



Agenda Item Summary

File #: 23-00644

Agenda Date: 10/10/2023

Agenda Item Name:

IAFF General Unit Regarding Promotional Eligibility-Waiver of Bargaining

Presenter:

Heather Akpan, Human Resources Director 337-6165

Description:

IAFF General Unit Regarding Promotional Eligibility-Waiver of Bargaining agreement.

Recommended Action:

Request approval for the IAFF General Unit Regarding Promotional Eligibility-Waiver of Bargaining agreement.

Prior Board Motions:

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.

Fiscal Note:

N/A

Strategic Guide:

All Other Mandatory and Discretionary

Background:

The County and the Union (Parties) have agreed to waive bargaining of the following issues:

- A. Minimum requirements for Lieutenant Testing
- B. Minimum requirements for Driver Operator Testing

The Parties agree to waive bargaining on the above changes to the minimum requirements for testing for the Lieutenant and Driver Operator classifications for testing for the remainder of 2023 as described in Addendum 1 to the CBA.

The Parties further agree to an adjustment to Article 7.4 of the CBA regarding Rescue Lieutenants Level 6-10 who are successfully promoted to Lieutenant shall retain their current annual salary rather than moving to the base rate for Lieutenant. The Parties agree they anticipate that these changes will expedite the ability to keep engines in service, reduce the department's overtime budget by requiring

employees on the promotional list to work out of class, and allow greater promotional opportunities for promotion of employees.

The Union held a vote per their guidelines and the changes to the CBA were ratified on 10/6/23.