



PROFESSIONAL FIREFIGHTERS/PARAMEDICS OF PALM BEACH COUNTY, LOCAL 2928, I.A.F.F., INC.

3713 S. Congress Ave, Palm Springs FL, 33406 561969.0729 www.IAFF2928.com



Memorandum of Understanding between the City of Greenacres and the Professional Firefighters/Paramedics of Palm Beach county Local IAFF 2928

WHEREAS, the City of Greenacres and the Professional Firefighters/Paramedics of Palm Beach County, Local 2928, I.A.F.F., Inc. ("Union"), relating to the supervisory bargaining unit, have entered into a Collective Bargaining Agreement ("CBA") effective October 1, 2023 through September 30, 2026; and

WHEREAS, Article 5 (Management Rights) #5 and #6 of the CBA reserves to the City the right to hire, examine, classify, and manage employees, subject to the terms of the Agreement; and

WHEREAS, the City's Personnel Policies, consistent with Section 112.3135, Florida Statutes, restrict the employment of relatives; and

WHEREAS, the City Manager and Fire Chief desire to provide an exception in Fire Rescue to allow qualified applicants who are relatives of current Fire Department employees to be considered for employment, provided that appropriate safeguards are in place to prevent conflicts of interest;

NOW, THEREFORE, the City and the Union agree as follows:

1.Exception

The City and the Union agree that qualified applicants who are immediate family members of current Fire Department employees may be considered for employment within the Greenacres Fire Department, notwithstanding the City's general nepotism prohibitions, provided that this MOU's safeguards are observed and that no individual is hired who is a relative of the City Manager, the Fire Chief or the Director of Human Resources.

2.Prohibition of Direct Supervision

No employee shall be employed, assigned, or transferred to a position where they are subject to the direct supervision, evaluation, or disciplinary authority of a relative. For purposes of this section, "direct supervision" includes authority over scheduling, work assignments, performance evaluations, promotions, discipline, or any terms and conditions of employment.

3.Prohibition on Recommendations

The City's policy regarding the prohibition against a public official advocating or recommending relatives for appointment, employment, promotion, or advancement remains in effect and applicable to the bargaining unit.

4.Administrative Safeguards

The Fire Chief, in consultation with the City Manager, shall ensure that no assignment, transfer, or promotion results in relatives being placed within or under the same chain of command of their relative. If a potential conflict arises due to operational needs, the Department shall make reasonable accommodations, including reassignment, to maintain compliance with this section.

5.Current Standards Maintained

All applicants, including relatives of current employees, must meet the same testing, certification, and qualification standards as any other applicant. Nothing in this MOU creates preferential treatment, automatic hiring, or immunity from discipline.

6.Waiver Authority

Consistent with City policy, the City Manager retains ultimate discretion to determine whether a relative's hiring is appropriate and may grant a waiver provided safeguards are in place.

Andrea McCue,
City Manager of Greenacres

Date

Phil Konz, Fire Chief

Date

Jeffrey Newsome
Union President

Date

5/29/2025

"One Union One Family"

Jeffrey Newsome
President

Angelo D'Ariano
Secretary/Treasurer

Craig Gerlach
1st Executive Vice President

David Toohy
2nd Executive Vice President

Mike O'Brien
1st Legislative Vice President

Bryan Prather
2nd Legislative Vice President



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WHEREAS, Article 5 (Management Rights) #5 and #6 of the CBA reserves to the City the right to hire, examine, classify, and manage employees, subject to the terms of the Agreement; and

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City Manager of Greenacres

Date

Phil Konz, Fire Chief

Date

Jeffrey Newsome
Union President

Date

8/29/2025

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President

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