



LEGISLATIVE MEMORANDUM

TO: Honorable Mayor and Members of the City Council

FROM: Suzanne Sherman, City Manager

THRU: City Manager's Office

DATE: May 16, 2024

RE: Consideration of Collective Bargaining Agreements with the Palm Bay International Association of Fire Fighters (IAFF), Local 2446, Rank and File and Supervisors Units (AGENDA REVISION)

SUMMARY:

Staff held an Executive Session with City Council for the purpose of discussing the contracts on Tuesday, May 14, 2024.

The proposed IAFF contracts address concerns with low pay that affect recruitment and retention, and proposes the following: Year 1 – 11% + 3% step; Year 2 – 10%; Year 3 – 8%. The new step plan with reduced steps and higher starting pay also makes promotion more attractive within the department and improves the City's competitive position in hiring new firefighters. In addition to salary changes, other fiscal impact items include a paramedic incentive of \$12,500, pension monthly contribution changes from \$25 to \$30 and a series of add-pay changes.

For Year 1, the following changes will be reflected:

- ***New Firefighter (Step 1) from \$42,511 to \$47,187***
- New Driver Engineer (Step 1) from \$52,285 to \$58,036
- New Lieutenant (Step 1) from \$60,613 to \$67,280
- New Battalion Chief (Step 1) from \$68,106 to \$75,665

The fiscal impact is further broken down in the attachments, along with the various language changes proposed.

REQUESTING DEPARTMENTS:

City Manager's Office

FISCAL IMPACT:

Projections assume all positions filled based on current staffing: Year 1 \$2,948,492; Year 2 \$4,534,423, and Year 3 \$5,958,303

STAFF RECOMMENDATION:

Motion to authorize the City Manager to sign the Collective Bargaining Agreements with IAFF for Rank and File and Supervisor's Units.

ATTACHMENTS:

1. Fiscal Impact
2. Overview of Wage Comparisons
3. Rank & File
4. Supervisor's Unit