MIAMIBEACH

COMMISSION MEMORANDUM

TO: Mayor Dan Gelber and Members of the City Commission

FROM: Alina T. Hudak, City Manager

DATE: September 14, 2022

SUBJECT: **A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, FOLLOWING A DULY NOTICED PUBLIC HEARING PURSUANT TO SECTION 5.04 OF THE CITY CHARTER AND PRESENTATION OF A PRE-COLLECTIVE BARGAINING ANALYSIS OF FRINGE BENEFITS, RATIFYING A THREE (3) YEAR LABOR AGREEMENT BETWEEN THE CITY OF MIAMI BEACH AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS ("IAFF"), LOCAL 1510 FOR THE PERIOD FROM OCTOBER 1, 2021 THROUGH SEPTEMBER 30, 2024; AND AUTHORIZING THE MAYOR AND CITY MANAGER TO EXECUTE THE AGREEMENT, SUBJECT TO THE CITY COMMISSION'S APPROVAL OF THE CORRESPONDING CLASSIFIED SALARY ORDINANCE, WITH SECOND READING SCHEDULED FOR SEPTEMBER 28, 2022.**

ADMINISTRATION RECOMMENDATION

Adopt the Resolution.

BACKGROUND

The City's workforce has classified employees categorized into six (6) groups: Group I represented by the American Federation of State, County and Municipal Employees ("AFSCME") Local 1554; Group II represented by the Fraternal Order of Police ("FOP") William Nichols Lodge No. 8; Group III represented by the International Association of Firefighters ("IAFF") Local 1510; Group IV represented by the Communications Workers of America ("CWA") Local 3178; Group V represented by the Government Supervisors Association of Florida ("GSAF"), OPEIU, Local 100; and Group VI comprising of all other classifications in the classified service not covered by a bargaining unit (commonly referred to as "Others").

ANALYSIS

On October 1, 2021, the three-year collective bargaining agreement between the City of Miami Beach and the IAFF covering the period of October 1, 2018 through September 30, 2021 expired. The City and IAFF began meeting February 2, 2022, to negotiate a successor agreement. After seven formal negotiation sessions, on July 8, 2022, the City and IAFF reached a tentative three-

year agreement ("Agreement") covering the period of October 1, 2021 through September 30, 2024.

The IAFF leadership held a ratification vote ending on August 31, 2022, for the proposed agreement, attached as Exhibit A, with the results of the vote to be delivered to the City Commission before or on the Commission meeting of September 14, 2022.

The following is a summary of the newly negotiated terms between the parties:

General Provisions

6.13 Promotional Examinations and Appointments – New degrees have been added for promotions and educational points.

6.15 Injury Service Connected (ISC) – There is a modification to the Injury Service Connected procedure that reduces the period from (32) thirty-two weeks of ISC leave to (12) twelve weeks of ISC leave, with the possibility of an extension.

7.35 Second Language Pay – The 5-year requalification requirement for second language pay is removed.

Cost-Of-Living Adjustments (COLA)

8.1 Wage Increases:

- 2% retroactively effective with the first full pay period ending in April 2022
- 3% effective with the first full pay period ending in April 2023
- 3% effective with the first full pay period ending in April 2024

Other Economic Items

6.7 Uniforms – There is an increase in uniform cleaning and maintenance allowance from $85 to $100 monthly.

7.1 Wage Increases – There is a modification to pays included in longevity calculation. Longevity pay shall be calculated only on base pay for all new employees hired after 9/30/24.

7.4 Paramedic Pay – There is an increase in supplemental premium pay from 14% to 15% effective upon ratification.

7.11 Holidays – There is an addition of Juneteenth holiday and a conversion of the birthday holiday to an additional floater.

There is an additional new attendance leave incentive. Any employee who has no sick leave call- outs at the end of a 6-month period will receive 12-hours of administrative leave for a total of up to one 24-hour shift off annually.

7.16 Hours of Work – Effective after the last pay period of February 2023, the Firefighter 'R day" every seventh shift will be eliminated and converted into an "A day" ("Adonis Day") that will occur every fifth shift, resulting in the average pay period for twenty-four (24) hour shift personnel to be 90 hours in a 14-day period.

In order to implement the change, the City will hire 13 firefighters at a cost of $1,284,825 in Year 2 of the contract (inclusive of one-time equipment costs) and $1,856,000 in Year 3 of the contract.

7.17 Health Trust Contribution – In addition to the 10% PEHP contribution made by the members, upon separation from service, all employees will contribute into their PEHP account 100% of unused sick and or vacation leave at dollar for dollar value, for up to 300 hours. The amount will be calculated after all other sell-backs available to the employee have been used or completed.

7.18 Paramedic Recertification Pay – This pay will increase from $500 to $1,500 annually.

7.25 State Certified Fire Officer Pay (NEW) - Employees shall receive an additional 2.5% non-pensionable supplement to their base salary upon receipt of a State Certified Fire Officer I Certificate. Employees shall receive an additional 5% non-pensionable supplement to their base salary upon receipt of a State Certified Fire Officer II Certificate.

7.29 Hazardous Duty Pay - Effective 10/1/2022, Hazardous Duty pay shall increase from $125 to $150 biweekly. Effective 10/1/2023, the pay shall increase to $175 biweekly.

7.38 Housing Stipend (NEW) - The City shall pay a housing stipend of $250 per month for bargaining unit employees (up to a maximum of 50 police and fire combined) living within the Miami Beach City limits, upon confirmation of residency by the Human Resources Department.

Miscellaneous Items

9.1 Educational Leave and Tuition Refund – Language clarification and increase to reflect City Resolution No. 2017-29714.

ESTIMATED FISCAL IMPACT

The terms and conditions of the proposed three-year labor agreement between the City and IAFF assumes an estimated impact of $603,146 for FY 2021/22; $3,760,780 for FY 2022/23; $5,272,742 for FY 2023/24. The total estimated three-year impact is $9,636,669.

Attached as Exhibit B is a written report presented by the City Manager or her designee as required by Section 5.04 of the City Charter, detailing the current status and related fiscal impacts of fringe benefits, including pension and health insurance plans. The fringe benefits including pensions and insurance plans provided by or funded by the City to its officers and employees have been considered and incorporated into the City budget inclusive in each Department's line items.

CONCLUSION

The Administration finds the provisions of this contract fair to the employees and fiscally responsible for the City. Therefore, adoption of this resolution is recommended. Exhibit A to the resolution is a copy of the proposed labor agreement.

The City Attorney's Office has reviewed and approved the contract language as in form and legal sufficiency.