

PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

Meeting Date: April 4, 2023 [X] Consent [] Regular
[] Workshop [] Public Hearing

Department: Fire Rescue

I. EXECUTIVE BRIEF

Motion and Title: Staff recommends motion to approve and ratify: a Side Agreement amending Article 20 – Work Week and Article 26 – Certification, of the Collective Bargaining Agreement (“CBA”) with the Professional Firefighters/Paramedics of Palm Beach County, Local #2928, IAFF, Inc.

Summary: Both parties are requesting a side agreement to the current CBA, October 1, 2021 – September 30, 2024 (R2021-1555). This Side Agreement addresses changes to Article 20 Section 2. Non-Twenty-Four (24) Hour Shift Employees (A) Community Risk Reduction and Mobile Integrated Health (MIH) Employees; and Article 26 Section 4. Recertification, to include the Fire Rescue Medical Social Worker Position into the CBA as agreed jointly by Fire Rescue staff and Union Leadership. **Countywide (MM)**

Background and Justification: Section 447.309, Florida Statutes 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.” The parties conducted multiple collective bargaining sessions culminating in this Side Agreement that has been ratified by the Union and is now awaiting BCC approval.

Attachments:

- 1. Side Agreement
- 2. Letter of Union Ratification

Recommended by: For [Signature] 3-15-2023
Assistant Fire Chief Date

Approved by: [Signature] 3-15-2023
Fire Rescue Administrator Date

Approved by: [Signature] 3/20/2023
Assistant County Administrator Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

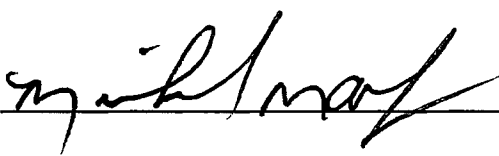
Fiscal Years	2023	2024	2025	2026	2027
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	_____	_____	_____	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
NET FISCAL IMPACT	* 0	_____	_____	_____	_____
# ADDITIONAL FTE POSITIONS (Cumulative)	0	_____	_____	_____	_____

Is Item Included in Proposed Budget? Yes ___ No X
 Does this item include the use of federal funds Yes ___ No X

Budget Account No.: Fund ___ Dept ___ Unit ___
 Revenue Source ___/Object ___

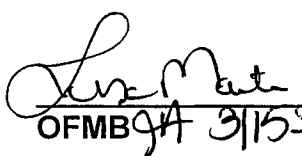
B. Recommended Sources of Funds/Summary of Fiscal Impact:

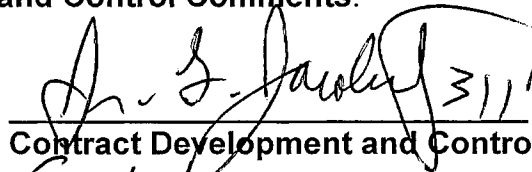
* There is no fiscal impact associated with this item

C. Departmental Fiscal Review: 


III. REVIEW COMMENTS

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

 3/15/2023
 OFMBQA 3/15/23

 3/17/23
 Contract Development and Control
 MA 3/16/23

B. Legal Sufficiency

 3/17/2023
 Assistant County Attorney

C. Other Department Review:

 Department Director

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

Attachment 1
Side Agreement (3 pages)

SIDE AGREEMENT

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT

MEDICAL SOCIAL WORKER

It is agreed upon by both Palm Beach County Fire Rescue and the Professional Firefighters/Paramedics of Palm Beach County, Inc., IAFF Local 2928 that the position of Fire Rescue Medical Social Worker will be included in the Collective Bargaining Agreement.

ARTICLE 20 – WORK WEEK

Section 2. Non-Twenty-Four (24) Hour Shift Employees

The work week for all employees who are not working a twenty-four (24) hour shift shall be forty (40) hours, except as noted otherwise in this Section.

A. Community Risk Reduction and MIH Employees – There shall be a set work week, commencing no earlier than 0700 and concluding no later than 1800 for Community Risk Reduction and MIH employees shall be forty (40) hours plus a one-half (½) hour daily lunch. The scheduled work week may be modified by mutual, written agreement between the Fire Rescue Administrator and Union President. This starting and concluding time shall not apply to employees who are assigned to the Investigation Bureau. Except for the Investigations Bureau, the Community Risk Reduction Division and MIH shall be allowed to work a four (4) ten (10) hour day schedule, Monday through Friday. The Department's Fire Marshal and Medical Services Division Chief shall evaluate the programs to determine the effectiveness of its implementation. Should it be determined that the four (4) ten (10) hour day program is not beneficial to the Department, the Fire Rescue Administrator may choose to discontinue the program and return to the previous work schedule. The County maintains the authority to move or change an assignment or work schedule based on performance which is based on observed occurrences after counseling has occurred.

ARTICLE 26 – CERTIFICATION

Section 4. Recertification

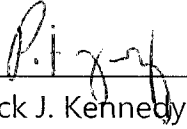
The County shall pay State of Florida recertification fees for full time Fire Safety Inspector (including Battalion Chiefs), Licensed Clinical Social Worker, Paramedic and EMT recertification and shall also provide reimbursement for employees who take required recertification courses, if such course is not offered by the County. Any recertification course required by the State of Florida, and which is not available to the employee while on duty, will be taken by the employee while off duty and shall not be considered as time worked. Any recertification course required by the County, but which is not required by the State of Florida, and not available to the employee while on duty, will be taken by the employee and shall be considered as time worked.

ATTACHMENT A – PAY PLAN

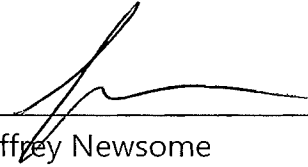
Medical Social Worker		
	Annual	Hourly
Step 1	\$68,635.84	\$32.998
Step 2	\$72,067.84	\$34.648
Step 3	\$75,670.40	\$36.380
Step 4	\$79,453.92	\$38.199
Step 1	\$83,426.72	\$40.109
Step 6	\$87,599.20	\$42.115
Step 7	\$91,979.68	\$44.221
Step 8	\$96,578.56	\$46.432

PALM BEACH COUNTY

**PROFESSIONAL
FIREFIGHTERS/PARAMEDICS OF PALM
BEACH COUNTY, LOCAL 2928, IAFF, INC.**



Patrick J. Kennedy
Fire Rescue Administrator



Jeffrey Newsome
President

2-16-2023

Date

2/16/2023

Date

Approved as to Form & Legal Sufficiency



Assistant County Attorney

Ratified by Palm Beach County on the
_____ day of _____, 2023

Ratified by the Union on the
3rd day of MARCH, 2023

Gregg K. Weiss, Mayor
Board of County Commissioners

Jeffrey Newsome
President

Attachment 2
Ratification Letter (1 page)

PROFESSIONAL FIREFIGHTER/PARAMEDICS OF PALM BEACH COUNTY, LOCAL 2928, I.A.F.F., INC.



March 3, 2023

VIA EMAIL: PKennedy@pbcgov.org

Chief Patrick Kennedy
Palm Beach County Fire Rescue
401 Pike Road
West Palm Beach, FL 33411

Chief Kennedy:

A ratification vote on the proposed Side Agreement to the October 1, 2021, through September 30, 2024, Collective Bargaining Agreement between the Professional Firefighters/Paramedics of Palm Beach County, I.A.F.F., Local 2928, Inc. and Palm Beach County was conducted on February 28, March 1, and March 2, 2023. The vote was in favor of the proposal and therefore ratified by the Bargaining Unit.

If you should need any additional information regarding this ratification vote, please do not hesitate to contact me.

Fraternally,

Angelo D'Ariano
Secretary-Treasurer

Cc: Mark Floyd, Attorney Local 2928
Cc: Jeff Newsome, President Local 2928

"One Union One Family"