

**PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS**

AGENDA ITEM SUMMARY

Meeting Date: April 5, 2022 [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., for the period October 1, 2021 through September 30, 2024, only with respect to the Battalion Chiefs' Supervisory Bargaining Unit certified by PERC (PERC RA-93-004), with certain compensation enumerated in Article 43 (Duration of Agreement) being retroactive to February 12, 2022.

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 of 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 Battalion Chiefs Bargaining Unit, as reflected in the attached Letter of Union Ratification. The three-year cumulative cost of this agreement is estimated to be \$1.254 million (representing a 9% increase in annual personnel services costs) over the expired CBA, and includes across-the-board salary increases as follows:

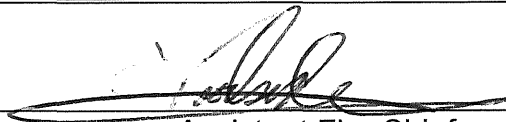
FY 2022	Effective February 12, 2022	3%
FY 2023	Effective the pay period which includes October 1, 2022	3%
FY 2024	Effective the pay period which includes October 1, 2023	3%


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 (MM)

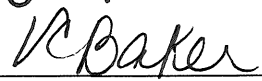
Background and Justification: Florida Statute 447.309 requires the County to "bargain collectively in the determination of the wages, hours, and terms and conditions of employment for the public employees within the bargaining unit." A new CBA was ratified by the Union membership of the Main Bargaining Unit on September 29, 2021; however the Battalion Chiefs Bargaining unit failed to ratify that agreement; therefore this new CBA shall apply to the Battalion Chiefs Bargaining Unit.

Attachments

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

Recommended by:  3-11-2022
Assistant Fire Chief Date

Approved by:  3-11-2022
Fire Rescue Administrator Date

Approved by:  3/24/22
County Administrator Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2022	2023	2024	2025	2026
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	\$183,591	\$450,098	\$620,361	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
NET FISCAL IMPACT	<u>\$183,591</u>	<u>\$450,098</u>	<u>\$620,361</u>	_____	_____
# ADDITIONAL FTE POSITIONS (Cumulative)	<u>0</u>	<u>0</u>	<u>0</u>	_____	_____

Is Item Included in Proposed Budget? Yes No

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

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 \$1.254 million. The costs associated with this agreement will be primarily funded through the main Fire/Rescue MSTU.

C. Departmental Fiscal Review: *in-kind match*

III. REVIEW COMMENTS

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

*for review
3/15/22*
Redignkauer 3/15/22
 OFMB

Dr. S. J. Jurek 3/23/22
 Contract Development and Control
3-23-22 TW

B. Legal Sufficiency

JA 3/24/2022
 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.)