



**City of Coral Gables**  
**CITY COMMISSION MEETING**  
**September 13, 2023**

**ITEM TITLE:**

**RESOLUTION OF THE CITY COMMISSION OF CORAL GABLES, FLORIDA, WITH ATTACHMENTS, RATIFYING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1210, FOR THE PERIOD OF OCTOBER 1, 2020 THROUGH SEPTEMBER 30, 2026**

**DEPARTMENT HEAD RECOMMENDATION:**

Approval.

**BRIEF HISTORY:**

The City of Coral Gables (“City”) and the International Association of Fire Fighters, Local 1210 (“IAFF”), have been negotiating a successor collective bargaining agreement and have reached an agreement for the period of October 1, 2020 through September 30, 2026 (the “Agreement”). The IAFF has ratified the Agreement. Upon ratification of the Agreement by the City Commission, the Agreement will reflect the following material changes:

- Article 6 “Wages”
  - Fiscal Year 2021 – 0%
  - Fiscal Year 2022 – 2% increase (retroactive to October 11, 2021)
  - Fiscal Year 2023 – 2% increase (retroactive to October 10, 2022)
  - Fiscal Year 2024 – 3.5% increase
  - Fiscal Year 2025 – 3.5% increase
  - Fiscal Year 2026 – 3% increase
  - A one-time pensionable lump sum wage payment equal to \$550 for every year of service the employee has completed as of September 30, 2023, up to a maximum of 10 years of service.
- Article 15 “Overtime”
  - Increased off-duty rate for officers (lieutenants, captains and battalion chiefs) from \$55 to \$60 per hour.
  - Updated article with language concerning the distribution of overtime and overtime lists.
- Article 48 “Substitution”
  - Increased number of substitution hours to 720 hours.
- Article 50 “Air Technicians”
  - Updated article on how an eligibility list is established.
- Article 53 “Medical Screening”
  - City to cover the cost for a Life Scan Test for each firefighter during life of the collective bargaining agreement.

**FINANCIAL INFORMATION:**

No.	Amount	Account No.	Source of Funds
1.	\$1,104,000	Various	General Fund
<b>Total:</b>	<b>\$1,104,000</b>		

**Fiscal Impact:** The amount reflected herein is the approximate fiscal impact for fiscal year 2024 and includes the lump sum payment, the 3.5% across the board increase and the cost of the medical screening.

**ATTACHMENT(S):**

1. Resolution
2. 2020-2026 Agreement Between the City of Coral Gables and International Association of Fire Fighters, Local 1210 (Clean Version)
3. 2020-2026 Agreement Between the City of Coral Gables and International Association of Fire Fighters, Local 1210 (Red-Line Version)