahokee, the City of South Bay, and the City of Belle Glade, the Board adopted Ordinance 2005-064 which amended the boundaries of the Fire Rescue MSTU (Municipal Service Taxing Unit) to include these cities in the MSTU. Effective October 1, 2006, these cities abolished their fire departments and their employees became employees of the County.

1. Letter of ratification from Local 2928
2. Side Agreement

Approved By: Herman Price 11-2-06
Fire-Rescue Administrator Date

Fire-Rescue Administrator

Date _____

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II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2006	2007	2008	2009	2010
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	_____	_____	_____	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
NET FISCAL IMPACT	_____	_____	_____	_____	_____
# ADDITIONAL FTE					
POSITIONS (Cumulative)	_____	_____	_____	_____	_____

Is Item Included in Current Budget? Yes _____ No _____

Budget Account No.: Fund _____ Dept _____ Unit _____ Object _____

B. Recommended Sources of Funds/Summary of Fiscal Impact:

There is no additional fiscal impact associated with this agenda item. This side agreement provides the terms and conditions of employment for employees from Glades Area cities that became County employees on October 1, 2006.

C. Departmental Fiscal Review:

[Signature]

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

[Signature] 10-31-06
OFMB

[Signature] 11/6/06
Contract Dev. and Control

B. Legal Sufficiency:

[Signature] 11-6-06
Assistant County Attorney

DM 10-27-06
11/1/06
This Agreement complies with our review requirements.

C. Other Department Review:

Department Director

THIS SUMMARY IS NOT TO BE USED AS A BASIS FOR PAYMENT.



Professional Firefighters/Paramedics of Palm Beach County, Inc.

IAFF Local 2928

2328 South Congress Avenue • Suite 2-C

West Palm Beach, Florida 33406-7674

561-969-0729 • Fax: 561-969-1059

September 28, 2006

Herman Brice, Administrator
Palm Beach County Fire Rescue
50 South Military Trail, Ste. 101
West Palm Beach, Florida 33415

Dear Chief Brice,

Re: Ratification

I am writing you this letter to inform you that the Addendum to the Collective Bargaining Agreement between Local 2928 and Palm Beach County on the Belle Glade, Pahokee, South Bay Merger was voted on during two meetings held on Wednesday, September 27, and Thursday, September 28, 2006 passed and therefore was ratified.

If you should need any additional information regarding this ratification vote, please do not hesitate to contact me; otherwise, thank you very much for your time and consideration with this matter.

Sincerely,

Michael J. Mayo, President
Professional Firefighters/Paramedics
of Palm Beach County, Inc.

cc: Matt Mierzwa, Esq.
File

Affiliated with the International Association of Fire Fighters, AFL-CIO, CLC



ATTACHMENT # 1

9-5-06

**ADDENDUM TO THE
COLLECTIVE BARGAINING AGREEMENT**

BATTALION 7 - BELLE GLADE, PAHOKEE, SOUTH BAY EMPLOYEES

SECTION 1.

It is agreed between the parties that all provisions of the Collective Bargaining Agreement (Master Agreement) between the County and the Union shall apply to the employees of the Belle Glade, Pahokee and South Bay Fire Departments, who will become County employees at 7:30 a.m. on October 1, 2006, except that the following provisions shall apply in lieu of conflicting provisions in the Master Agreement:

SECTION 2. ARTICLE 13 - SENIORITY

Seniority with the Belle Glade, Pahokee or South Bay Fire Department shall be considered as continuous in the same manner as a County employee from a predecessor fire district. Seniority shall be determined from the date of hire with the Belle Glade, Pahokee or South Bay Fire Department, if the employee was employed by the Belle Glade, Pahokee or South Bay Fire Department on September 30, 2006, and was employed by Palm Beach County on October 1, 2006.

SECTION 3. ARTICLE 18 - PROMOTIONS

Belle Glade, Pahokee or South Bay Fire Department employees shall be considered eligible to participate in the promotional procedures specified in the Master Agreement.

ATTACHMENT #2

9-5-06

For the purposes of time in grade required to be eligible for participation in a promotional process, the Belle Glade, Pahokee or South Bay Fire Department employees slotted as District Chiefs, Lieutenants or Driver Operators on October 1, 2006 shall have a date of promotion of October 1, 2006.

SECTION 4. ARTICLE 19 - PAY PLAN

The wages for the Belle Glade, Pahokee or South Bay Fire Department employees shall be based on the slotting set forth in the attached schedule. Thereafter, advancement through the appropriate pay plans shall be in accordance with the Master Agreement. Assignment and step-up pay shall be paid in accordance with the Master Agreement.

District Chiefs assigned to the Floating Squad who may be required to work in Battalion 7 shall be paid an additional 2% of their base pay for all hours worked within Battalion 7.

SECTION 5. ARTICLE 20 - WORK WEEK

The selection of Kelly Days for Battalion 7 personnel, including floaters, shall be determined by position and shift, on a battalion-wide basis, based on Department Seniority as defined in this Agreement. The Fire Rescue Administrator shall have the sole authority to determine the number of Lieutenants, Driver Operators, and Firefighters allowed off on Kelly Day, up to a total of three (3), which shall be implemented separate from the department-wide restrictions. It is anticipated that staffing levels will be increased in January, 2008 to facilitate

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implementation of ALS/BLS transport services, and therefore Kelly Day limitations would be recalculated and included within the department-wide restrictions.

SECTION 6. ARTICLE 22 - EXCHANGE OF TIME

Battalion 7 employees shall be allowed to exchange time among themselves in accordance with this article, and with other County employees in accordance with this article and with the approval of the Battalion Chief responsible for Battalion 7. Any exchange of time which has been approved prior to September 30, 2006 must be repaid prior to October 1, 2006.

SECTION 7. ARTICLE 27 - UNIFORMS

Belle Glade, Pahokee and South Bay Fire Department employees shall be given an initial allocation of uniforms as specified in Section 1 of this Article. Effective October 1, 2007, Belle Glade, Pahokee or South Bay Fire Department employees shall receive a uniform credit.

SECTION 8. ARTICLE 28 - VACATIONS

Belle Glade, Pahokee or South Bay Fire Department employees may transfer up to 400 hours of accrued vacation time to Palm Beach County.

For the remainder of calendar year 2006, the County shall honor those vacation selections made prior to October 1, 2006, for Belle Glade, Pahokee or South Bay Fire Department employees, provided documentation of approval of the scheduled vacation is submitted prior to October 1, 2006. Employees may not schedule vacation in excess of their anticipated available accruals including existing banks.

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For calendar year 2007 only, vacations shall be scheduled in accordance with the Master Agreement, except that up to one (1) officer, one (1) Driver Operator, and/or two (2) firefighters per shift shall be allowed off on vacation, up to a total of three (3).

SECTION 9. ARTICLE 34 - PENSION

Subject to the provisions of Chapters 121, Florida Statutes, and any other applicable Florida laws, all Belle Glade, Pahokee and South Bay Fire Department employees shall be enrolled as new employees under the Florida Retirement System, effective October 1, 2006.

SECTION 10. ARTICLE 43 - DURATION

It is understood by the parties that the provisions of this addendum shall remain in effect until otherwise specifically addressed by a modification of the Master Agreement.

SECTION 11. ARTICLE 45 - WELLNESS PROGRAM

Section A. Sick Leave - It is understood that prior to October 1, 2006, the cities of Belle Glade, Pahokee and South Bay shall eliminate all banks of sick leave. Accordingly, effective at 7:30 a.m. on October 1, 2006, Belle Glade, Pahokee and South Bay Fire Department employees shall come to the County with a zero (0) balance for sick leave. Effective at 7:30 a.m. on October 1, 2006, Belle Glade, Pahokee and South Bay Fire Department employees shall be credited with an appropriate proration of sick leave amounts based on the months remaining until the next allotment.

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Section B. Medical Physicals - Prior to October 1, 2006, all employees covered by this addendum shall complete a pre-employment physical at the County Clinic, as well as fitness assessment with the Fire Department Exercise Physiologist. These employees shall not be required to participate in an additional physical and fitness assessment until January 1, 2007. Thereafter, these employees shall be required to complete annual physicals in accordance with the schedule contained in the Master Agreement.

SECTION 12. ASSIGNMENT OF EMPLOYEES

It is agreed between the parties that the employees covered by this addendum shall receive initial station bid assignments in accordance with the attached schedule. All employees shall be eligible to participate in the bid process in accordance with Palm Beach County Fire Rescue policies.

It is agreed that the following employees of South Bay Fire Department, hired after July 1, 2006, shall be required to successfully complete the Palm Beach County Fire Rescue Recruit Academy as a condition of continued employment:

Raul Cardoso
Chen Tsai
Janis Weisman
Paul Albores

9-5-06

On behalf of the County

Herman Brice, Fire Rescue Administrator

Herman Brice

Date 9-18-06

On behalf of the IAFF, Local 2928

Michael Mayo, President

Michael Mayo

Date 9/18/06

Ratified by Palm Beach County

on the _____ day of _____.

Confirmed by:

Chair, of the Palm Beach County

Board of County Commissioners

Ratified by the Union

on the 28th day of September 2006

Confirmed by:

Michael Mayo

President, Professional Fire Fighters of

Palm Beach County, Local 2928, IAFF

Battalion 7 - Belle Glade, Pahokee & South Bay Employees

NAME	Department	Seniority #	DOB	DOB	DOB	Promo Date	EMT/PM	Pay Slatting	Bio Slatting
ABREU, JUAN	Belle Glade	2529	12	6	2005		EMT	FF/Prob	Sta 73 attached C shift
ACKERLY, DEREK	Pahokee	2053.1	4	10	2001	10/01/06	EMT	DO/2	E 72 unit A shift
ALBORES, ALEX	South Bay	2523.3	9	22	2005		EMT	FF/Prob	Sta 73 attached B shift
ALBRORES, PAUL	South Bay	2632.1	7	21	2006		EMT	FF/Prob	Recruit Academy
ASCHERMAN, TIMOTHY	Belle Glade	1837.2	4	14	1997	01/01/02	EMT	DO/2	E 73 B unit A shift
BERKOWITZ, SCOTT	Belle Glade	1372.1	7	1	1985	08/30/01	EMT	OPLT/1 w/ 20 yr long	E 73 unit B shift
BOTTARI, CRISPIN	Pahokee	1929	10	4	1999	02/24/01	EMT	OPLT/1	E 72 unit B shift
BURROUGHS, GARY	Pahokee	1403	6	6	1986		EMT	DC/1 w/ 20 yr long	Dist Chief A shift
BUSH, JOHN	Pahokee	2230.1	4	11	2003	10/01/06	EMT	DO/2	E 72 unit C shift
CARDOSO, RAUL	South Bay	2632	7	21	2006		EMT	FF/Prob	Recruit Academy
CLARK, JAMES	South Bay	2523.6	11	8	2005		EMT	FF/Prob	E 74 unit C shift
CLEVENGER, REBECCA	Belle Glade	2448.1	2	2	2005		EMT/PM	FF/1	E 73 B unit C shift
COLE, KENNY	South Bay	1504.2	10	1	1988	10/01/06	EMT	DO/2 w/ 20 yr long	E 74 unit B shift
COTE, FRANK	Belle Glade	1372.2	7	1	1985	01/10/91	EMT	OPLT/1 w/ 20 yr long	E 73 unit A shift
DAVILA, MICHAEL	Belle Glade	2530	12	6	2005		EMT	FF/Prob	Sta 73 attached B shift
DEROGATIS, KAREN	Belle Glade	2523	9	13	2005		EMT	FF/1	Sta 73 attached A shift
DRUGGAN, KENNETH	Pahokee	2272.1	1	4	2004		EMT	FF/1	E 72 B unit A shift
EDWARDS, DEVON	Belle Glade	1168.1	12	5	1980		EMT	OPLT/1 w/ 20 yr long	E 73 unit C shift
ERVIN, TIM	Belle Glade	2351	6	24	2004		EMT	FF/1	E 73 unit B shift
FORTUNE, SHAWN	Pahokee	2230.2	6	13	2003		EMT/PM	FF/1	E 72 unit B shift
FRANK, JAMES	South Bay	1733.1	9	18	1994		EMT/PM	OPLT/1 w/ 10 yr long	E 74 unit C shift
FUNK, JASON	South Bay	2523.5	10	17	2005		EMT	FF/Prob	E 74 unit B shift
GONZALEZ, JASON	Belle Glade	2523.1	9	13	2005		EMT	FF/1	Sta 73 attached C shift
HAMILTON, GARFIELD	South Bay	2523.4	10	1	2005		EMT	FF/Prob	Sta 73 attached C shift
HOW, DONALD	Pahokee	2020	1	3	2001	10/01/06	EMT	DO/2	E 72 unit B shift
JAMES, JOSEPH	Belle Glade	1560.1	4	9	1990	10/04/94	EMT	DO/3 w/ 15 yr long	E 73 B unit C shift
JOHNSON, ROBERT	Belle Glade	2405	1	7	2005		EMT	FF/1	E 73 unit C shift
JONES, MELISSA	Pahokee	2271	11	8	2003		EMT	FF/1	E 72 unit A shift
LALLA, WILLIAM	Pahokee	1882.1	5	17	1999	08/22/05	EMT	OPLT/1	E 72 unit A shift
LILLEY, PATRICIA	Belle Glade	2486	5	18	2005		EMT	FF/1	E 73 B unit B shift
MANGER, DOUGLAS	Belle Glade	1219.1	1	6	1982	08/28/01	EMT	FSS/1 w/ 20 yr long	Assigned to B.O.S.S.
MATOS, HUGO	Belle Glade	1930	10	5	1999	08/09/05	EMT	DO/2	E 73 B unit B shift
MOREIRA, ANRES	Pahokee	2271.1	11	8	2003		EMT	FF/1	E 72 unit C shift
PACCIONE, THOMAS	Pahokee	2051.3	2	22	2001	06/15/02	EMT	OPLT/1	E 72 unit C shift
RICE, STEPHEN	Belle Glade	1189.1	6	17	1981	02/07/96	EMT	DC/1 w/ 20 yr long	Dist Chief B shift
RUSSELL, JONATHAN	Belle Glade	2523.2	9	13	2005		EMT	FF/1	Sta 73 attached B shift
SCARSO, JOSEPH	Pahokee	2525.1	11	18	2005		EMT	FF/Prob	E 72 B unit B shift
SCHANS, RYAN	Belle Glade	2486.1	5	21	2005		EMT	FF/1	E 73 B unit A shift
TSAI, CHEN	South Bay	2632.2	7	21	2006		EMT/PM	FF/Prob	Recruit Academy
VEALE, DAVID JR.	Belle Glade	2307.1	2	12	2004		EMT	FF/1	E 73 unit A shift
WEINER, MARK	Belle Glade	2531	12	6	2005		EMT	FF/Prob	Sta 73 attached A shift
WEISMAN, JANIS	South Bay	2632.3	7	21	2006		EMT	FF/Prob	Recruit Academy
WHITMORE, CLINTON	Pahokee	2308.1	3	28	2004		EMT	FF/1	E 72 B unit C shift