Agenda Item #: 3S3

PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

Meeting Date:	October 19, 2021	[X] Consent [] Workshop	[] Regular [] 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., for the period October 1, 2021 through September 30, 2024, only with respect to the extent that it applies to the main bargaining unit certified by PERC (PERC RA-84-008), and not with respect to the Battalion Chief's Supervisory Bargaining Unit certified by PERC (PERC RA-93-004), 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. (R2019-0234) 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 of the Main Bargaining Unit; however, the ratification vote by the Battalion Chief's Bargaining Unit failed, as reflected in the attached Letter of Union Ratification. Therefore, this new CBA shall apply to the Main Bargaining Unit only and not the Battalion Chief's Bargaining Unit. The three-year cumulative cost of this agreement is estimated to be \$29.9 million (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 the pay period which includes date of 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. <u>Countywide</u> (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:	AND FOR	10/s/2ml
Recommended b	Assistant Fire Chief	(Date
Approved by:	Eiro Dengua Administrator	10/5/202/
Approved by:	Fire Rescue Administrator	/Date / <i>ö</i> // <i>5</i> /2/ Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2022	2023	2024	2025	2026		
Capital Expenditures							
Operating Costs	9.4*	10.0*	10.5*				
External Revenues		·					
Program Income (County)							
In-Kind Match (County)							
NET FISCAL IMPACT	<u>9.4*</u> * in million:	<u>10.0*</u> s	<u>10.5*</u> `				
# ADDITIONAL FTE							
POSITIONS (Cumulative)	0	0					
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 \$29.9 million. As this agreement does not include the Battalion Chiefs the cost will be less. The costs associated with this agreement will be primarily funded through the main Fire/Rescue MSTU. Other funding sources include the Fire/Rescue Jupiter MSTU, Aviation Battalion, and General Government (for Dispatch related costs).

C. Departmental Fiscal Review:

III. REVIEW COMMENTS

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

1B/21

gener 21 Contract Development and Control

B. Legal Sufficiency

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.)