

TOWN OF PALM BEACH

Information for Town Council Meeting on: October 10, 2023

To: Mayor and Town Council

Via: Kirk Blouin, Town Manager

From: Gillian Barth, Director of People & Culture

Re: Collective Bargaining Agreement (TOPB and Professional Firefighters/Paramedics, Local 2928)

Date: September 27, 2023

STAFF RECOMMENDATION

The information contained herein is provided to Town Council for review and approval.

GENERAL INFORMATION

The Collective Bargaining Agreement (Non-Supervisory Unit) between the Town of Palm Beach and the Professional Firefighters/Paramedics, Palm Beach County, Local 2928 expired on September 30, 2023. Following mutual consultation, agreement was reached between the two parties to sign a new three-year contract with the following changes:

Table of Contents	New Addition of TOC
Article 4	Provision for donated employee Union Time Pool for Union Rep business.
Articles 7, 11, 12, 14, 16, 17, 18,19, 22, 24, 25, 31, 38, 42	Updates in language and Manual references (e.g. People & Culture, Employee Manual, relevant dates,).
Articles 11, 16, 19, 25, 26, 27	Incorporation of previously signed MOUs or changes in Town employee policies or practices.
Article 17	Confirmation of annual wage studies and incorporation of new employee placement on Fire Step Plan based on previous experience.
Article 20	Removal of sick leave disincentive (see Article 38).
Article 37	Agreement to reopen negotiations during 3-year period upon mutual agreement
Article 38	Revised sick and injury leave article removing punitive disincentives and replacing with new accountability measures
Appendix A	2023 Fire Rescue Certified Step Plan. While not in the Collective Agreement, it was agreed that commencing on October 1, 2023 annual wage studies would be assessed at the 85 th percentile.

The three-year contract has been voted on and ratified by the Collective Bargaining Unit at their meetings of October 2, 3 and 4, 2023. The contract and resolution are attached for signatures.

FUNDING/FISCAL IMPACT

FY 2024: Approximately \$36,000.

TOWN ATTORNEY REVIEW

The Town Attorney was consulted throughout the process. Additional counsel was sought from the Town's labor attorney. Advice from both has been incorporated into the recommendations herein.

Attachments GB