

MEMORANDUM

December 15, 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, International Association of Firefighters.

BACKGROUND

On January 21, 2014, 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, 2013 through September 30, 2014. 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, 2014 through September 30, 2015.

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

15.4 (a) Effective with the first pay-period in October 2014 employees shall receive a 1% pay increase and any raise in pay or cost of living adjustment provided to other employees during this contract period. Any increase shall be negotiated annually in accordance with paragraph 15.2 of this Article.

~~Effective October 1, 2004, the employee's rate of contribution to the pension fund will be 5%. shall increase from 5.5% of total annual compensation. Effective October 1, 2002, the employee's rate of contribution to the pension fund shall increase from 5.5% of the total annual compensation to 7% of total annual compensation. Effective October 1, 2003 the employees contribution rate shall be reduced by one-half percent (1/2) per year until said contribution rate is 5% to total annual compensation on October 2006.~~

Effective Date	Employee Contribution Rate
October 1, 2001	5.5%
October 1, 2002	7.0%
October 1, 2003	6.5%
October 1, 2004	6.0%
October 1, 2005	5.5%
October 1, 2006	5.0%

20.6 If a holiday occurs during an employee's vacation, holiday pay shall be granted at the employee's regular rate, and vacation leave shall not be charged. (for example, if an employee is already on vacation during the week of a holiday, there is no need to use vacation leave for the day of the holiday).

24.4 Sick leave hours may only be converted to vacation if and to the extent that vacation, optional holiday, safety day and compensatory time accruals are not sufficient to cover non-sick leave time off in the current or next bi-weekly pay period. The sick leave will be converted as vacation leave is used. (in other words, an employee can only convert sick leave to vacation when all other leave has been exhausted.)

31.(a) Upon position vacancy, the Fire Chief shall post a notice of the date or dates of the written test and oral interview/exam for the position of Lieutenant ~~or Captain~~. The notice will include the minimum qualifications and will be posted fourteen (14) days before the test is administered.

Only employees who hold the position of Firefighter II or Firefighter III, and possess Fire Officer 1 state certification, are eligible to test for Lieutenant. ~~Employees wishing to test for Captain must have also held the position of lieutenant for a minimum of one (1) year.~~

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, 2014~~5~~.

Kenneth Fields
City Manager
City of Lake Wales

Paul Byrd
Lake Wales Professional Firefighters
I.A.F.F., Local #3538

~~Brian Draper~~ Christopher Whidden
Lake Wales Professional Firefighters
I.A.F.F., Local #3538

This Agreement approved and ratified by the City Commission of the City of Lake Wales on _____, 2015 and effective on October 1, 2013~~4~~.

FISCAL IMPACT

The cost of a 1% increase is included in 14'15 budget.

OTHER OPTIONS

Do not ratify the changes.

ATTACHMENT

None.