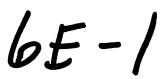
The original document is over 50 pages. A copy of the Collective Bargaining Unit <u>Agreement can be viewed in Administration.</u>

PALM BEACH COUNTY **BOARD OF COUNTY COMMISSIONERS**

AGENDA ITEM SUMMARY



	Date:

December 2, 2008

() Consent (x) Regular

() Workshop () Public Hearing

Submitted By: Fire-Rescue

I. EXECUTIVE BRIEF

Motion and Title:

Staff recommends motion to approve: the Collective Bargaining Agreement between Palm Beach County and the Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc., for the period October 1, 2008 - September 30, 2011, retroactively to October 1, 2008.

Summary:

This agreement was ratified by the Union membership on November 18, 2008. The three-year cumulative fiscal impact amounts to \$23 million and includes across-the-board increases as follows:

FY 2009	October 1, 2008	0%
FY 2010	October 1, 2009	2%
	April 1, 2010	1%
FY 2011	October 1, 2010	1%
	April 1, 2011	2%

Countywide (SB)

Background and Justification:

Florida Statute 447.309 requires the County to "bargain collectively in the determination of the wages, hours, and terms and conditions of employment for the public employees within the bargaining unit". This agreement represents a three-year extension of the contract that expired on September 30, 2008. Negotiations and discussions concluded with the representatives of both parties agreeing with the proposed contract. The major elements of this agreement are as follows:

(Continued on page 3)

Attachments:

1) **Collective Bargaining Agreement**

2) Letter of Union Ratification

Recommended by:

Deputy Chief

Date

10-31-08

Fire-Rescue Administrator

II. FISCAL IMPACT ANALYSIS

A.	Five Year Summary of	f Fiscal Imp	act:			
Fis	cal Years	2009 Millions of	2010 Dollars	2011	2012	2013
Capital Expenditures Operating Costs		\$1.4	\$7.7	\$13.9		
Progra	nal Revenues am Income (County) d Match (County) Net Fiscal Impact # Additional FTE Positions (Cumulative	\$1.4	\$7.7	\$13.9		
	n Included in Current E et Account No: Reported Category _		_	-		ct
B.	Recommended source	es of Funds	s/Summary	of Fiscal I	mpact:	
	The cumulative cost of primarily funded throu include the Jupiter Fit Dispatch related incre	igh the Mair e MSTU, A	r Fire-Res	cue MSTU.	Other fund	ing sources
C.	Departmental Fiscal I		EW COMN	ΛENTS:		
A.	OFMB Fiscal and/or (Contract Ad	ministratio	n Commen	ts:	
	OFMB Only 100	17.08 1018	Contract	Administrat	J. Jacob tion	\$ 11/17/08
B.	Legal Sufficiency:	1/		con	tract review requ	irements. The SFCDCS
C.	based	orney * Lega on legal ra oval by or	iau and	na na	viaw, t f exec f te a	re confract are were were lable.
	Department Director					

Major Changes to Collective Bargaining Agreement

1) Across-the-Board Increases for All Bargaining Personnel

October 1, 2008	0%
October 1, 2009	2%
April 1, 2010	1%
October 1, 2010	1%
April 1, 2011	<u>2%</u>
Total	6%

2) Increase in Health Insurance <u>monthly</u> contributions per employee from the current amount of \$920.16 to the following amounts:

January 1, 2009 \$984.57 *
January 1, 2010 \$1,053.49 *
January 1, 2011 \$1,127,23 *

This represents an annual increase of 7%.

* (or the weighted average provided for general county employees, if higher)

- 3) Increase Lieutenant pay scale by 5% on April 1, 2009.
- 4) Additional 1% incentive pay for the specialty Captain position on April 1, 2009.
- 5) Glades employees pay parity on October 1, 2010.
- 6) Revision to Kelly Day scheduling this should assist in reduction of OT pay.