

**Memorandum Of Understanding between Alachua County Board of County
Commissioners and Local #3852 International Association of Fire Fighters General Unit
regarding Promotional Eligibility-Waiver of Bargaining**

This Memorandum of Understanding (“MOU”) dated September 27, 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”).

The Parties recently engaged in collective bargaining negotiating several topics, resulting in a Memorandum of Understanding, scheduled to be presented for ratification to the County on October 10, 2023. During these negotiations, the Parties were unable to reach agreement on a few issues, including out of class language and overtime resulting in increasing unexpected overtime expenses for the County, an inability to keep all engines in service, and less opportunities for advancement for current employees.

Following negotiations, the Union requested a meeting with the Fire Chief for Friday, September 22, 2023, regarding some of the topics the parties had been unable to reach an agreement, including promotional eligibility and concerns about their memberships ability to promote. The Fire Chief in discussion with the Lead Negotiator and County Manager, considered the Union’s position, and subsequently sent an email to the Union requesting a waiver of bargaining on the following changes to minimum requirements and promotional opportunities currently in the CBA:

A. Minimum requirements for Lieutenant Testing

1. Current:

- a. Driver Operator Level 3 or Rescue Lt. Levels 5-10 (Rescue Lt. must be on current Driver Operator out of class list)
- b. State Fire Office 2
- c. Cleared ACFR Paramedic
- d. Four years employed with ACFR

2. New:

- a. Driver Operator or Rescue Lt. Level 5-10 (RLT must be on the current Driver Operator out of class list)
- b. Will have one year from promotion to complete State Fire Officer 2
- c. Cleared ACFR Paramedic
- d. Five years employed with ACFR

B. Minimum requirements for Driver Operator Testing

1. Current
 - a. Firefighter Level 3
 - b. Pump Operator Certified
 - c. Cleared ACFR Paramedic
 - d. Two years employed with ACFR as a Firefighter or Rescue Lieutenant
2. New
 - a. Firefighter Level 3
 - b. Pump Operator Certified
 - c. Cleared ACFR Paramedic or EMT/Firefighter with 15 plus years with ACFR
 - d. Two years employed with ACFR as a Firefighter or Rescue Lieutenant

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 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.

This Memorandum of Understanding shall be effective upon ratification by both Parties. The Union agrees that the Parties shall retain all other CBA rights, and the CBA will remain unchanged.

ALACHUA COUNTY, FLORIDA

INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS LOCAL #3852

BY: _____
Michele Lieberman
County Manager

BY: _____
Robert Smith
President, Local #3852, IAFF

BY: _____
Heather D. Akpan
Human Resources Director

MOU-Eligibility
IAFF General Unit
September 27, 2023

APPROVED AS TO FORM:

Courtney L. Wilson
Senior Assistant County Attorney