

PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

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Meeting Date: August 21, 2007 Consent Regular
 Workshop Public Hearing

Department

Submitted For: FIRE RESCUE

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I. EXECUTIVE BRIEF

Motion and Title: Staff recommends motion to approve and ratify: Four (4) side agreements to the Collective Bargaining Agreement, between Palm Beach County and Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc.

Summary: Both parties are requesting four (4) side agreements to the current Collective Bargaining Agreement, October 1, 2005 – September 30, 2008 (R2005-1925). These side agreements address changes to Article 18-Promotions, for the next Operational Captain promotional process; changes to Article 19-Pay Plan, amending the pay plan for the Apparatus Maintenance Superintendent; changes to Article 21-Overtime, amending the hourly rate an employee shall be compensated for hours worked during a special event; and changes to Article 30-Funeral Leave, clarifying leave benefits and eligibility in the event of the death of an immediate family member.
Countywide (SB)

Background and Policy Issues: These side agreements were developed to clarify existing language and provide new language contained within the current Collective Bargaining Agreement. Approval of these agreements will provide for: a change to the selection process for the next Operational Captain promotional process to include a written examination only; a change to the pay plan, increasing the hourly rate for the Apparatus Maintenance Superintendent; a change to compensation for hours worked during a special event assignment, increasing the hourly flat-rate from \$20.00 to \$26.50 per hour; and a change to existing language regarding funeral leave, making registered domestic partners eligible for funeral leave benefits equivalent to that of a spouse and to clarify the time frame in which an employee is entitled to funeral leave.

Attachments:

- 1. Side Agreement, Article 18-Promotions
- 2. Side Agreement, Article 19-Pay Plan
- 3. Side Agreement, Article 21-Overtime
- 4. Side Agreement, Article 30-Funeral Leave

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Recommended By: [Signature] 7-2-07
Deputy Chief Date

Approved By: [Signature] 7-9-07
Fire-Rescue Administrator Date

II. FISCAL IMPACT ANALYSIS

A. **Five Year Summary of Fiscal Impact:**

Fiscal Years	2007	2008	2009	2010	2011
Capital Expenditures	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Operating Costs	<u>209</u>	<u>2,502</u>	<u>2,502</u>	<u>2,502</u>	<u>2,502</u>
External Revenues	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Program Income (County)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
In-Kind Match (County)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET FISCAL IMPACT	<u>209</u>	<u>2,502</u>	<u>2,502</u>	<u>2,502</u>	<u>2,502</u>

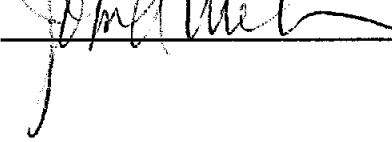
ADDITIONAL FTE
POSITIONS (Cumulative) _____

Is Item Included in Current Budget? Yes X No _____

Budget Account No.: Fund 1300 Dept 440 Unit 4211 Object Various

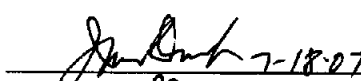
B. **Recommended Sources of Funds/Summary of Fiscal Impact:**

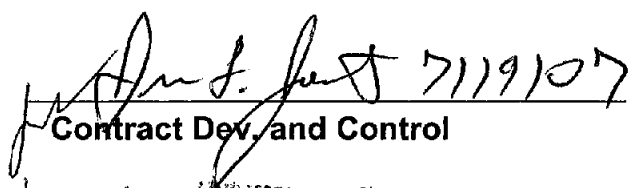
The fiscal impact associated with the side agreement to Article 19-Pay Plan is the difference between the Apparatus Maintenance Superintendent's current pay rate and the new base rate, plus benefits. This increase will be funded by the Main Fire-Rescue MSTU. There is no fiscal impact associated with the remaining side agreements.

C. **Departmental Fiscal Review:** 

III. REVIEW COMMENTS

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

 7-18-07
 7/12/07 88 OFMB 7/13/07
 7/19/07 7/19/07

 7/19/07
 Contract Dev. and Control

B. **Legal Sufficiency**

 7-19-07
Assistant County Attorney

This item complies with current County policies.

C. **Other Department Review:**

Department Director

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

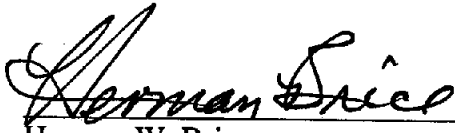
SIDE AGREEMENT - ARTICLE 18 - PROMOTIONS

The parties agree that for the next Operational Captain promotional process only, the selection process shall consist of a written examination only. Placement on the promotional roster which results from this process shall be determined only by the score achieved on the written exam.

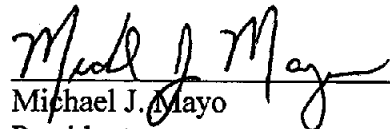
IN WITNESS HEREOF, the parties have executed this agreement to the Collective Bargaining Agreement the 4 day of May, 2007.

Palm Beach County

Professional Firefighters/Paramedics
of Palm Beach County Inc., IAFF
Local 2928



Herman W. Brice
Fire-Rescue Administrator



Michael J. Mayo
President

Ratified by Palm Beach County
Board of County Commissioners
On the;

Ratified by the Union on the;

_____ day of _____, 2007

13th day of June, 2007

Chair, Board of County Commissioners



Michael J. Mayo, President

By; _____
Deputy Clerk, Palm Beach County,
Clerk of the Circuit Court

SIDE AGREEMENT
ARTICLE 19 – PAY PLAN

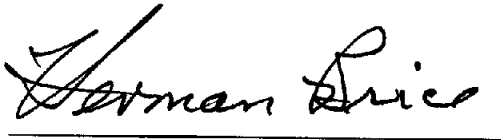
Palm Beach County and the Professional Firefighters/Paramedics of Palm Beach County Inc., IAFF Local #2928, hereby agree to amend the pay plan for the Apparatus Maintenance Superintendent as follows, to be effective with the ratification of this agreement:

	<u>Annual</u>	<u>Hourly</u>
Step 1	\$69,544.80	\$33.435
Step 2	\$73,022.56	\$35.107
Step 3	\$76,672.96	\$36.862
Step 4	\$80,506.40	\$38.705
Step 5	\$84,531.20	\$40.640

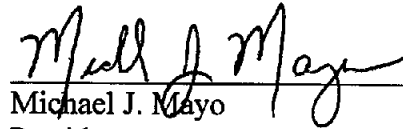
IN WITNESS HEREOF, the parties have executed this agreement to the Collective Bargaining Agreement the 4 day of May, 2007.

Palm Beach County

Professional Firefighters/Paramedics
of Palm Beach County Inc., IAFF
Local 2928



Herman W. Brice
Fire-Rescue Administrator



Michael J. Mayo
President

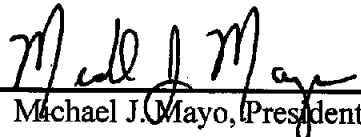
Ratified by Palm Beach County
Board of County Commissioners
On the;

25 day of June, 2007

Ratified by the Union on the;

13th day of June, 2007

Chair, Board of County Commissioners


Michael J. Mayo, President

By: _____
Deputy Clerk, Palm Beach County,
Clerk of the Circuit Court

**SIDE AGREEMENT
ARTICLE 21 – OVERTIME**

Palm Beach County and the Professional Firefighters/Paramedics of Palm Beach County Inc., IAFF Local #2928, hereby agree to amend Section 8 of Article 21 of the current Collective Bargaining Agreement. This side agreement shall expire upon ratification of a subsequent Collective Bargaining Agreement.

Section 8. Special Event Pay.

Employees shall be compensated at a rate of ~~twenty (\$20.00) dollars~~ twenty six dollars and fifty cents (\$26.50) per hour for all hours worked during a Special Event that falls under the following criteria:

- A. It is the employee's sole option to work or not work the event; and
- B. The County has a contract with the separate employer for whom the service is being performed; and
- C. The separate employer compensates the County for hours worked by the employee as well as administrative fees as applicable; and
- D. The event is not covered during the employees normal working hours; and
- E. Hours worked for the Special Event shall not be combined with regular hours worked by the employee for the purposes overtime compensation.

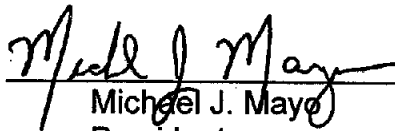
IN WITNESS HEREOF, the parties have executed this agreement to the Collective Bargaining Agreement the 4 day of May, 2007.

Palm Beach County

Professional Firefighters/Paramedics
of Palm Beach County Inc., IAFF Local
2928



Herman W. Brice
Fire-Rescue Administrator



Michael J. Mayo
President

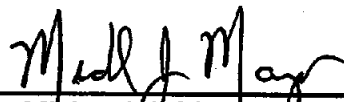
Ratified by Palm Beach County
Board of County Commissioners
On the;

_____ day of _____, 2007

Ratified by the Union on the;

13th day of June, 2007

Chair, Board of County Commissioners


Michael V. Mayo, President

By; _____
Deputy Clerk, Palm Beach County,
Clerk of the Circuit Court

SIDE AGREEMENT – ARTICLE 30 – FUNERAL LEAVE

Section 1. Twenty-Four (24) Hour Shift Employees.

In the case of a death in the immediate family, the employee shall be entitled to one shift (24 hours) off with pay. These hours may be taken immediately after the death or at the time of the funeral, but in either case they must be taken consecutively. If the death occurs while the employee is on duty, the employee shall also be entitled to the rest of the shift off with pay.

Section 2. Non-Twenty-Four (24) Hour Shift Employees.

In the case of a death in the immediate family, the employee shall be entitled to ~~three (3) calendar days~~ 24 hours off with pay, ~~if those were normal working days.~~ These hours may be taken immediately after the death or at the time of the funeral, but in either case they must be taken consecutively. If the death occurs while the employee is on duty, the employee shall also be entitled to the rest of the workday off with pay.

Section 3. Immediate Family.

The immediate family consists of the employees' spouse, mother, father, step-mother, step-father, mother-in-law, father-in-law, brother-in-law, sister-in-law, natural children, adopted children, step-children, sisters, brothers, grandparents, and grandchildren and spouse's grandparents.

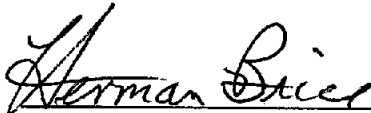
Employees who are registered as domestic partners in accordance with Palm Beach County Code shall be eligible for funeral leave benefits equivalent to that of a spouse.

Section 4. An employee may extend funeral leave by using vacation leave and/or holiday leave with the approval of the District Chief or non-bargaining unit supervisor.

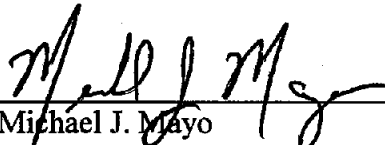
IN WITNESS HEREOF, the parties have executed this agreement to the Collective Bargaining Agreement the 14 th day of February, 2007.

Palm Beach County

Professional Firefighters/Paramedics
of Palm Beach County Inc., IAFF
Local 2928



Herman W. Brice
Fire-Rescue Administrator



Michael J. Mayo
President

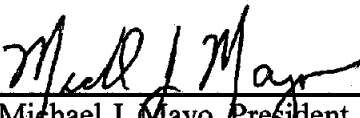
Ratified by Palm Beach County
Board of County Commissioners
On the;

Ratified by the Union on the;

_____ day of _____, 2007

14 day of March, 2007

Chair, Board of County Commissioners



Michael J. Mayo, President

By; _____
Deputy Clerk, Palm Beach County,
Clerk of the Circuit Court