



## MEMORANDUM

TO: Honorable Mayor and Board of Commissioners  
VIA: Robin Gomez, City Manager  
FROM: Clint Belk, Fire Chief  
DATE: May 22, 2024  
RE: **New IAFF Collective Bargaining Agreement**

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### **Background**

IAFF Local 4966 and the City of Madeira Beach have reached an agreement for a new three (3) year collective bargaining agreement effective October 1, 2024 through September 30, 2027. The current agreement is set to expire on September 30, 2024.

Union and City only agreed to minor changes to a few contract sections involving holidays and leave, insurance/pension, and work week/overtime, with the most significant change to the pay/step plan structure incorporated as Appendix A, MBFD 2025 to 2027 Step Plans.

### **Fiscal Impact**

Fiscal impact will be 38% pay increases over the three (3) years of this agreement, acting positions will receive 5% (Driver/Engineer) and 7.5% (Lieutenant) of their hourly rate when in an acting position versus \$0.50 and \$1.00, respectively. Total first year impact estimated at just over \$200,000.00.

### **Attachments**

Madeira Beach 2024-2027 IAFF Contract

Madeira Voting Results CBL 2024

MBFD '25 – '27 Step Plans