



Legislation Text

File #: 18-154, **Version:** 1

TO: Honorable Mayor & Members of the North Port Commission

FROM: Peter Lear, City Manager,

TITLE: Approval of a Collective Bargaining Agreement (CBA) between the City of North Port and the Suncoast Professional Firefighters and Paramedics, Local 2546, I.A.F.F. for the period October 1, 2017 to September 30, 2020.

Recommended Action

Approval of the Collective Bargaining Agreement between the City of North Port and the Suncoast Professional Firefighters and Paramedics, Local 2546 for the period October 1, 2017 to September 30, 2020.

Background Information

In December of 2017, the City and the Suncoast Professional Firefighters and Paramedics, Local 2546, I.A.F.F. began negotiations of a successor collective bargaining agreement (CBA). The parties met on five separate occasions to exchange proposals and negotiate the terms of the agreement. The Union held a vote on the agreement March 19, 20 and 21. The City was subsequently notified that the Union had ratified the agreement. The agreement proposed will be for a term of three years effective October 1, 2017 and ending on September 30, 2020.

Some highlights of the changes to the agreement are as follows:

- Article 4 - Hours of Work and Overtime - Any qualified 24-hour shift employee who is temporarily assigned by the City to a position in a higher pay grade for a minimum of four hours shall be compensated.
- Article 5 - Paid Days Off - All employees who are on active pay status shall accrue monthly PDO's that are available for use as an Unscheduled Leave (sick days) during the first six months of employment. After the completion of six months successful service, employees may use Unscheduled or Scheduled (vacation days).
- Article 9 - Pay Schedule, 24 Hours on/48 Hours Off Shift Schedule - Implementation of a professional development pay plan for all covered positions.
- Article 10 - Uniform/Cleaning/Shoe Allowance - Annual payment of \$500 in December of 2018.

Strategic Plan

Financially Responsible City Providing Quality Municipal Services

Financial Impact

The three (3) year term will consist of the following;

- FY 17-18 Slot-in is estimated to have a financial impact of \$ 1,151,670
- FY 18-19 is estimated to have a financial impact of \$ 400,490
- FY 19-20 is estimated to have a financial impact of \$ 420,520; and for a cumulative three-year estimated total compensation impact of \$ 1,972,680

A budget amendment will be brought forward to Commission if this agreement is approved.

Attachments:

1. CBA Between City of North Port and IAFF 10-1-2017 through 9-30-2020
2. Estimated Financial Impact of Compensation terms

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