



City of Eustis

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TO: EUSTIS CITY COMMISSION

FROM: Tom Carrino, City Manager

DATE: September 18, 2025

RE: Resolution Number 25-73: Approval of IAFF Fire Lieutenant Unit 10/1/2024 – 9/30/2027 Contract

Introduction:

Resolution Number 25-73 approves an agreement between the City of Eustis and the International Association of Firefighters (IAFF) Local 4731 Fire Lieutenant Unit, modifying Article 6 - Hours of Work and Overtime, Article 12 - Wages, Article 14 - Annual Leave Accrual, Article 15 - Holidays, Article 20 – Pension, and Article 23 - Entire Agreement/Duration of the Collective Bargaining Agreement.

Background:

The Collective Bargaining agreement with the IAFF Fire Lieutenant Unit expired on September 30, 2024. The City received a request from the IAFF Fire Lieutenant Unit to enter into negotiations.

On July 22, 2025, the City's negotiating team, consisting of Tom Carrino, City Manager, Miranda Burrowes, Assistant City Manager, Karen Crouch, Human Resources Director, and Jeffrey Mandel, attorney at law, Fisher & Phillips, LLP, met with representatives from the IAFF Fire Lieutenant Unit and entered into negotiations.

After a series of collaborative meetings, the teams reached a tentative agreement modifying Article 6 - Hours of Work and Overtime, Article 12 - Wages, Article 14 – Annual Leave Accrual, Article 15 - Holidays, Article 20 – Pension, and Article 23 - Entire Agreement/Duration of the Collective Bargaining Agreement as presented in Exhibit A. Resolution 25-73 authorizes the City Manager to sign said agreement. On September 9, 2025, the IAFF Fire Lieutenant Unit tentatively agreed to the agreement as presented in the resolution, and the substantive provisions are as follows:

1. Article 6, Hours of Work and Overtime – Section 2. Updated language in the first section, removing the effective date from the previous contract.

Section 4. Changed the compensation rate of Quality Assurance Officer and Field Training Officer from \$0.67 per hour worked to \$1.415 per hour worked.

Section 5. Removed this section as it was for the previous contract and is no longer needed.

2. Article 12, Wages – Section 1. Removed pay increase language from the previous contract, and added the following language: For Fiscal Year 2024-25, effective the beginning of the first full pay period of the fiscal year, and provided this Agreement is ratified by the Union membership by September 16, 2025.

Paragraph A. Employees who receive an overall rating of Meets Expectations or better on their evaluation ending July 31, 2024, shall receive a 5% pay increase and an additional \$1,000 (\$0.3628) to their base rate of pay.

Paragraph B. Bargaining unit employees who maintain a current Florida Paramedic Certification and have been approved by the Medical Director to practice as a paramedic shall receive paramedic pay of \$3.9217 per hour (\$11,420 annualized), not added to their base rate of pay for purposes of wage increases.

Paragraph C. The base rate of pay, minimum, and maximum of the bargaining unit classification shall be:

Lieutenant: \$23.0790 hr. - \$34.6964 hr.

Section 2. Removed language from previous contract regarding the change to becoming 2756-hour employees and added the following language: For Fiscal Year 2025-26, effective the beginning of the first full pay period of the fiscal year:

Paragraph A. Employees who receive an overall rating of Meets Expectations or better on their evaluation ending July 31, 2025, shall receive a 5% pay increase to their base rate of pay.

Paragraph B. Bargaining unit employees who maintain a current Florida Paramedic Certification and have been approved by the Medical Director to practice as a paramedic shall receive paramedic pay of \$4.1717 per hour (\$12,148 annualized), not added to their base rate of pay for purposes of wage increases.

Paragraph C. The base rate of pay, minimum, and maximum of the bargaining unit classification shall be:

Lieutenant: \$24.2330 hr. - \$36.4312 hr.

Section 3. Removed language from previous contract and added the following language: For Fiscal Year 2026-27, effective the beginning of the first full pay period of the fiscal year:

Paragraph A. Employees who receive an overall rating of Meets Expectations or better on their evaluation ending July 31, 2026, shall receive a 5% pay increase to their base rate of pay.

Paragraph B. Bargaining unit employees who maintain a current Florida Paramedic Certification and have been approved by the Medical Director to practice as a paramedic shall receive paramedic pay of \$4.3717 per hour (\$12,730 annualized), not added to their base rate of pay for purposes of wage increases.

Paragraph C. The base rate of pay, minimum, and maximum of the bargaining unit classification shall be:

Lieutenant: \$25.4446 hr. - \$28.2528 hr.

Section 4. Removed all language from the previous contract related to a 2% increase.

Section 5. Removed all language from the previous contract related to individual paramedic pay increases and lump sums. Kept the following language: Employees receiving paramedic pay cannot voluntarily relinquish their paramedic status absent prior written approval from the Fire Chief.

Section 6. Removed all language related to the previous contract. This section lists individual hourly pay adjustments in the previous contract.

Section 7. Added the following language: Employees promoted to Fire Lieutenant will not be credited with an additional 156 hours of pay upon their promotion.

Section 8. Added the following language: Effective the beginning of the first full pay period after ratification of this Agreement by both parties, bargaining unit employees who attain Florida Live Fire Training Instructor certification shall receive an additional \$0.25 per hour not added to their base rate of pay, for purposes of wage increases.

Section 9. Added the following language: Effective the beginning of the first full pay period after ratification of this Agreement by both parties, bargaining unit employees who successfully complete a City-approved Truck Company Operations course, a City-approved Vehicle and Machinery Rescue Operations course and a City-approved Rope Rescue Operations course shall receive an additional \$0.50 per hour not added to their base rate of pay for purposes of wage increases.

3. Article 14, Annual (Vacation) Leave Accrual – Section 6. The number of hours an employee shall receive in a payout when he/she retires or resigns in good standing changed from 200 hours to 240 hours. Also, accrued leave in excess of 240 hours shall be forfeited at the time of separation from City employment.

4. Article 15, Holidays – Section 9. The number of hours of paid time off for each month remaining in the fiscal year, from the date they completed their probation until October 1st, changed from 10 to 12 hours.

5. Article 20, Pension – Section 1. The following language was added:

Paragraph D - Normal Retirement Date- Effective upon the amendment of the Firefighters' Pension and Retirement System Ordinance, the Normal Retirement Date shall be the earlier of: (a) age 55 and the completion of 10 years of Credited Service, or (b) the completion of 25 years of Credited Service, regardless of age.

Paragraph E. The parties mutually agree and consent that all frozen and excess Chapter 175 premium tax revenues received each year up to \$196,911 will be used to reduce the City's annual required contribution to the Pension Plan. Excess Chapter 175 premium tax revenues received each year in excess of \$196,911 will be split, with 50% going into the members' Share Plans and 50% going to the City to reduce its annual required contribution to the Pension Plan.

6. Article 28, Entire Agreement/Duration – Section 2. If either the City or the Union desires to modify, amend, or terminate this Agreement at its normal expiration date, official notice of such desire must be given in writing no later than June 1st, 2027.

Section 4. This agreement is for a three-year period through September 30, 2027.

Budget/Staff Impact:

Budget: The approved FY 24/25 budget includes sufficient funding for the recommended increase in salaries and benefits.

Staff Impact: There will be additional work for existing administrative staff who will have to process the pay increases and track vacation and holiday PTO usage and payment, but the work should not require overtime or additional personnel.

Recommended Action:

Staff recommends approval of Resolution Number 25-73.

Prepared By:

Karen Crouch, Human Resources Director

Reviewed By:

Tom Carrino, City Manager