



City of Coral Gables
CITY COMMISSION MEETING
June 11, 2019

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, 2017 THROUGH SEPTEMBER 30, 2020.

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, 2017 through September 30, 2020 (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 2018 – 2% increase (retroactive to October 2, 2017)
 - Fiscal Year 2019 – 2% increase (retroactive to October 1, 2018)
 - Fiscal Year 2020 – 1.125% (effective October 14, 2019) and a .875% lump sum payment
 - SWAT/Medic assignment pay of \$75.00 bi-weekly (non-pensionable)

- Article 8 "Uniform Allowance"
 - Effective October 1, 2019, increase annual uniform allowance from \$600 to \$1,000.

- Article 15 "Overtime"
 - Effective October 1, 2019, increase the off-duty rate from \$50.00 to \$55.00 per hour.

- Article 17 "Driver Engineer"
 - Firefighters will be required to complete certain courses (off-duty) prior to being eligible to take the Driver Engineer exam.
 - Driver Engineer will be treated as a rank.
 - City will pay for such courses.

- Article 27 "Promotional Examinations"
 - Firefighters will be required to complete certain courses (off-duty) prior to being eligible to take the Lieutenant, Captain or Battalion Chief promotional exams.
 - City will pay for such courses.

➤ Article 41 “Retirement”

- Effective October 1, 2019, a “25 and out” normal retirement eligibility provision will be added for all firefighters who currently have the “Rule of 76” provision, such that they will be eligible to retire upon reaching the earlier of the “Rule of 76” or 25 years of service regardless of age.
- Effective October 1, 2019, for firefighters hired after September 30, 2013, the benefit multiplier for the 25th year of Credited Service will change to 10% so that the total benefit multiplier will be 75% after 25 years of credited service. The maximum benefit remains at 75%.
- Effective September 30, 2013, the definition of average final compensation will be amended for the firefighters who entered DROP on or after October 1, 2013 but before October 1, 2014, so that their final average compensation can be recalculated to include payments for unused compensatory time up to the amount accrued on June 1, 2013.
- Effective October 14, 2019, “Driver Engineer Pay” shall be pensionable. The Driver Engineer Pay shall be reflected in the Step Pay Plan as a separate rank.

➤ Article 53 “Medical Screening”

- City will offer and cover the cost for a Life Scan Test for each firefighter during life of the collective bargaining agreement.

ATTACHMENT(S):

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