



Legislation Details (With Text)

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| File #: | 23-518 | Version: | 1 | Name: | |
| Type: | Contract | Status: | | Agenda Ready | |
| File created: | 8/17/2023 | In control: | | City Council | |
| On agenda: | 9/12/2023 | Final action: | | | |
| Title: | Approve the revised collective bargaining agreement between the City of Cocoa and the International Association of Firefighters (IAFF) for the contract term of October 1, 2021 through September 30, 2024, amending Article 29 Wages for Fiscal Year 2024. (Administrative Services Director) | | | | |
| Sponsors: | Department Director | | | | |
| Indexes: | IAFF, Labor, labor union, Union | | | | |
| Code sections: | | | | | |
| Attachments: | 1. IAFF Contract Oct 1 21 to Sept 30 24 With new FY24 Wages (FINAL).pdf | | | | |

| Date | Ver. | Action By | Action | Result |
|------|------|-----------|--------|--------|
|------|------|-----------|--------|--------|

CITY COUNCIL AGENDA ITEM

Memo Date: August 23, 2023
Agenda Date: September 12, 2023
Prepared By: Tammy B. Gemmati, Administrative Services Director
Through: Stockton Whitten, City Manager
Requested Action:

Approve the revised collective bargaining agreement between the City of Cocoa and the International Association of Firefighters (IAFF) for the contract term of October 1, 2021 through September 30, 2024, amending Article 29 Wages for Fiscal Year 2024.

BACKGROUND:

On September 14, 2021, City Council approved the ratification of a 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. As part of that agreement, salary pay grades and annual wage increases were agreed for the three-year term, which included a seven percent (7%) increase for Fiscal Year 2022 and three percent (3%) increases for Fiscal Years 2023 and 2024. Due to increased turnover and market salary survey results, it is recommended to increase the starting salaries and higher wage increases for Fiscal Year 2024.

This contract includes the classifications of Firefighters (EMT), Driver/Operator, and Lieutenants. City Staff recommends increasing the pay plan minimums and maximums by twenty-two percent (22%) to make the City more competitive and to help retain employees. Additionally, City Staff recommends an across the board \$3.75 hourly rate increase to base wages instead of the original three percent (3%) already ratified in the current contract.

| Classification | Previous Pay Grades | Revised Pay Grades |
|----------------|---------------------|--------------------|
|----------------|---------------------|--------------------|

| | | |
|-------------------|---------------------|----------------------|
| Firefighter (EMT) | \$38,116 - \$66,300 | \$46,514 - \$80,886 |
| Driver/Operator | \$46,488 - \$69,600 | \$56,706 - \$84,916 |
| Lieutenant | \$57,954 - \$82,800 | \$70,694 - \$101,036 |

Prior to these wage increases being proposed, there were multiple public meetings explaining the critical need for these salary changes. Additionally, the tentative millage rate was established based on the wage proposals for public safety. After the tentative millage rate was set, a negotiation meeting was held with the IAFF representatives. The union approved these proposed changes with a passing ratification vote of Yes - 22, No - 1. Staff recommends Council to approve the new wage article for Fiscal Year 2024.

STRATEGIC PLAN CONNECTION:

Public Safety/Community Standards - In order to attract and retain a skilled community-oriented and diverse sworn and civilian workforce, the City of Cocoa must have competitive wages.

BUDGETARY IMPACT:

| | |
|--|-----|
| Budgeted | Yes |
| If not budgeted, is amendment/transfer attached? | N/A |

These wage increases have been built into the proposed FY2024 Budget.

PREVIOUS ACTION:

At a regular City Council Meeting on September 14, 2021, 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, 2021 through September 30, 2024.

RECOMMENDED MOTION:

Approve the revised collective bargaining agreement between the City of Cocoa and the International Association of Firefighters (IAFF) for the contract term of October 1, 2021 through September 30, 2024, amending Article 29 Wages for Fiscal Year 2024.