

**Lee County Board Of County Commissioners
Agenda Item Summary**

Blue Sheet No. 20060198

1. ACTION REQUESTED/PURPOSE:

Approve the Amendment to the Collective Bargaining Agreement between Lee County and the Southwest Florida Professional Firefighters and Paramedics, Local 1826, I.A.F.F.; Amendment is effective October 1, 2005 through September 30, 2006.

2. WHAT ACTION ACCOMPLISHES:

Completes negotiations for the re-opener under the Collective Bargaining Agreement.

3. MANAGEMENT RECOMMENDATION:

Approval.

4. Departmental Category: <u>6</u> AGA		5. Meeting Date: <u>02-28-2006</u>
6. Agenda: <input type="checkbox"/> Consent <input checked="" type="checkbox"/> Administrative <input type="checkbox"/> Appeals <input type="checkbox"/> Public <input type="checkbox"/> Walk-On	7. Requirement/Purpose: (specify)	
	<input type="checkbox"/> Statute	
	<input type="checkbox"/> Ordinance	
	<input type="checkbox"/> Admin. Code	
	<input checked="" type="checkbox"/> Other	
		8. Request Initiated: Commissioner _____ Department <u>HUMAN RESOURCES</u> Division _____ By: <u>DINAH L. LEWIS, DIRECTOR</u> <u>HUMAN RESOURCES</u>

9. Background:

The Collective Bargaining Agreement is a three (3) year contract with the Southwest Florida Professional Firefighters and Paramedics, Local 1826, I.A.F.F. The contract allows annual re-openers during the contract period. An amendment to the contract has been reached, ratified by the membership of Local 1826, and needs approval by the Board of County Commissioners.

(1) - Original Amendment to the Contract

10. Review for Scheduling:

Department Director	Purchasing or Contracts	Human Resources	Other	County Attorney	Budget Services				County Manager/P.W. Director
					Analyst	Risk	Grants	Mgr.	
					<u>2/16/06</u>	<u>2/16/06</u>	<u>2/16/06</u>	<u>2/16/06</u>	<u>[Signature]</u>

11. Commission Action:

- Approved
- Deferred
- Denied
- Other

RECEIVED BY COUNTY ADMIN: <u>[Signature]</u>
COUNTY ADMIN FORWARDED TO: <u>[Signature]</u>

Rec. by CoAtty
Date: <u>2/16/06</u>
Time: <u>2:00pm</u>
Forwarded To: Co. mgr. <u>2/16/06</u>

**AMENDMENT TO THE CONTRACT BETWEEN
LEE COUNTY BOARD OF COUNTY COMMISSIONERS AND
SOUTHWEST FLORIDA PROFESSIONAL FIREFIGHTERS AND PARAMEDICS
LOCAL 1826 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, INC.**

WHEREAS, Article 41, Section 41.1, of the current Collective Bargaining Agreement between the Lee County Board of County Commissioners (Lee County) and the Southwest Florida Association of Professional Firefighters and Paramedics, Local 1826, International Association of Firefighters, Inc. (Local 1826), provides that either Party to the Collective Bargaining Agreement may re-open up to two articles for the 2005-2006 contract year; and

WHEREAS, Lee County and Local 1826 each opened two articles for the 2005-2006 contract year; and

WHEREAS, Lee County and Local 1826 met and negotiated a mutually satisfactory amendment to the Collective Bargaining Agreement covering the time period between October 1, 2003, and extending through September 30, 2006; and

WHEREAS, all other issues related to the Re-opener negotiations for the 2005-2006 contract year have been resolved.

NOW THEREFORE BE IT RESOLVED THAT the 2003 - 2006 Collective Bargaining Agreement between Lee County and Local 1826, is hereby amended as follows:

SECTION ONE:

The amendment set forth in the following Article 20, Section 20.5 (B), is hereby adopted, with strike-through type being the language deleted and underlined text being language added:

ARTICLE 20, PAY PLAN Section 20.5 (B)

B. Effective upon ratification, each employee will receive the same CPI increase given to all non-exempt County employees for the 2003-2004, 2004-2005, and 2005-2006 contract years. In addition to the CPI increases listed above, all bargaining unit employees shall receive an additional three percent (3%) per year general wage increase for the 2003-2004, 2004-2005, and 2005-2006 contract years. These CPI and General wage increases will be effective October 1 of each of the second and third contract years. Nothing in this Section will result in any employee exceeding the maximum of the pay range under the Section above except that employees at the maximum of their classification's pay range as of October 1, 2005, shall receive the CPI increase. Employees at the maximum of their classifications' pay range shall not receive a General wage increase. Retroactive to October 1, 2003, all bargaining unit employees will receive a CPI and a three percent (3%) increase for the first year of the contract. (The 2003-2004 contract year).

SECTION TWO:

Except as herein amended, the 2003-2006 Collective Bargaining Agreement Between Lee County Board of County Commissioners and Southwest Florida Professional Firefighters and Paramedics Local 1826 International Association of Firefighters, Inc. shall remain in full force and effect.

SECTION THREE:

Pursuant to Section 447.309, Florida Statutes, the bargaining representative for Lee County and the bargaining representative for Local 1826 hereby confirm that the foregoing represents the Re-Opener Agreement for 2005-2006 which modifies the Collective Bargaining Agreement for 2003 - 2006, reached by the negotiators through collective bargaining.

SECTION FOUR:

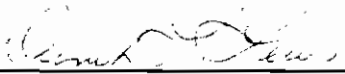
This Agreement shall not be binding on Lee County, Florida, until it has been ratified by Lee County and by the employees who are members of the bargaining unit.


(Balance of Page Left Intentionally Blank)

TENTATIVELY AGREED:

For Lee County

For Southwest Florida Professional
Firefighters and Paramedics Local 1826,
IAFF, Inc.

BY: 
Dinah Lewis
Director, Human Resources

BY: 
Walt Stevens
Secretary-Treasurer

Ratified by Lee County, Florida:

Ratified by Local 1826:

On the ____ day of _____, 200__.

On the ____ day of _____, 200__.

BY: _____
Donald D. Stilwell
County Manager

BY: _____
Walt Stevens
Secretary-Treasurer

ATTEST: CHARLIE GREEN
CLERK OF COURTS

BOARD OF COUNTY COMMISSIONERS
OF LEE COUNTY, FLORIDA

BY: _____
Deputy Clerk

BY: _____
Tammara Hall, Chairwoman

APPROVED AS TO FORM:

BY: _____
Office of the County Attorney