

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

PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS

6E-1

AGENDA ITEM SUMMARY

Meeting 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:

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**Attachments:**

- 1) Collective Bargaining Agreement
- 2) Letter of Union Ratification

Recommended by:

Steve B. Gerardo  
Deputy Chief

10-31-08  
Date

Approved by:

Herman Price  
Fire-Rescue Administrator

11-18-08  
Date

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## 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 monthly 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.