

**PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS**

AGENDA ITEM SUMMARY

Meeting Date: October 19, 2021 [X] Consent [] Regular
[] Workshop [] Public Hearing

Department: Fire Rescue

I. EXECUTIVE BRIEF

Motion and Title: Staff recommends motion to approve and ratify: the Collective Bargaining Agreement between Palm Beach County and Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc., relating to the District Chiefs in the Supervisory Bargaining Unit, for the period October 1, 2021 through September 30, 2024, to be implemented as if ratified on October 5, 2021.

Summary: On February 5, 2019, the Board approved a Collective Bargaining Agreement (CBA) with the Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc., relating to the District Chiefs in the Supervisory Bargaining Unit (R2019-0235) for the period October 1, 2018 through September 30, 2021. The County has continued to operate under the terms and conditions of the prior CBA pending ratification of this new CBA. This new agreement was ratified by the Union membership as reflected in the attached Letter of Union Ratification. The three-year cumulative cost of this agreement is estimated to be \$215,898 (representing a 9% increase in annual personnel services costs) over the expired CBA, and includes across-the-board salary increases as follows:

FY 2022	Effective upon ratification	3%
FY 2023	Effective the pay period which includes October 1, 2022	3%
FY 2024	Effective the pay period which includes October 1, 2023	3%

Funding for fiscal year 2022 can be accommodated in the approved FY 2022 budget. The major elements of this agreement are included in Attachment 3. 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." Negotiations and discussions concluded with the representatives of both parties agreeing with the proposed contract.

Attachments

1. Collective Bargaining Agreement
2. Letter of Union Ratification
3. Major Elements of Collective Bargaining Agreement

Recommended by:  Assistant Fire Chief 10/8/21
Date

Approved by:  Fire Rescue Administrator 10/8/21
Date

Approved by:  County Administrator 10/15/21
Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2022	2023	2024	2052	2026
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	<u>57,969</u>	<u>58,134</u>	<u>99,795</u>	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
NET FISCAL IMPACT	<u>57,969</u>	<u>58,134</u>	<u>99,795</u>	_____	_____
# ADDITIONAL FTE POSITIONS (Cumulative)	<u>0</u>	<u>0</u>	<u>0</u>	_____	_____

Is Item Included in Proposed Budget? Yes X No _____

Does this item include the use of federal funds? Yes _____ No X

Budget Account No.: Fund various Dept 440 Unit various Object various

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

The three-year fiscal impact is estimated to be \$215,898. The costs associated with this agreement will be funded through the main Fire Rescue MSTU.

C. Departmental Fiscal Review: *[Signature]*

III. REVIEW COMMENTS

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

<p><u><i>[Signature]</i></u> 10/13/21 OFMB QA 10.13.21 AD 10/13/21</p>	<p><u><i>[Signature]</i></u> 10/14/21 Contract Development and Control 10-14-21 TW</p>
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B. Legal Sufficiency

[Signature] 10/14/21
 Assistant County Attorney

C. Other Department Review:

 Department Director

REVISED 9/03
 ADM FORM 01

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