

BOARD OF PORT COMMISSIONERS OF THE LEE COUNTY PORT AUTHORITY

1. **REQUESTED MOTION/PURPOSE:** Request Board approve amendment to Collective Bargaining Agreement Article 17 Pay Plan between the Lee County Port Authority and the Southwest Florida Professional Fire Fighters & Paramedics, Local 1826, I.A.F.F., District 10, for the period 10/1/2024 to 9/30/2025.
2. **FUNDING SOURCE:** N/A
3. **TERM:** 10/1/2024 to 9/30/2025
4. **WHAT ACTION ACCOMPLISHES:** Approves a six percent (6%) wage increase for all bargaining unit employees in Local 1826, District 10; and increases the maximum base pay range by two percent (2%) for firefighters, three percent (3%) for engineers, and five percent (5%) for ARFF Technicians. The wage increase will be proportional to the same percentage increase non-bargaining unit members receive, pending Board approval.

5. **CATEGORY:** 40
Administrative Agenda

6. **ASMC MEETING DATE:**

7. **BoPC MEETING DATE:** 9/5/2024

8. **AGENDA:**

- CEREMONIAL/PUBLIC PRESENTATION
- CONSENT
- ADMINISTRATIVE

9. **REQUESTOR OF INFORMATION:**
(ALL REQUESTS)

NAME Robert D. Holborn

DIV. Port Attorney

10. **BACKGROUND:**

In March 1992, the Southwest Florida Professional Fire Fighters & Paramedics, Local 1826, International Association of Fire Fighters (I.A.F.F.), Inc., was certified by Florida's Public Employee Relations Commission as the collective bargaining unit for the Lee County Port Authority's Aircraft Rescue Fire Fighters, Engineers and Technicians.

The Board ratified the October 1, 2022, through September 30, 2025, collective bargaining agreement with Local 1826, District 10, on October 20, 2022. Article 42 of the CBA provides that during the first and second year of the contract (2023 and 2024) the Union may open Article 17 Pay Plan. On April 5, 2024, the Union provided notice to the Port Authority requesting to open Article 17. Port Authority staff and representatives of Local 1826 held two (2) collective bargaining negotiations on May 1, 2024, and August 21, 2024. On August 21, 2024, the parties reached tentative agreement on Article 17. For fiscal year 2024-2025, Article 17 provides a six percent (6%) wage increase for all bargaining unit members depending upon and proportional to the same percentage increase non-bargaining unit members receive, pending Board approval, effective the first pay period in October.

Attachments:

11. **RECOMMENDED APPROVAL**

<u>DEPUTY EXEC DIRECTOR</u>	<u>COMMUNICATIONS AND MARKETING</u>	<u>OTHER</u>	<u>FINANCE</u>	<u>PORT ATTORNEY</u>	<u>EXECUTIVE DIRECTOR</u>
		N/A		Robert D. Holborn	Steven C. Hennigan

12. **SPECIAL MANAGEMENT COMMITTEE RECOMMENDATION:**

- APPROVED
- APPROVED as AMENDED
- DENIED
- OTHER

13. **PORT AUTHORITY ACTION:**

- APPROVED
- APPROVED as AMENDED
- DENIED
- DEFERRED to
- OTHER

Background (continued)

1. Article 17 Pay Plan
2. D10 Ratification