



## Agenda Item Summary

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**File #: 24-00216**

**Agenda Date: 3/12/2024**

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**Agenda Item Name:**

**Revisions to the International Association of Firefighters (IAFF) General Unit Collective Bargaining Agreement (CBA)**

**Presenter:**

Heather Akpan, Human Resources Director

**Description:**

Language changes to the CBA include:

- Expansion of minimum qualifications to test for promotion.
- Removal of Retiree Health Insurance Subsidy from the CBA
  - Retirees will now receive the same benefits as non-bargaining unit employees.
- Inclusion of Parental Leave benefit
  - Parental Leave benefit will require the addition of three (3) Firefighter Fulltime employees (FTEs)

**Recommended Action:**

Authorize Chair to sign the amended Collective Bargaining Agreement and Memorandum of Understanding related to the retiree Health Insurance Subsidy. Authorize the addition of 3.0 Firefighter FTEs and approve the budget amendment transferring \$103,181 from MSBU-Fire Fund Reserves.

**Prior Board Motions:**

August 8, 2023, Agenda Item 23-00451

Commissioner Cornell moved to approve staff recommendations of 6 weeks paid parental leave and to ask staff to bring back analysis for the Board to consider and review in 18 - 24 months.

2nd Commissioner Alford. The motion carried 5-0.

**Fiscal Note:**

The impact for FY24 is \$189,862 which is 7 months of Personal Services \$165,112 (50% 091.54.5450.526.12.10 \$82,556 and 50% 011.54.5480.522.12.10 \$82,556) and Operating Expenditures of \$24,750 (091.54.5450.526.52.70 \$4,125 and 011.54.5450.526.52.70 \$20,625). The current budget in the Emergency Rescue Services fund (091) will cover the General Fund portion of expenses until the next published budget amendment takes place at the conclusion of the FY23 audit (\$86,681). The MSBU-Fire fund reserves will cover the remaining \$103,181. This will reduce the MSBU-Fire reserves from \$918,802 to \$815,621.

The annual recurring expenditures for FY25 will be approximately \$292,724 (\$283,048 Personal Services and \$9,675 for Operating). The annual impact in FY25 to General Fund is \$144,712 and to the MSBU-Fire fund is \$148,012.

**Strategic Guide:**

Public Safety

**Background:**

On February 5, 2024, staff met with representatives from the IAFF Local 3852 to discuss several language items in the Collective Bargaining Agreement. The parties discussed three items, Article 7.4, relating to the minimum qualifications to test for promotion, parental leave, and retiree health insurance subsidy. The parties reached a tentative agreement on all items and the agreement was subsequently approved in a vote by the IAFF membership.

The Board of County Commission approved Parental Leave on August 8th for non-bargaining employees. The presentation detailed that Fire Rescue would require an additional three (3) FTEs to cover this new leave. This differs from non-bargaining employees in that the General Unit will receive three (3) weeks Parental Leave at 100% and three (3) weeks at 75%.