



Agenda Item Summary

File #: 25-01011

Agenda Date: [Publish Date]

Agenda Item Name:

IAFF Management Unit Collective Bargaining (CBA) Agreement FY26-FY27

Presenter:

Tommy Crosby, ACM Budget and Fiscal Services, Lead Negotiator, 352-337-6205

Description:

IAFF Management Unit Collective Bargaining Agreement October 1, 2025 – September 30, 2027.

Recommended Action:

Board Approval of the IAFF Management Unit CBA for October 1, 2025 - September 30, 2027 with a two-year step plan.

Prior Board Motions:

N/A

Fiscal Note:

The fiscal impact for the two-year step plan is included in the FY26 Budget for Fire Services, General Fund (001) and Municipal Service Benefit Unit Fund (011).

Strategic Guide:

All Other Mandatory and Discretionary Services

Background:

The successor CBA is for a two-year term, FY26 and FY27 and includes the following substantive changes:

- A two-year step plan for all members of the unit
- Inclusion of Random Drug Testing included in the Drug Free Workplace and Drug Testing Policy
- Updated the Paid Parental Leave to be the same as non-bargaining employees
- Inclusion of Pay During Emergency Declaration & Office Closure for Captains, working outside their normal duties to be the same as non-bargaining staff
- The negotiated Management Unit CBA was ratified by Local 3852 on 11/14/2025.