



MEMORANDUM

TO: Honorable Mayor and Board of Commissioners
VIA: Robin Gomez, City Manager
FROM: Clint Belk, Fire Chief
DATE: Jun 12, 2024
RE: **IAFF Collective Bargaining Agreement FY 24 to FY 27**

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