

Meeting Date
July 11, 2017



AGENDA	
Section	Consent
Item No.	II C 6

AGENDA REPORT
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

SUBJECT:	Labor Agreement with Brevard County Professional Firefighters Supervisory Unit, Local 2969
DEPT/OFFICE:	Office of Human Resources

Requested Action:

It is recommended that the Board of County Commissioners ratify the tentatively agreed upon modifications to Article 13 in the collective bargaining agreement presented herewith and authorize the County Manager to execute said labor agreement as provided for by Section 447.309, Florida Statutes.

Summary Explanation & Background:

In accordance with Article 67 of the Collective Bargaining Agreement (CBA) between the Brevard County Professional Firefighters Supervisory Unit, Local 2969 and the Brevard County Board of County Commissioners, Representatives of the IAFF and the County Manager conducted wage reopener negotiations at the request of the Union.

The County and Union negotiating teams tentatively agreed to modifications of Article 13 in the current CBA subject to review and approval by this Board. The modified wage article attached to this report highlights the changes negotiated in this tentative agreement.

The parties have tentatively agreed to increase the base rate in the Supervisory Unit wage article by 1.2%. When added to the current 1.8% increase between each Step in the pay plan previously agreed to as part of the 2014-2017 contract negotiations, unit members will see a 3% increase in wages when moving to a new step beginning in the first full pay period after October 1, 2017. The total increase to base wages will have a fiscal impact of \$40,401.96 in FY17/18 which is a 2.1% increase over FY 16/17. Funds are available in the department budget to cover this increase.

This agreement does not become final until ratified by both the Board of County Commissioners and the Brevard County Professional Firefighters Supervisory Unit, Local 2969. The IAFF Supervisory Unit ratified this agreement on May 27, 2017

Clerk to the Board Instructions:

Exhibits Attached: Tentatively Agreed upon Article

Contract /Agreement (If attached): Reviewed by County Attorney		Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	PR	<input type="checkbox"/>
County Manager	Assistant County Manager	Department Director / Extension					
Frank Abbate, Interim County Manager	Assistant County Manager	Jerry Visco, Office of Human Resources Director					



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July 12, 2017

M E M O R A N D U M

TO: Jerry Visco, Office of Human Resources Director

RE: Item II.C.6., Labor Agreement with Brevard County Professional Firefighters Supervisory Unit, Local 2969 for Wage Reopener Negotiations

The Board of County Commissioners, in regular session on July 11, 2017, ratified the modifications to Article 13; and authorized the County Manager to execute said labor agreement with Brevard County Professional Firefighters Supervisory Unit, Local 2969.

Your continued cooperation is greatly appreciated.

Sincerely yours,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Rowe

Tammy Rowe, Deputy Clerk

/kp

cc: Finance
Budget

**ARTICLE 13
WAGES**

- 13.01 Effective the first pay period beginning in ~~October 2017~~ January 2016, Step "0" of the the District Chief Step Plan will be compressed from 14 Steps to 10 Steps. ~~The~~ bi-weekly Total Base rate for the Captain and District Chief Step Plans will be increased by 1.225%. There will be a 1.8% increase between each step calculated on the Total Base rate.
- ~~A. Effective the first pay period beginning in January 2016, all eligible unit members shall move forward up to one step based on their actual completed years of service in their respective rank.~~
- ~~B. Effective the first pay period beginning in April 2016, all eligible unit members shall move forward up to two additional steps based on their actual completed years of service in their respective rank.~~
- 13.02 ~~After implementation of 13.01, p~~Progression to the next appropriate step of each respective rank's Salary Step Plan shall take effect the first pay period beginning in October each year. Progression will be based upon actual completed years of service in their respective rank at the time of the step. Unit members who began in the pay plan at a higher step than step 0 shall have their pay adjusted up from their original step forward.
- 13.03 The certification of Paramedic is recognized as incorporated into the Salary Step Plan for the ranks of Captain and District Chief. In the event a unit member is not certified as a Paramedic, the values of the respective Salary Step shall be reduced in accordance to the Salary Step Plan that is in effect for Captains and District Chiefs. Those unit members who are currently grandfathered from having an EMT certification shall continue the exclusion at their discretion.
- 13.04 The certification of Fire Officer 1 (FO1) is recognized as incorporated into the Salary Step Plan for the ranks of Captain and District Chief. In the event a supervisory unit member is not certified as an FO1, the value of the respective Salary Step shall be reduced in accordance to the Salary Step Plan that is in effect. Those unit members who are currently grandfathered from having an FO1 certification shall continue the exclusion at their discretion. District Chief or Captains who currently hold or subsequently obtain Fire Officer 2 (FO2) certification shall receive \$.36 per hour increase above base pay per the current pay plan.
- 13.05 Certification as a Brevard County HazMat Incident Commander is recognized as incorporated into the Salary Step Plan for the ranks of Captain and District Chief. The value of the respective Salary Step shall be reduced in accordance to the Salary Step Plan that is in effect if a unit member fails to maintain their department certification. The Department shall provide within the framework of eighty (80) hours referenced in Article 48, Training, a maintenance program,

which shall include the Brevard County HazMat Incident Commander incentive recertification. If a unit member fails to demonstrate proficiency there will be a thirty (30) day grace period for re-certification with no loss of incentive. Failure on the part of the department to offer or complete the unit member's re-certification will not be grounds to reduce or remove the unit member's (HMT)incentive.

- 13.06 Effective January 2, 2016, Training Captains are eligible to receive a "State of Florida Instructor" incentive. For State Instructor Two (II) the incentive is \$100 per pay period. For State Instructor Three (III) the incentive is \$200 per pay period.

Effective January 2, 2016, while working in the position of the District Chief of Training, a District Chief is eligible to receive a "State of Florida Instructor" incentive. For State Instructor Two (II) the incentive is \$100 per pay period. For State Instructor Three (III) the incentive is \$200 per pay period. State Instructor incentives are not cumulative.

- 13.07 District Chiefs and Captains are eligible to receive the Wildland Firefighter Certification incentive as noted below.

Wildland Firefighter Certification incentive shall be paid in the first pay period of December. The incentive is \$650.00 for the Arduous Pack Test and \$500.00 for the Moderate Pack Test (normal Department Standard). This is an annual lump sum payment. Management may allow specific currently employed Unit Members, and those that meet the Department's exceptions program to receive the full benefit of the Arduous Pack Test while only participating in the Moderate Pack Test. Employees with ten (10) or more years of service and/or have reached forty (40) years of age will qualify to take the moderate pack test, provided they have taken and passed the Arduous test at least one (1) time previously, and still receive the full \$650.00 incentive.

13.08 Step Increase and Performance Appraisals

- A. Progression to the next step of each respective rank's Salary Step Plan shall take effect on the first pay period of October each year.
- B. Unit members will move to the next step in their respective Step Plan provided an overall performance evaluation level of at least "Meets Expectation" is attained.
- C. Unit members shall be evaluated by their immediate supervisor.
- D. Supervisors will be required to complete their unit members' evaluations as required by the County. Failure of a supervisor to complete a timely evaluation will not delay the unit member's step increase or longevity lump sum payment.

- E. In the event a unit member is denied a step increase because the performance evaluation is below the "Meets Expectations" level, the member shall receive, from his/her respective evaluator, the specific reason(s) for receiving the less than "Meets Expectations" level in writing and specific course of corrective action that must be met in order to achieve the level of "Meets Expectations" as per the prescribed criteria. A unit member will not receive a step increase until a successful re-evaluation occurs.
- F. The re-evaluation shall occur every sixty (60) days or until the unit member attains a performance evaluation level of "Meets Expectations." The unit member must attain the "Meets Expectations" performance evaluation level within one hundred and twenty (120) days of the original evaluation date in order to receive the merit step increase. Upon receiving a performance evaluation level of at least "Meets Expectations", the unit member shall receive a step increase. Such a re-evaluation shall not change the unit member's anniversary date or next performance evaluation date.

13.09 Longevity

Unit members shall receive a lump sum longevity payment in accordance to the Salary Step Plan. Payment shall be made in the first full pay period in December each year. If a unit member has completed a full year of longevity (based on promotional date) and separates from employment in good standing they shall receive longevity compensation upon separation.

13.10 Promotional Step Increase

Unit members who are promoted to a higher rank shall be placed in the starting step for the respective promotional rank or placed in a step that provides a minimum 10% salary increase to the unit members' base salary, whichever is greater. Promotional increase will be calculated on the member's base salary without incentives or holiday pay.

13.11 Paramedic Certification

Unit members who are Florida certified paramedics as of the signing of this contract and perform as either paramedics or supervise paramedics are a Fire Medic 2 in accordance to the applicable pay plan that is in effect so long as the certification remains active.

Unit members who become Florida certified paramedics after the signing of this contract and perform as either paramedics or supervise paramedics will be Fire Medic 1's in accordance to the applicable pay plan that is in effect so long as the certification remains active. These unit members who become Fire Medic 1's are required to become Fire Medic 2's within one (1) year of certification within

guidelines established by the Fire Chief and the Assistant Fire Chief of EMS for achieving Solo status as a District Chief or Captain.

If a unit member is required by the Fire Chief to re-solo, as outlined under the applicable SOP, due to returning from approved leave, said unit member will have sixty (60) days to secure their re-solo status without loss of incentive. The re-solo process applied to the unit members covered by this contract shall be deemed by the Fire Chief as appropriate for the position of a supervisor of paramedics and should focus on any changes that may have occurred involving protocols, policies, procedures implemented and educational programs provided and missed during the covered absence.

It is the intent of the parties that all payments under this Article shall be pensionable under the Florida Retirement System (FRS) in accordance with FRS rules and regulations.

Supervisory Contract
Effective 01/02/2016

Captain Longevity	\$2,201.89
District Chief Longevity	\$2,379.16
Holiday Step Increase	\$50.00

		Current																		
		NON-SOLO	SOLO		District Chief	Capt	District Chief	Capt	District Chief	Capt	DC Training	Capt DC Training	DC Training	Inst II	Inst III	Arduous Pmt	Wildland Firefighter Certification	Moderate	One Time Pmt	
EMT																				
FM1																				
FM2																				
NO-SRT																				
NO-FO1																				
NO-FO1																				
FO-2																				
FO-2																				
Inst II																				
Inst III																				
One Time Pmt																				
Annual																				

Captain Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Wkly Base	\$2,383.02	\$2,429.40	\$2,476.61	\$2,524.67	\$2,573.59	\$2,623.40	\$2,674.10	\$2,725.71	\$2,778.25	\$2,831.74	\$2,886.19
FM2 (basis)	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38
Total Base	\$2,576.40	\$2,622.78	\$2,669.99	\$2,718.05	\$2,766.97	\$2,816.78	\$2,867.48	\$2,919.09	\$2,971.63	\$3,025.12	\$3,079.57
FMS (basis)	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00
Base Annual	\$66,986.40	\$68,192.28	\$69,419.74	\$70,669.30	\$71,941.22	\$73,236.28	\$74,554.48	\$75,896.34	\$77,262.38	\$78,653.12	\$80,068.82

District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Wkly Base	\$2,590.43	\$2,640.54	\$2,691.55	\$2,743.48	\$2,796.34	\$2,850.15	\$2,904.93	\$2,960.70	\$3,017.47	\$3,075.27	\$3,134.11
FM2 (basis)	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38
Total Base	\$2,783.81	\$2,833.92	\$2,884.93	\$2,936.86	\$2,989.72	\$3,043.53	\$3,098.31	\$3,154.08	\$3,210.85	\$3,268.65	\$3,327.49
FMS (basis)	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00
Annual Holiday	\$2,142.40	\$2,214.50	\$2,286.60	\$2,358.70	\$2,430.80	\$2,502.90	\$2,575.00	\$2,647.10	\$2,719.20	\$2,791.30	\$2,863.40
Bi-weekly Holiday	\$82.40	\$85.17	\$87.95	\$90.72	\$93.49	\$96.27	\$99.04	\$101.81	\$104.58	\$107.36	\$110.13
Base + Holiday	\$74,521.46	\$75,896.42	\$77,294.78	\$78,717.06	\$80,163.52	\$81,634.68	\$83,131.06	\$84,653.18	\$86,201.30	\$87,776.20	\$89,378.14

Supervisory Contract
FY 17/18 Wage Reopener

Captain Longevty	\$2,201.89
District Chief Longevty	\$2,379.16

		Proposed																	
		NON-SOLO	SOLO		District Chief	Capt	District Chief	Capt	District Chief	Capt	Capt DC Training	Capt DC Training	Wildland Firefighter Certification						
EMT											Inst II	Inst III	Arduous	One Time Pmt					
FM1													Moderate						
FM2																			
NO-SRT																			
NO-FO1																			
NO-FO1																			
FO-2																			
FO-2																			
Annual																			

Captain Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Wkly Base	\$2,413.94	\$2,460.87	\$2,508.65	\$2,557.29	\$2,606.80	\$2,657.20	\$2,708.51	\$2,760.74	\$2,813.91	\$2,868.04	\$2,923.15
FM2 (basis)	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38
Total Base	\$2,607.32	\$2,654.25	\$2,702.03	\$2,750.67	\$2,800.18	\$2,850.58	\$2,901.89	\$2,954.12	\$3,007.29	\$3,061.42	\$3,116.53
FMS (basis)	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00
Base Annual	\$67,790.32	\$69,010.50	\$70,252.78	\$71,517.42	\$72,804.68	\$74,115.08	\$75,449.14	\$76,807.12	\$78,189.54	\$79,596.92	\$81,029.78

District Chief Step Plan	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Bi-Wkly Base	\$2,623.84	\$2,640.54	\$2,691.55	\$2,743.48	\$2,796.34	\$2,886.68	\$2,904.93	\$2,960.70	\$3,017.47	\$3,075.27	\$3,134.11
FM2 (basis)	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38	\$193.38
Total Base	\$2,817.22	\$2,867.93	\$2,919.55	\$2,972.10	\$3,025.60	\$3,080.06	\$3,135.50	\$3,191.94	\$3,249.39	\$3,307.88	\$3,367.42
FMS (basis)	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00	\$5,028.00
Annual Holiday	\$2,142.40	\$2,214.50	\$2,286.60	\$2,358.70	\$2,430.80	\$2,502.90	\$2,575.00	\$2,647.10	\$2,719.20	\$2,791.30	\$2,863.40
Bi-weekly Holiday	\$82.40	\$85.17	\$87.95	\$90.72	\$93.49	\$96.27	\$99.04	\$101.81	\$104.58	\$107.36	\$110.13
Base + Holiday	\$75,390.12	\$76,780.68	\$78,194.90	\$79,633.30	\$81,096.40	\$82,584.46	\$84,098.00	\$85,637.54	\$87,203.34	\$88,796.18	\$90,416.32