



Legislation Details (With Text)

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File created:	9/8/2021	In control:		City Council	
On agenda:	9/14/2021	Final action:			
Title:	Approve the three-year contract between the City of Cocoa and the International Association of Firefighters (IAFF) for the contract term of October 1, 2021 through September 30, 2024, contingent on the IAFF ratification vote results. (Administrative Services Director)				
Sponsors:	Department Director				
Indexes:	Fire, IAFF, labor union				
Code sections:					
Attachments:	1. FINAL Clean Version IAFF Contract Oct 1 21 to Sept 30 24 (9-9-21).pdf				

Date	Ver.	Action By	Action	Result
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CITY COUNCIL AGENDA ITEM

Memo Date: September 8, 2021
 Agenda Date: September 14, 2021
 Prepared By: Tammy B. Gemmati, Administrative Services Director
 Through: Stockton Whitten, City Manager
 Requested Action:

Approve the three-year contract between the City of Cocoa and the International Association of Firefighters (IAFF) for the contract term of October 1, 2021 through September 30, 2024, contingent on the IAFF ratification vote results.

BACKGROUND:

Since April 2021, the City of Cocoa City Staff has been working with the International Association of Firefighters (IAFF) Union to renegotiate a new three-year agreement. This agreement includes the classifications of Firefighters, Driver/Operators, and Lieutenants. The negotiation team for the City included: City Manager Stockton Whitten, Administrative Services Director Tammy Gemmati (served as Chief Negotiator), Fire Chief Jonathan Lamm, and Finance Director Rebecca Bowman. On September 7, 2021, the IAFF Union tentatively approved the contract proposal for a three-year term of October 1, 2021 through September 30, 2024.

The IAFF Union will be holding their ratification vote on September 14, 15, and 16. This agenda item was put together and published in advance of the vote to expedite the ratification process. Staff is requesting City Council to approve this three-year contract contingent on the Union ratification vote result that will be available on September 16. In the event the Union does not ratify the contract, the City and Union will resume negotiations and the contract will not be in effect. However, City administration is hopeful the contract will have a favorable vote.

Since this was a complete contract negotiation, there were many changes made, some administrative in nature with little impact. Highlights of the contract modifications include:

Article 1 - Recognition:

- The City and Union agree to jointly file a Unit Clarification Petition with Public Employees Relation Commission (PERC) to add the Driver/Operator position to the bargaining unit certification.

Article 7 - Policies and Procedures:

- 20-day notice for policies will be for substantial rule changes. A 10-day extension may be requested.

Article 8 - Grievance Procedure:

- Increased the time between Steps from 7 days to 10 days.

Article 10 - Dues Deductions

- Administrative changes.

Article 13 - Promotions

- The selection for Promotion of Driver/Operator will be on same criteria as the Lieutenant. The City and Union will work together to update the policy.

Article 15 - Working out of Classification (WOC)

- Going forward, Working out of Class will only be offered to members on the promotions eligibility list. The Working out of Class rate for working as a Driver/Operator is 7.5% additional pay and will now be 10% for working as Lieutenant or District Chief.

Article 25 - Shift Exchange

- Members must now exchange with those that have met promotional requirements or on the promotion eligibility list.
- Language was expanded to address issue if the member fails to work shift exchange.

Article 28 - Insurance

- For Fiscal Year 2022, City absorbed dependent rate increase for health insurance.

Article 29 - Wages

- 7% wage increase with the first pay period of each FY beginning in FY22.
- Increased pay grades minimums and maximums of pay plan by 4%.

Article 30 - Incentive Pay

- Non-Solo Paramedic Pay will be eliminated and grandfathered in for hired prior to October 1, 2021.
- Solo Paramedic Pay was increased to \$6006 annually, paid at an hourly rate.
- Members will be eligible for incentive pay for holding additional certifications for Fire Officer, Instructor, Live Fire Instructor, National Fire Academy Incident Safety Officer Certificate, and

Smoke Diver.

Article 31 - Hours of Work and Overtime

- Administrative changes to language.
- Adding Mandatory Overtime code.

Article 35 - Vacation

- Annual vacation requests will be done in December instead of March.
- Two weeks working notice for payouts.

Article 36 - Sick Leave

- Increase payouts for sick leave of resignation at 25% instead of 20%.
- Revised requirements when a physician's note may be required.
- Two weeks working notice for payouts.

Article 38 - Personal Leave, Non-Paid

- Use of this benefit will require approval concurrence of City Manager.

Article 40 - Job-Related Medical Leave of Absence

- Employees attending medical appointments for Workers' Compensation should utilize their sick leave accruals once they return to duty.
- Temporary light duty shall not exceed 120 days.

Article 41 - Pension

- Amending pension plan to add language for a service incurred disability for an active shooter or mass killing.
- This will come back to City Council in the form of an ordinance.

Article 42 - Education/Paramedic School

- The reimbursement of paramedic school is being changed to a \$3,500 bonus once certified by medical director instead of the reimbursement of tuition.

Article 43 - Seniority

- Added a seniority article to identify the application of seniority for annual vacation requests, FLSA requests, and personnel reduction.

Article 50 - Duration

- This contract is a three-year term with possible reopeners in Wages (Article 29) Pension (Article 41). Details of the wages and pension reopener is written in the respective Articles.

STRATEGIC PLAN CONNECTION:

Employees - Having a three-year contract in place enables stability in the workplace. Additionally, annual wage increases committed for three years will also help retain a qualified workforce and build strong labor/management relations.

BUDGETARY IMPACT:

Budgeted	Pending approval of FY22 Budget
If not budgeted, is amendment/transfer attached?	N/A

The budgetary impact of this three-year contract renewal is illustrated in Article 29: Wages of the Union Contract document provided in attachment. Other Articles with budgetary impact include: Working out of Classification (Article 15), Incentive Pay (Article 30), Hours of Work and Overtime (Article 31), and Pension (Article 41), Education (Article 42).

PREVIOUS ACTION:

At a regular City Council Meeting on September 11, 2018, Council approved a three-year contract between the City of Cocoa and the International Association of Firefighters (IAFF) for the contract term of October 1, 2018 through September 30, 2021.

RECOMMENDED MOTION:

Approve the three-year contract between the City of Cocoa and the International Association of Firefighters (IAFF) for the contract term of October 1, 2021 through September 30, 2024, contingent on the IAFF ratification vote results.