


# Memo

To: Michael R Couzzo, Jr., Village Manager  
From: Merlene Reid, HR Director   
Date: September 10, 2018  
Re: 2018-2021 IAFF Collective Bargaining Agreement

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On August 21, 2018, the IAFF and the VOT Management teams tentatively reached agreement on a new three-year contract, and on September 7, 2018, the IAFF members unanimously ratified the agreement. The major highlights are as follows:

**1. Article 19 (Pay Plan)**

- a. Across the board increase of 1%/2%/2% for fiscal years 2018/19, 2019/20 and 2020/21
- b. Paramedic certification pay increases from 13% to 15% of base pay on 10/1/2018
- c. Topped out employees with satisfactory performance reviews to receive annual, one-time, merit payments of \$1,250
- d. Current EMTs being offered a one-time, incentive payout of 15% of base pay should they attain their Paramedic certification during the life of this 3-year Agreement.

**2. Article 26 (Certifications)**

- a. Village to pay for or reimburse costs associated with certain certifications.

**3. Article 34 (Pensions)**

- a. Participants will be eligible to enter the DROP within two years of eligibility for normal retirement after attaining 25 years, instead of specifying the 27th year of employment.
- b. For Fire employees hired after October 1, 2010, the Village will match their multiplier to any future police multiplier in respect of their new DB plan approved June 1, 2018.

The estimated cost of the contract for each year is as follows:

Current Year Estimate	2018/19 Estimate	2019/20 Estimate	2020/21 Estimate
\$1,071,197.00	\$1,089,612.70	\$1,144,093.33	\$1,211,366.00

A copy of the tentatively Agreed Upon Contract, along with the IAFF's 9/7/2018 ratification confirmation memo are attached.

The negotiating team is recommending the approval of this three-year agreement.



# Professional Firefighters/Paramedics of Palm Beach County, Inc. IAFF Local 2928

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September 7, 2018

Michael R. Couzzo, Jr., Village Manager  
Village of Tequesta  
345 Tequesta Drive  
Tequesta, FL 33469

RE: Professional Firefighters/Paramedics  
of Palm Beach County, Local 2928  
Tequesta: 2018 Contract Negotiations

Dear Mr. Couzzo,

The purpose of this letter is to inform you that this morning the bargaining unit represented by Local 2928 has ratified the collective bargaining for the 2018-2021 fiscal year. Once the Village has done the same, let me know so that we may complete execution of the agreement.

If you have any questions or comments, please feel free to contact me.

Sincerely,

Scott Bielecky  
President  
Professional Firefighters/Paramedics of  
Palm Beach County, IAFF Local 2928  
Ph: 561-719-2427  
email: [President@iaff2928.com](mailto:President@iaff2928.com)

Cc: Mark Floyd  
Jason Fawcett