

PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

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Meeting Date:	December 5, 2017	<input type="checkbox"/> Consent	<input checked="" type="checkbox"/> Regular
		<input type="checkbox"/> Workshop	<input type="checkbox"/> Public Hearing

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Department: Fire-Rescue

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I. EXECUTIVE BRIEF

**Motion and Title:** Staff recommends motion to approve and ratify: a side agreement amending Article 27 - Uniforms, to the Collective Bargaining Agreement with the Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc.


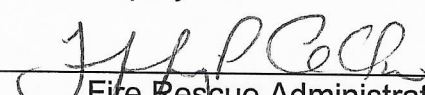
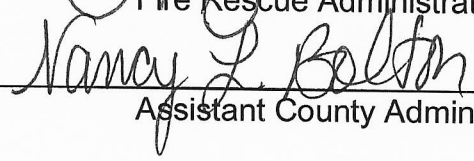
**Summary:** Both parties are requesting a side agreement to the current Collective Bargaining Agreement (CBA), October 1, 2015 – September 30, 2018 (R2016-1061). This side agreement addresses changes to “Article 27 – Uniforms” regarding the issuance of polo shirts to all operational personnel, as well as changes to the guidelines for wearing the daily uniform for Class C (short sleeve dress shirt) and Class D (polo shirt). It was agreed that the requirement for issuance of four (4) polo shirts provided to new operational personnel would be removed. Additionally, tee shirts, rather than polo shirts, will now be worn as part of the daily uniform by operational personnel at the rank of Company Officer and below, with the exception of public/educational events where Class C uniforms shall be worn. Along with Battalion Chiefs, EMS Captains would now be allowed to wear Class D uniforms. Countywide (SB)

**Background and Justification:** This side agreement to “Article 27 - Uniforms” addresses changes to Section 1. Four (4) polo shirts will no longer be provided to newly hired twenty-four (24) hour shift employees. Upon approval of this side agreement, all operational personnel at the rank of Company Officer and below who have not already purchased tee shirts shall obtain a sufficient number of them through their uniform allowance and procurement process. Also, EMS Captains will now be allowed to wear Class D uniforms except when performing public education activities, fire safety inspection or public presentations, attending classroom training activities or at other times at headquarters.

**Attachments:**

1. Letter of ratification from Local 2928
2. Side Agreement to Article 27 - Uniforms

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Recommended by:		11/29/17
	Deputy Chief	Date
Approved by:		11/29/2017
	Fire Rescue Administrator	Date
Approved by:		12/1/17
	Assistant County Administrator	Date

**II. FISCAL IMPACT ANALYSIS**

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

Fiscal Years	2018	2019	2020	2021	2022
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	<u>(\$6,801)</u>	_____	_____	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
<b>NET FISCAL IMPACT</b>	<u>(\$6,801)</u>	_____	_____	_____	_____
<b># ADDITIONAL FTE POSITIONS (Cumulative)</b>	_____	_____	_____	_____	_____

Is Item Included in Proposed Budget? Yes \_\_\_ No \_\_\_

Budget Account No.: Fund 1300 Dept 440 Unit various Object/Rev Source 5248  
 Does this item include the use of federal funds? Yes \_\_\_ No X

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

Changes to "Article 27 – Uniforms" will provide an estimated cost savings of \$6,801. The four (4) polo shirts being eliminated for new operational employees cost \$35.65 each. There is also a \$5.85 cost difference in the tee shirts. There may be some cost savings realized with promotions based on rank; however, this amount is undeterminable at this time. The current Collective Bargaining Agreement expires on September 30, 2018, which could have an impact on future years.

C. Departmental Fiscal Review: *[Signature]*

**III. REVIEW COMMENTS**

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

*[Signature]* 11/20/17  
 OFMB *[Initials]*

*[Signature]* 12/11/17  
 Contract Development and Control

**B. Legal Sufficiency**

*[Signature]* 12/11/17  
 Assistant County Attorney

**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

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West Palm Beach, Florida 33406-7674  
561-969-0729 • Fax: 561-969-1059  
www.IAFF2928.com

To: Chief Jeff Collins

From: Scott Bielecky, EVP1

Date: November 1, 2017

Re: Article 27 Side Agreement Ratification

A ratification vote was taken on the Collective Bargaining Side Agreement, Article 27 between Palm Beach County and Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc., on the following dates:

Wednesday, October 25, 2017

Thursday, October 26, 2017

The result of the vote was a majority in favor of the Side Agreement. Therefore, the Side Agreement has been ratified by Local 2928.

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



**SIDE AGREEMENT**

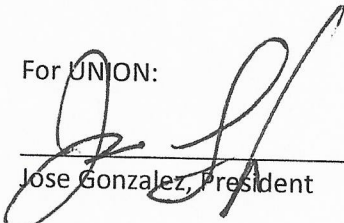
**Article 27 - Uniforms**

Palm Beach County ("County") and the Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc. ("Union"), hereby agree to amend Article 27, Uniforms, of the Collective Bargaining Agreement between the parties dated August 25, 2016, to read as set forth in **Exhibit A**, which is attached hereto and incorporated herein.

For COUNTY:

  
\_\_\_\_\_  
Jeffrey P. Collins, Fire Rescue Administrator

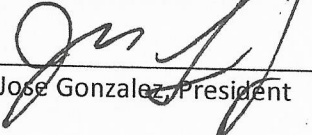
For UNION:

  
\_\_\_\_\_  
Jose Gonzalez, President

Ratified by the County on the \_\_\_\_ day  
of \_\_\_\_\_, 2017

\_\_\_\_\_  
Melissa McKinlay, Mayor  
Board of County Commissioners

Ratified by the Union on the 1 day  
of Nov., 2017

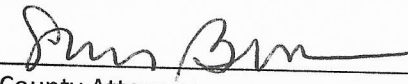
  
\_\_\_\_\_  
Jose Gonzalez, President

Attest:

**SHARON R. BOCK,**  
Clerk & Comptroller

By: \_\_\_\_\_  
Deputy Clerk

**Approved as to Form and  
Legal Sufficiency:**

By:   
\_\_\_\_\_  
County Attorney

Union SB  
County JPC

T/A

**ARTICLE 27 - UNIFORMS**

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

A. A committee shall be established to write specifications for uniforms, and to select a vendor under the RFP process. This committee shall consist of two (2) members selected by the Union and two (2) members selected by Management. For new employees, excluding flight medics, the County shall provide the following items via the approved vendor:

**OPERATIONS:**

- 1 class A-long sleeve shirt
- ~~4 Polo shirts~~
- 3 pair of pants
- 1 EMS pants
- 2 belt with buckle
- 1 pair shoes
- 1 pair boots
- 1 jump suit
- 1 windbreaker
- 5 T-shirts
- 3 pr. Gym Shorts
- 1 class C-short sleeve shirt
- 1 tie

**NON-24 HOUR EMPLOYEES:**

- 1 class A-long sleeve shirt
- 5 Polo shirts
- 5 pair of pants/skirts
- 1 Department badge
- 1 belt with buckle
- 1 pair shoes/boots
- 1 windbreaker
- 1 Department badge

**SUPPORT SERVICES:**

- 5 Polo shirts
- 1 cap
- 1 belt
- 1 pair shoes/boots
- 3 T-shirts, 1 jumpsuit
- 1 windbreaker

B. **Bunker Gear** - The County shall provide the following items to new Firefighters:

- 1 coat
- 1 pair of pants
- 1 helmet
- 1 pair of boots
- 1 pair of gloves

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- 1 set of suspenders 1
- PBI hood
- 1 OSHA approved hearing protection device (to be made available to all employees)

Upon ratification, all operational personnel at the rank of Company Officer and below, who have not already purchased them, shall purchase through the procurement process a sufficient number of tee shirts to be worn as part of the daily uniform. At that time Polo shirts shall no longer be issued to those personnel.

The County shall provide the appropriate personal safety equipment to newly promoted employees including collar emblems/insignias as required. Employees shall have the option of purchasing a Department approved leather helmet in accordance with Department policy.

- C. **Replacement of Items** - The County shall replace any of the items in Paragraph B, as necessary, upon approval of the Battalion Chief (or District Chief in the case of Battalion Chiefs); provided that the County is not required to replace such items at any time if loss or damage is due to the fault of the employee. Except for employees receiving uniform rental service, on each October 1st thereafter, there shall be a uniform credit with the selected vendor of four hundred dollars (\$400.00) to be used for the purchase of items as approved above. In lieu of a uniform credit, the Union officer relieved from duty pursuant to Article 4, Section 5, shall receive four hundred dollar (\$400.00) payment on or about October 1 of each year. The County shall provide an employee two (2) new polo shirts any time an employee is promoted, demoted, reclassified, or reassigned if such promotion, demotion, reclassification, or reassignment (1) results in the embroidered rank on the employee's polo shirt is no longer accurate and (2) is anticipated to last more than ninety (90) days.
- D. **Footwear** -As a part of the daily uniform and on any call not requiring bunker gear employees shall be permitted to wear black shoes/black boots provided that they enclose the entire foot. In the event that the County deems it necessary to provide footwear to any of the specialty fields the same footwear shall be made available to all employees at the same cost as the County is paying.
- E. ~~**Polo Shirts** -As a part of the daily uniform and on all emergency calls, Polo shirts shall be worn.~~

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E. Tee shirts shall be worn by all operational personnel at the rank of Company Officer and below as part of the daily uniform, with the exception of public/educational events where Class C uniforms shall be worn.

**GE** Battalion Chiefs and EMS Captains are to wear complete Class D uniform except when performing Public Education activities, Fire Safety Inspections or public presentations, attending classroom training activities or other times at headquarters, they shall wear a clean, pressed Class C or above uniform.

**Section 2. Non-Twenty-Four (24) Hour Shift Employees** (excluding Flight Medics)

**A. Support Services**

The County shall provide a uniform rental service for employees in the Apparatus Maintenance Division and Facility Technicians, as well as offering a credit of One hundred-fifty (\$150.00) dollars to be used at the designated uniform vendor. In addition, the County shall initially provide Support Services personnel with one pair of safety-toe boots or safety-toe shoes which will be replaced on an as needed basis.

**B. Fire Prevention, Public Education, Dispatch and Training** – The County shall designate a private vendor for the purchase of approved items.

**Section 3.** The Fire Rescue Administrator or his or her designee retains the full authority to determine when uniform/equipment shall be replaced and to set specifications for all uniform equipment.

**Section 4. Employer Responsibility**

In order to strive to achieve the goal of providing the best available protective clothing and equipment for all employees, all new clothing or equipment which features a design charge or standard charge shall be submitted to the Joint Health and Safety Committee for its consideration and advice. Any decisions regarding use or purchase, however, shall be reserved to the Fire Rescue Administrator.

**Section 5. Employee Responsibility**

Employees have a responsibility to use the uniform credit to maintain their uniforms in a condition which presents a professional appearance to the public, in accordance with Policy #1-2, and may be amended by agreement between the Fire Rescue Administrator

JPC SB

and the Union President. Upon termination of employment the employee shall be responsible for returning all bunker gear, badge, and Department I.D. provided, however, that employees who retire with ten (10) years or more of service may keep their helmet and badge.

**Section 6. Dress Uniforms**

The Department will provide Class A uniforms to all new employees once they successfully complete their probation.