



City of Eustis

P.O. Drawer 68 • Eustis, Florida 32727-0068 • (352) 483-5430

TO: EUSTIS CITY COMMISSION

FROM: TOM CARRINO, CITY MANAGER

DATE: JANUARY 2, 2025

RE: RESOLUTION NUMBER 25-07: APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT WITH THE EUSTIS PROFESSIONAL FIREFIGHTERS LOCAL 4731 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS FIRE LIEUTENANT UNIT

Introduction:

Resolution Number 25-07 approves a collective bargaining agreement between the City of Eustis and the Eustis Professional Firefighters Local 4731 International Association of Firefighters Fire Lieutenant Unit for Fiscal Year 2023-2024 and authorizes the City Manager to sign said agreement.

Background:

Staff recommends approval of Resolution Number 25-07.

Recommended Action:

Eustis Fire Lieutenants unionized in 2021. The City and the Lieutenants Union, also referred to as the B-Unit, agreed to hold off on negotiations until negotiations with the Firefighters A-Unit were concluded. Following the conclusion of the A-Unit contract, the City and the B-Unit engaged in negotiations starting in February 2023. Since that time, the parties have developed a new contract for the bargaining unit. Below are some of the highlights from the contract:

Article 12 – Wages: Upon ratification, bargaining unit employees will receive a 2% wage increase to compensate them for concessions on pension. Paramedic pay is set at \$9,975 annually, or \$3.6194 per hour. Additionally, the three current lieutenant paramedics will receive an additional \$1,000 annually (or \$0.3628 per hour) added to their base salary and a one-time lump sum payment of \$2,000. Finally, the agreement lays out equity adjustments totaling \$28,350 for five current employees to be added to base salary upon approval of the agreement.

Article 14 – Annual (Vacation) Leave Accrual: Per direction from the City Commission to adjust the annual leave accrual process for all City employees, terms similar to those included in the PBA contract have been negotiated. Bargaining unit employees who have more than 552 hours of accrued annual leave as of the effective date of the agreement will have the excess hours placed in an excess annual leave account to be used in the same manner as other annual leave and can be carried over from year-to-year. Going forward, employees who continue to earn hours and have more than 552

hours of accrued annual leave as of the end of month of the employee's full time anniversary date, shall forfeit any time over 552 hours.

Article 20 – Pension: The B-Unit has agreed to pension terms similar to the A-Unit and the PBA. This includes adjusting member contributions to a sliding scale between 4% and 7.5% based on 16% of the City's contribution as of October 1 of each year. Additionally, new employees hired after the ratification will receive a 3% multiplier for service credit while existing employees will stay at the 4% multiplier.

Both the City and the B-Unit are seeking dates to begin negotiations on the next three year contract.

Alternatives:

1. Approve Resolution Number 25-07
2. Deny Resolution Number 25-07 and provide further direction to staff

Budget/Staff Impact:

The proposed equity and paramedic salary increases total approximately \$37,350. The 2% salary increases total approximately \$10,000 and are largely offset by increased pension contributions. The changes to the annual leave policy are difficult to quantify, but they should reduce the City's leave liability.

Any salary increases will be absorbed by the FY 24-25 budget.

Prepared By:

Tom Carrino, City Manager