



TOWN OF HIGHLAND BEACH

AGENDA MEMORANDUM

MEETING TYPE: Town Commission Meeting

MEETING DATE September 10, 2026

SUBMITTED BY: Town Manager's Office

SUBJECT: Ratification of Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Highland Beach Professional Firefighters, Local 5504, IAFF, Inc. (HBPF) effective October 1, 2026 through September 30, 2029, and authorize the Mayor and Town Manager to execute the agreement.

SUMMARY:

Attached is the Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Highland Beach Professional Firefighters, Local 5504, IAFF, Inc. (HBPF), effective October 1, 2026, through September 30, 2029.

This agreement represents the inaugural collective bargaining agreement for the Highland Beach Fire Rescue Department and an important milestone in the continued development of the Town's municipal fire rescue service. The agreement was negotiated in good faith and has been tentatively agreed to by both HBPF and the Town's negotiating team.

The proposed agreement is fair, competitive, and fiscally responsible. It appropriately recognizes and compensates the important work performed by the Town's dedicated Firefighter/Paramedics, Driver/Engineers, and Captains, while balancing the operational needs of the Fire Rescue Department with the Town's commitment to sound long-term financial management.

The agreement establishes a comprehensive framework governing wages, benefits, hours of work, working conditions, and other terms of employment for bargaining-unit personnel. Importantly, the financial provisions of the agreement have been evaluated within the context of the Town's long-term financial planning and are structured to maintain fiscal sustainability while ensuring that Highland Beach remains competitive in recruiting and retaining highly qualified fire rescue professionals.

As the first labor agreement for the Highland Beach Fire Rescue Department, this CBA also provides an important foundation for the continued growth, stability, and professional development of the Department. It reflects the cooperative efforts of both negotiating teams and their shared commitment to providing exceptional fire rescue and emergency medical services to the Highland Beach community.

FISCAL IMPACT:

Budgeted.

ATTACHMENTS:

Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Highland Beach Professional Firefighters, Local 5504, IAFF, Inc. (HBPF) effective October 1, 2026 through September 30, 2029
