



ITEM SUMMARY

MEETING DATE: September 17, 2025

FROM: Phillip Konz, Fire Chief, Fire Rescue

SUBJECT: MOU between the City/IAFF Local 2928 Allowing for Legacy Firefighters

BACKGROUND

The fire service has a long-standing history of being family oriented with professional values like integrity, courage, service, and teamwork. For generations, firefighters worked side-by-side with relatives (which is called legacy firefighters) and in today's fire service this is allowed throughout most counties and municipalities. The City of Greenacres has a nepotism policy which eliminates this long-standing history from our fire rescue department, and we understand the premise of this policy. The Memorandum of Understanding gives an exception for Greenacres Fire Rescue to have this long-standing tradition with safeguards in place.

ANALYSIS

Greenacres Fire Rescue and the Union have worked together to come to an agreement which will allow for legacy firefighters within our Greenacres Fire Rescue Department. The agreement lays out for the ability to have a relative work within the department but never under direct supervision. The MOU also has administrative safeguards to prohibit the supervision of a relative to include performance evaluations, work assignments, discipline, or any terms and conditions of employment. The City Manager retains ultimate discretion to determine whether a relative's hiring is appropriate and may grant a waiver provided all these safeguards are in place.

FINANCIAL INFORMATION

No financial impact to the City.

LEGAL

City Attorney has reviewed the item and all supporting documents for legal sufficiency and compliance.

STAFF RECOMMENDATION

Staff is recommending approval of the MOU between the City and the IAFF Local 2928 Union.