

MEMORANDUM

January 9, 2014

TO: Honorable Mayor and City Commission

VIA: Kenneth Fields, City Manager

FROM: Sandra D. Davis, Human Resources Director

SUBJECT: Agreement - City of Lake Wales/Lake Wales Professional Firefighters

SYNOPSIS: The City Commission will consider ratifying the Collective Bargaining Agreement between the City and Lake Wales Professional Firefighters

RECOMMENDATION

It is recommended that the City Commission ratify the proposed amendments to the agreement between the City of Lake Wales and the Lake Wales Professional Firefighters, Local #3538.

BACKGROUND

On August 20, 2013, the City Commission approved the collective bargaining agreement between the City of Lake Wales and Local #3538, International Association of Firefighters, and "Lake Wales Professional Firefighters" for the period October 1, 2012 through September 30, 2013. The general purpose of the agreement is to provide wages, hours, and other conditions of employment for the employees in the fire department bargaining unit of which all firefighters except the chief, fire marshal, fire captain, fire prevention/ safety specialist and deputy chiefs are members.

Management staff and the Fire Department union representatives have reached an agreement for the period October 1, 2013 through September 30, 2014.

NOTE: The amendments are presented to the City Commission for ratification at this time. The change to the existing agreement is highlighted below:

Proposed Contract Changes

Article 15, Wages

15.4 (a). Effective October 1, 2013 employees shall receive 1% pay increase and any raise in pay or cost of living adjustment provided to other employees during this contract period.

Article 21, Optional Holidays

21.2. The optional holiday shall consist of ~~twelve and one-quarter (12¼) hours~~ twenty – four and one-half hours (24½).

Article 38, Duration of Agreement

38.1. This Agreement shall become effective upon ratification by the bargaining unit members and approval and ratification by the Lake Wales City Commission and shall continue in full force and effect until midnight of September 30, 2013-14.

FISCAL IMPACT

The cost of a 1% increase is \$17,564 with benefits and is included in 13'14 budget. If the Commission approves a 1% increase in April, there will be an additional cost of \$8,782 with benefits. There is no cost to increase the Optional Holiday hours; however, fire department management will need to be careful when approving leave to insure that it does not increase overtime costs. Un-used Optional Holiday hours are not paid out at the end of employment.

OTHER OPTIONS

Do not ratify the contract.

ATTACHMENT

None