



## Agenda Item Summary

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**File #: 23-00588**

**Agenda Date: 10/10/2023**

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**Agenda Item Name:**

**IAFF Management Unit Collective Bargaining Agreement Revision, FY23-24 IAFF Management Pay Plan Revision and Employee Increases**

**Presenter:**

Heather Akpan, Human Resources Director, Human Resources 352-337-6165

**Description:**

IAFF Management Unit Collective Bargaining Agreement Revision, FY23-24 IAFF Management Pay Plan and Employee Increases

**Recommended Action:**

Request approval for the IAFF Management Unit Collective Bargaining Agreement Revision, FY23-24 IAFF Management Pay Plan Revision and Employee Increases.

**Prior Board Motions:**

The Management Unit CBA was ratified by the BOCC for a term beginning October 1, 2023 through September 30, 2024. The addition of classifications or changes to salary ranges on any of the Pay Plans must be approved by the Board of County Commissioners.

**Fiscal Note:**

Parental leave approximate costs are \$242,000 which will be covered be split between the General Fund 001 and MSBU Fund 011. There may be some cost for back filling people working out of class and potential loss of productivity. The budget for these increases is included in the FY2023-2024 Budget.

**Strategic Guide:**

All Other Mandatory and Discretionary

**Background:**

The CBA is for 2 years, FY '24 and FY '25 and includes the following substantive changes:

- A 10-year step plan
- Implementation of a Kelly Day
- Parental Leave
- Retirement health subsidy

The Human Resources Department prepares recommendations for adjustments and additions to pay plans and to employees' rates of pay each year.

Pay increases included in Fiscal Year 2023-2024 Budget.

FY2023-2024 IAFF Management Pay Plan:

New Minimum rates as shown in the attached Classification Pay Plan.

Add (1) new classification:

Captain/EMS Special Operations; Exempt; Pay Grade: FMB 22 Minimum Hourly Rate: \$31.9952;  
Minimum Annual Rate: \$66,550.02.

Employee Increases for FY24:

Request the increases as shown on Addendum II for IAFF Management bargaining unit employees hired before October 1, 2023, effective the first full pay period after October 1, 2023