

**Memorandum Of Understanding between Alachua County Board of County
Commissioners and Local #3852 International Association of Fire Fighters regarding
Wages and the Fiscal Year 2024 Increase**

This Memorandum of Understanding ("MOU") dated September 21, 2023, is between Alachua County Board of County Commissioners (the "County") and those represented by Local 3852's International Association of Fire Fighters General Unit (the "Union" and, together with the County, the "Parties"). The Parties previously entered into a successor collective bargaining agreement covering the term October 1, 2022 through September 30, 2024, as amended on December 13, 2022, and March 14, 2023 (the, "CBA"). Article 14, Section 14.2 of the CBA entitled "Pay Plan Structure" provides in relevant part:

"Effective October 1, 2023, the County shall take the numerical value of the percentage of whatever across the board pay increase non-bargaining employees of the County will receive, to be used for pay increases for the bargaining unit members covered by this Agreement in the Twenty-Four (24) Hour Division (the "FY 24 Increase"). This value will not be provided to the individual bargaining unit members, but the Union and County agree to negotiate the allocation of the distribution of the same to the pay increase through the Pay Plan for Twenty-Four (24) Hour Division employees."

The Parties met to negotiate per Section 14.2, and on August 23, 2023, the Parties reached a tentative agreement regarding the FY 24 Increase and Wages. See attached **Exhibit 1** incorporated herein.

The Parties agree to the following:

1. All employees in the bargaining unit, other than those in the Fire Marshall Division or a 20 year employee as specified below, shall receive an increase in accordance with their classification as follows:
 - a. EMT/Driver: \$1,500.00
 - b. EMS Attendant: \$4,500.00
 - c. FF/Trainee: N/A
 - d. FF/Certified: \$1,700.00
 - e. Driver Operator: \$3,050.00
 - f. Rescue Lieutenant 1-5: \$3,050.00
 - g. Rescue Lieutenant 6-10: \$3,050.00
 - h. Lieutenant: \$3,050.00
2. All employees in the bargaining unit, other than those in the Fire Marshall Division or a 20 year employee as specified below, shall be eligible for a flat dollar increase if the employee

has met all the requirements to level up (as delineated in the Pay Plan), at the same rate as the previous fiscal year:

- a. EMT/Driver: \$800.00
 - b. EMS Attendant: \$1,200.00
 - c. FF Trainee: N/A
 - d. FF/Certified: \$750.00
 - e. Driver Operator: \$900.00
 - f. Rescue Lieutenant 1-5: \$900.00
 - g. Rescue Lieutenant 5-6: \$8,050.00
 - h. Rescue Lieutenant 6-10: \$1,150.00
 - i. Lieutenant: \$1,150.00
3. Section 14.7 of the CBA provides in relevant part in regards to the classifications within the Fire Marshall Division: “Effective October 1, 2023, all bargaining unit members who are in the Fire Marshall Division, shall receive the same across the board pay increase as non-bargaining employees of the County.” The Parties agree the employees in this classification shall receive a base rate salary increase of 4% representing the 4% across the board increase non-bargaining employees are anticipated to receive.
4. Employees in the Fire Marshall Division are also eligible for a 2% merit increase, if the employee has met the following criteria by September 30, 2023:
 - a. Not have been in a new hire probationary status at any time from October 1, 2022, through September 30, 2023.
 - b. Have received no formal corrective action between October 1, 2022 and September 30, 2023.
 - c. Receive an “exceeds expectations” on their fiscal year 2023 performance evaluation.
 - d. Complete at least 10 hours of job-related training approved by their supervisor.
 - e. Complete all mandatory trainings on time.
5. Section 14.9 of the CBA provides in relevant part that bargaining unit members assigned to the Twenty-Four (24) Hour Division, with 20 years or more with Alachua County Fire Rescue as of October 1, 2019, “...shall receive the same across the board increase as non-bargaining County employees in October 2023 regardless of whether they complete the educational requirements for each level.” The Parties agreed to waive bargaining regarding these employees pursuant to an email (see attached **Exhibit 2**), and agree such employees shall receive beginning the first full pay period following October 1, 2023, regardless of whether they complete the educational requirements for each level, the following:
 - a. Driver Operator: \$3,950.00
 - b. Rescue Lieutenant (Levels 6-10): \$4,200.00
 - c. Lieutenant: \$4,200.00


Such increase shall be a flat dollar amount provided to the employee in those classifications, and those employees shall not receive a percentage increase.

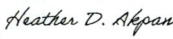
This Memorandum of Understanding shall be effective upon ratification by both Parties. The Union has informed the County the executive board of the Union will ratify this MOU on behalf of its membership. The Union agrees that the Parties shall retain all other CBA rights, and the CBA will remain unchanged.

ALACHUA COUNTY, FLORIDA

BY: 
Michele Lieberman
County Manager

INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS LOCAL #3852

BY: 
Robert Smith (Sep 22, 2023 13:23 EDT)
Robert Smith
President, Local #3852, IAFF

BY: 
Heather D. Akpan
Human Resources Director

APPROVED AS TO FORM:


Courtney L. Wilson (Sep 29, 2023 13:29 EDT)
Courtney L. Wilson
Senior Assistant County Attorney









MOU IAFF General 9.21.23

Final Audit Report

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