



City of Largo Agenda Item 21

Meeting Date
10/16/18

Presenter: Susan Sinz, Human Resources Director

Department: HR – Human Resources

TITLE:

RATIFICATION OF A COLLECTIVE BARGAINING AGREEMENT WITH THE PINELLAS COUNTY PROFESSIONAL FIREFIGHTERS IAFF LOCAL 4966 FOR A THREE YEAR TERM BEGINNING OCTOBER 7, 2018.

The IAFF represents Firefighters/EMTs, Firefighter/Paramedics and Fire Lieutenants. The current collective bargaining agreement with the IAFF expired on September 30th, 2018. The City and the IAFF bargaining teams have reached tentative agreement on a proposed three year agreement beginning October 7, 2018. Pay increases for FY 2019 will be effective with the pay period beginning October 7, 2018. This labor agreement is for a full term of three years, expiring on September 30, 2021.

The agreement continues a range pay plan, with minimum range adjustments of 2% and maximum range adjustments of 3% in FY 2019 and FY 2021. In FY 2020, the minimum adjusts 1% and the pay range maximum adjusts by 2%. These pay range adjustments allow the City of Largo to be competitive within our regional market to attract and retain Paramedics, EMTs (Emergency Medical Technicians) and Fire Lieutenants. The general wage increase is 3%, and benchmarks are retained in the agreement based on tenure within the department.

Of the 121 IAFF bargaining unit employees, the agreement was ratified by the membership with a vote of 82 (yes) to 13 (no).

The agreement has been sent to the City Commission electronically and posted to the website.

Budgeted Amount: \$0.00 Budget Page No(s).: NA Available Amount: \$0.00 Expenditure Amount: \$0.00

Additional Budgetary Information: Sufficient appropriations are available in the FY 2019 Budget to fund the first year of this agreement.

Funding Source(s): General Fund Sufficient Funds Available: Yes No Budget Amendment Required: Yes No Source: N/A

City Attorney Reviewed: Yes No N/A Advisory Board Recommendation: For Against N/A Consistent With: Yes No N/A Not Applicable

Potential Motion/Direction Requested: I MOVE TO RATIFY/NOT RATIFY THE COLLECTIVE BARGAINING AGREEMENT WITH THE PINELLAS COUNTY PROFESSIONAL FIREFIGHTERS IAFF LOCAL 4966 FOR A THREE YEAR TERM BEGINNING OCTOBER 7, 2018

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Attachments: None