



City of Lauderhill

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File Details

File Number: 19R-3130

File ID: 19R-3130

Type: Resolution

Status: Agenda Ready

Version: 1

Reference:

In Control: City Commission
Meeting

File Created: 01/31/2019

File Name: Firefighter MOU re: 8-step pay plan

Final Action:

Title: RESOLUTION NO. 19R-02-31: A RESOLUTION APPROVING THE MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF LAUDERHILL AND THE METRO BROWARD PROFESSIONAL FIRE FIGHTERS, LOCAL 3080, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS REGARDING A MODIFICATION TO APPENDIX B OF THE COLLECTIVE BARGAINING AGREEMENT TO PROVIDE FOR AN EIGHT (8) STEP PAY PLAN; PROVIDING FOR TERMS AND CONDITIONS; PROVIDING FOR AN EFFECTIVE DATE (REQUESTED BY CITY MANAGER, CHARLES FARANDA).

Notes:

Sponsors:

Enactment Date:

Attachments: RES-19R-02-31-Agrmt-MOA-Metro Fire Local 3080
App B pay plan.pdf, MOU-Firefighters.pdf

Enactment Number:

Contact:

Hearing Date:

* Drafter: apetti@lauderhill-fl.gov

Effective Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 19R-3130

RESOLUTION NO. 19R-02-31: A RESOLUTION APPROVING THE MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF LAUDERHILL AND THE METRO BROWARD PROFESSIONAL FIRE FIGHTERS, LOCAL 3080, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS REGARDING A MODIFICATION TO APPENDIX B OF THE COLLECTIVE BARGAINING AGREEMENT TO PROVIDE FOR AN EIGHT (8) STEP PAY PLAN; PROVIDING FOR TERMS AND CONDITIONS; PROVIDING FOR AN EFFECTIVE DATE (REQUESTED BY CITY MANAGER, CHARLES

FARANDA).

Request Action:

Pass a Resolution to approve the Memorandum of Understanding with the Metro Broward Professional Fire Fighters Local 3080, International Association of Fire Fighters to modify Appendix B of the Collective Bargaining Agreement regarding being governed by an 8-step pay plan.

Need:

To modify the Appendix B of the CBA to correctly reflect an 8-step pay plan.

Summary Explanation/ Background:

Pass a Resolution to approve a Memorandum of Understanding between the City of Lauderhill and the Metro Broward Professional Fire Fighters Local 3080, International Association of Fire Fighters regarding the modification to Appendix B of the Collective Bargaining Agreement to be governed by an eight (8) step pay plan.

Attachments:

Memorandum of Understanding.

Cost Summary/ Fiscal Impact:

Include projected cost, approved budget amount and account number, source of funds, and any future funding requirements

Estimated Time for Presentation:

Master Plan:

Goal 1: Clean, Green Sustainable Environment

- ☐ Increase mass transit ridership ☐ Reduce City energy consumption
- ☐ Reduce water consumption

Goal 2: Safe and Secure City of Lauderhill

- ☐ Crime in lower 50% in Broward ☐ Residents feel safe in neighborhood
- ☐ Reduce emergency fatalities

Goal 3: Open Spaces and Active Lifestyle for all ages

- ☐ Increase participation in youth sports ☐ Add new park land and amenities
- ☐ Increase attendance at cultural programs and classes

Goal 4: Growing Local Economy, Employment and Quality of Commercial Areas

- ☐ Increase commercial tax base ☐ Increase employment in Lauderhill businesses
- ☐ Decrease noxious and blighted uses in commercial areas

Goal 5: Quality Housing at all Price Ranges and Attractive Communities

- ☐ Neighborhood signs and active HOAs ☐ Housing & streets improved, litter reduced
- ☐ Increase proportion of single family homes and owner occupied housing

Goal 6: Efficient and Effective City Government, Customer Focused & Values Diversity

- ☐ Improves City efficiency ☐ Increase use of Information Technology
- ☐ Increases residents perception of Lauderhill as an excellent place to live

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LAUDERHILL,
FLORIDA AND THE METRO BROWARD PROFESSIONAL FIRE FIGHTERS,
LOCAL 3080, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**

This Memorandum of Understanding ("MOU") is entered into this ____ day of _____ 2019, by and between the City of Lauderhill, Florida (the "City") and the Metro Broward Professional Fire Fighters, Local 3080, International Association of Fire Fighters ("Union") (collectively referred to as the "Parties").

WHEREAS, the Parties entered into a Collective Bargaining Agreement for the period of October 1, 2018 to September 30, 2021 ("CBA"), which sets forth the terms and conditions of employment of the City's firefighters, driver engineers, fire lieutenants, fire captains and battalion chiefs (the "bargaining unit members");

WHEREAS, Article 31 and Appendix B of the CBA collectively constitute the Parties' agreement with respect to wages, with the latter providing for a seven (7) step pay plan for the bargaining unit members;

WHEREAS, due to a scrivener's error, the Parties' collectively bargained eight (8) step pay plan is not accurately reflected in Appendix B;

WHEREAS, the Parties wish to modify Appendix B of the CBA such that bargaining unit members' wages will be governed by an eight (8) step pay plan; and

WHEREAS, the Parties recognize that this Memorandum of Understanding only modifies Appendix B of the CBA and does not modify any other Article contained in the CBA.

NOW, THEREFORE, the Parties agree as follows:

1. The above recitals are true and correct and incorporated herein by reference.
2. Appendix B of the CBA is amended as follows:¹

¹ Proposed additions to the CBA are indicated by underline.

**APPENDIX B
SALARY SCHEDULES**

FY 2019

Position	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
Firefighter/EMT	57,660	61,120 60,544	64,787 63,570	68,674 66,749	72,795 70,086	77,162 73,592	81,134 77,271	81,134
Firefighter/Med	63,427 63,428	66,600	69,929	73,426	77,098 77,097	84,999 80,952	89,250 84,999	89,249
Driver Engineer			77,097	80,951 77,096	84,998 80,951	89,248 84,998	93,710 89,248	93,710
Lieutenant					95,493	100,268 95,493	105,281 100,269	105,285
Captain					102,179	107,287 102,179	112,652 107,288	112,652
Battalion Chief							124,154	

3. The Parties have had the opportunity to consult with legal counsel of their choosing.
4. This MOU shall become effective upon ratification by the bargaining unit members represented by the Union and by the City Commission, whichever occurs later. In the event that this MOU is not fully ratified for any reason, it shall have no force or effect upon either party.
5. Other than as specifically set forth herein, this MOU does not modify any terms and conditions of employment of the bargaining unit members represented by the Union.
6. The Parties signify their tentative agreement with this Memorandum of Understanding by affixing their signatures below.

**METRO BROWARD PROFESSIONAL
FIRE FIGHTERS, LOCAL 3080,
INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS**

By: _____

Title: _____

Dated: _____

CITY OF LAUDERHILL, FLORIDA

By: _____

Title: _____

Dated: _____

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Firefighter/Med	63,427	66,600	69,929	73,426	77,098	84,999	89,250
Driver Engineer			77,097	80,951	84,998	89,248	93,710
Lieutenant					95,493	100,268	105,281
Captain					102,179	107,287	112,652
Battalion Chief							124,154