

## **IAFF Collective Bargaining Agreement 2024-2027 Overview of Changes**

General housekeeping of the document including dates/years have been updated throughout the document, some of the gender specific language was changed to gender neutral, and mentions of 53-hour employees was updated to 53/50-hour employees to reflect the new schedule being implemented in the third year of the contract.

### **Article 3, Rights of Parties**

Added language that the City shall request and obtain an independent medical evaluation for any disability pension claims and the City Attorney's office will make a recommendation for a stipulated approval or evidentiary hearing. If stipulated approval is recommended, an agenda item will be brought forward to the Pension Trustees. If an evidentiary hearing is recommended, the hearing shall be conducted by State of Florida Division of Administrative Hearings.

### **Article 5, Labor-Management Cooperation**

Added language that the City will maintain a brief summary of Labor-Management meetings and the Union can add comments to the summary if necessary.

### **Article 6, Grievance Procedure**

Added language that the Union waives rights to utilize the Civil Service Board on any matter in the Collective Bargaining Agreement.

Updated the steps of the grievance procedure to say calendar days instead of work days and updated the time Fire Administration will meet with the grievant in Step 1 and Step 2 from 10 working days to 14 calendar days.

Added language for grievance arbitrations that each party shall have the right to unilaterally reject one list of arbitrators from Federal Mediation and Conciliation Service and extended the time frame of the arbitration hearing to sixty days.

### **Article 7, Personnel Practices**

Added language that as of the third year of the contract, employees will be awarded a Kelly Day after every eight days worked resulting in an average work week of 50.3077.

Added language that employees will have the first right of refusal to work the Extra Pay Shift on their assigned Kelly Day provided the employee has signed up for Extra Pay.

Updated Pay Plan Administration section to match the new step plan in place.

Updated language to remove the Employee Fitness & Wellness Incentive Day starting the third year of the contract to coincide with the implementation of the new schedule.

### **Article 8, Leaves of Absence**

Added language that 50-hour employees will only receive up to two floating holidays each payroll calendar year starting the third year of the contract to coincide with the implementation of the new schedule.

Updated the vacation accruals to be on a table instead of a list and updated the vacation buyback language to match other vacation buyback language.

Increased the vacation bank for 53/50-hour employees from 240 to 264 hours and for 40-hour employees from 172 to 180 hours and updated the vacation bank language that all unused vacation hours for the year will be added to the employee's vacation bank as long as it does not exceed the cap.

Increased the sick leave accrual rate for 53/50-hour employees from 134.42 hours a year to 144 hours a year.

Updated the funeral leave language to include aunt, uncle, nephew, and niece as part of the extended family.

Added that the City will provide one week of paid parental leave to eligible bargaining unit members in conjunction with FMLA use for the birth of a child, adoption, or foster care.

### **Article 9, Wages and Compensation**

Updated the pay scale for all bargaining positions to be 3% per step instead of \$1,800 per year of completed service.

Added that bargaining unit members will be paid in accordance with the new annual rate for the first year of the contract. Bargaining unit members will receive a 4% GWI in year two and 3% GWI in year three and eligible bargaining members will receive a step each year of the contract in conjunction with the GWI.

Increased the annual resource allowance for bargaining members from \$440 a year to \$540 a year.

Increased the pay for special team members from \$50 a pay period to \$60 a pay period, increased the pay for special team leaders from \$60 a pay period to \$70 a pay period, and updated the language so those who serve on more than one special teams can be compensated for up to two special teams.

Updated the EMS wages from eligible employees receiving \$100 a payroll period to be in the Paramedic pool and 5% assignment pay for all hours served on the ALS unit to eligible employees who are in non-Paramedic job classifications that have a State of Florida and Pinellas County Paramedic certification receiving \$225 a payroll period for all employees

Increased tuition reimbursement amount from \$1,700 to \$2,000 and from \$2,000 to \$2,200 for Master's Degree level programs.

Added language that any employee who has successfully passed a proficiency exam and has been designated as a certified bilingual interpreter shall be eligible to receive \$25 per payroll period and any employee who obtains a State of Florida Fire Officer I or 2, State of Florida Fire Inspector I or 2, or State of Florida Arson Investigator certification who do not require it for their job classification are eligible to receive \$25 a payroll period. These incentive pays are capped at \$50 a payroll period.

Increased standby pay from \$40 to \$50 for Monday through Friday and from \$50 to \$75 for weekends and extended time during designated holidays.

Updated paycheck issuance language that states employees who do not use direct deposit will receive a pay card instead of a paper check.

### **Appendix A, Wages**

Added appendix to show the biweekly pay range for union members for the contract years which mirrors previous Agreements.

### **Addendum, Military and Prior Firefighter Buyback**

Added language that union members can buyback eligible prior military or firefighter service which will be updated in the pension ordinance.