



City of Eustis

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TO: EUSTIS CITY COMMISSION

FROM: Tom Carrino, City Manager

DATE: March 20, 2025

RE: Resolution Number 25-23: Approval of IAFF A Unit 10/1/24 - 9/30/27 Contract

Introduction:

Resolution Number 25-23 approves an agreement between the City of Eustis and the Eustis Professional Firefighters Local 4731 International Association of Firefighters (IAFF), modifying Articles 6 – Rules and Regulations, Article 7, Hours of Work and Overtime, Article 9 – Discipline, Article 16 – Wages, Article 17 – Annual (Vacation) Leave Accrual, Article 18 – Holidays, Article 21 – Sanitation, Maintenance, Upkeep and Clothing Allowance, Article 23 – Payment for Temporary Upgrades, Article 27 – Pension, Article 28 – Entire Agreement/Duration

Recommendation:

Staff recommends approval of Resolution Number 25-23

Background:

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

On September 19, 2024, 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 A Unit and entered into negotiations.

After a series of collaborative meetings, the teams reached a tentative agreement modifying Article 6 – Rules and Regulations, Article 7, Hours of Work and Overtime, Article 9 – Discipline, Article 16 – Wages, Article 17 – Annual (Vacation) Leave Accrual, Article 18 – Holidays, Article 21 – Sanitation, Maintenance, Upkeep and Clothing Allowance, Article 23 – Payment for Temporary Upgrades, Article 27 – Pension, Article 28 – Entire Agreement/Duration as presented in Exhibit A. Resolution 25-23 authorizes the City Manager to sign said agreement. On March 6, 2025, the IAFF A Unit membership ratified the agreement as presented in the resolution and the substantive provisions are as follows:

1. Article 6 – Updated language in the first section to read as follows. Except as modified by a specific provision of this Agreement, the employees covered hereunder shall comply with all applicable rules, regulations, policies, procedures, orders, and practices of the City and the Fire Department. 2. If the City or the Fire Department amends, creates, or deletes existing rules, regulations, policies, procedures, orders, or practices, written notice shall be provided to the Union at least 30 days in advance,

except in instances which could affect life and/or safety, in which case advance notice will be provided as soon as possible. To the extent required by law, the parties will impact bargain.

2. Article 7 – Bargaining unit employees who work with the duties and responsibilities of either a Quality Assurance Officer or Field Training Officer are to be compensated at the rate of \$1.415 per hour. Also, the following language was added: *Utilization of overtime, assignment of overtime, and selection of personnel to work overtime shall be at the discretion of management in a fair and equitable manner.*
3. Article 9 – The reference to Attachment 1 was removed – there is no Attachment 1
4. Article 16 – A. FY 2024/25 Current certified paramedics shall have \$9,975 (3.62 per hour) subtracted from the base rate of pay. Any paramedic wages in excess of \$9,975 (\$3.62 per hour) shall become part of their base rate of pay going forward. Employees who meet or exceed expectations on their July 31, 2024, evaluation will receive 5% increase to base rate of pay and an additional \$1,000 (\$0.3628/hr) to their base rate of pay. Employees who are currently certified paramedics and have been approved by the Medical Director to practice as a paramedic shall receive \$3.9217 per hour (\$11,420 annually). These increases will be applied retroactively to the beginning of the first full pay period in Fiscal Year 2024-25. The base rate of pay minimums and maximums of each bargaining unit classification shall be:

Firefighters: \$16.8489 hr. - \$25.5060 hr.
Firefighter/Engineer: \$17.6438 hr. - \$26.7156 hr.
Sr. Engineer: \$19.5013 hr. - \$29.6817 hr.

B. FY 2025-26 employees who meet or exceed expectations on their July 31, 2025, evaluation shall receive a 5% increase to their base rate of pay. Certified Paramedics as described above shall receive paramedic pay of \$4.1717 per hour (\$12,148 annually).

Firefighters: \$17.6914 hr. - \$26.4004 hr.
Firefighter/Engineer: \$18.5260 hr. - \$27.6704 hr.
Sr. Engineer: \$20.4764 hr. - \$30.7849 hr.

C. FY 2026-27 employees who meet or exceed expectations on their July 31, 2026, evaluation shall receive a 5% increase to their base rate of pay. Certified Paramedics as described above shall receive paramedic pay of 4.3717 per hour (\$12,730 annually).

Firefighters: \$18.5759 hr. - \$27.7204 hr.
Firefighter/Engineer: \$19.4523 hr. - \$29.0540 hr.
Sr. Engineer: \$21.5002 hr. - \$32.3241 hr.

D. Effective the beginning of the first full pay period after ratification of this agreement by both parties, employees who attain Florida Live Fire Training Instructor certification shall receive an additional \$0.25 per hour not added to their base pay for purposes of wage increases.

E. Effective the beginning of the first full pay period after ratification of this agreement by both parties, employees who attain a City-approved Trucks 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 pay for purposes of wage increases.

F. Effective the beginning of the first full pay period after the ratification of this agreement by both parties, employees shall receive compression pay increases of 0.25% per hour added to their base rate of pay for each full year of continuous completed City Fire Department service up to a cumulative maximum of 3%.

5. Article 17 – A. 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 last day of the month of the employee’s full-time anniversary date, shall forfeit any time over 552 hours.

B. The use of annual leave in conjunction with a bargaining unit employee’s anticipated separation from employment is subject to the prior written approval of both the Fire Chief and the City Manager and is limited to 240 hours.

C. Employees who retire or resign in good standing shall receive payment of accrued unused annual leave not to exceed 240 hours. Leave in excess of 240 hours shall be forfeited at the time of separation from City employment.

6. Article 18 – Section 3, the language, “Effective October 1, 2021” was struck.

7. Article 21 – Clothing allowance is increased to \$600.

8. Article 23 – A. Members assigned to ride up to an Engineer shall receive one dollar (\$1.00) for each hour worked as an Engineer. Such assignments may be made when no Engineer is available for launched overtime, and employee has signoffs on all asterisked items in their task books and state Pump Operator certification

B. Engineers assigned to ride up as Senior Engineer shall receive two dollars and eight cents (\$2.08) for each hour worked as the Officer in Charge of a Station. Such assignments may be made when no Senior Engineer or Lieutenant is available for launched overtime and the employee has signoffs on all asterisked items in their task books.

9. Article 27 – Paragraph A - Language is struck that pertains to the Fiscal Year of the previous contract. 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. Nothing herein shall impact any monies already in the members’ Share Plans. Paragraph F – The changes in Paragraph D and E are contingent upon the Lieutenants’ bargaining unit agreeing to such changes.

If the Lieutenants' bargaining unit does not want to use any of the future excess premium tax revenues to change the normal retirement date to 25 and out, the City proposes to leave the current normal retirement date unchanged.

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

Budget/Staff Impact:

The approved FY 24/25 budget includes sufficient funding for the recommended increase in salaries and benefits. Future budgets will be prepared accordingly. The three-year budget impact is as follows:

FY 24/25 Pay and Fringe Benefits Increased Costs - \$167,277

FY 25/26 Pay and Fringe Benefit Increased Costs - \$117,833.51

FY 26/27 Pay and Fringe Benefit Increased Costs* - \$175,396.38

***Includes 4 new paramedics**

Staff Impact: There will be additional work for existing administrative staff that 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.

Prepared By:

Karen Crouch, Human Resources Director

Reviewed By:

Tom Carrino, City Manager