



City of Pensacola

222 West Main Street
Pensacola, FL 32502

Memorandum

File #: 17-00399

City Council

8/10/2017

LEGISLATIVE ACTION ITEM

SPONSOR: Ashton J. Hayward, III, Mayor

SUBJECT:

PENSACOLA PROFESSIONAL FIREFIGHTERS INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF) LOCAL 707 COLLECTIVE BARGAINING AGREEMENT

RECOMMENDATION:

That City Council ratify the proposed Pensacola Professional Firefighters International Association of Firefighters (IAFF) Local 707 Collective Bargaining Agreement. Further, that City Council authorize the Mayor to take all actions necessary to execute the agreement.

HEARING REQUIRED: No Hearing Required

SUMMARY:

On June 13, 2017, a tentative agreement was reached between the City of Pensacola and the International Association of Firefighters (IAFF) regarding their Collective Bargaining Agreement for the period beginning October 1, 2017 and ending September 30, 2020. Effective October 1, 2017, the general terms of agreement are as follows:

- 1) Revised pension language provided by the City of Pensacola to conform to state legislative changes.
- 2) Minimum annual base pay for all firefighters hired after the effective date increased to \$32,500.
- 3) On the effective date, the annual base pay of employed firefighters (with the exception of five named firefighters) with a base pay less than \$32,500 will be increased to \$32,500.
- 4) The annual base pay effective October 1, 2017 for five named firefighters will be increased to \$33,475.
- 5) All other active IAFF members will receive an across the board increase to annual base pay of 3% effective October 1, 2017, 3% effective October 1, 2018 and 3% effective October 1, 2019.
- 6) The remaining provisions and articles not addressed in the terms as outlined above shall remain unchanged from the current Agreement (FY 14, FY 15, and FY 16) to the new Agreement (FY 17, FY 18, and FY 19). The agreement is to be executed with no reopeners during the term of the contract.

The wage increase provision shall not extend beyond 2020 nor become the status quo of this Agreement.

PRIOR ACTION:

None.

FUNDING:

Budget: -0-

Actual: \$154,200

FINANCIAL IMPACT:

The estimated net cost over the next 3 years of the contract is approximately \$1.1 million. The Mayor's proposed FY 2018 Budget includes \$154,200 for the first year of the agreement. The increases for years two and three of the contract will be incorporated in the respective proposed budgets.

CITY ATTORNEY REVIEW: Yes

7/28/2017

STAFF CONTACT:

Eric W. Olson, City Administrator
Edward F. Sisson, Chief Human Resources Officer
Richard Barker, Jr., Chief Financial Officer

ATTACHMENTS:

- 1) IAFF Local 707 Collective Bargaining Agreement Fiscal Years 2018, 2019, and 2020

PRESENTATION: Yes