

**CITY COUNCIL RESEARCH DIVISION  
LEGISLATIVE SUMMARY**



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**Bill Type and Number:** Ordinance 2021-624

**Introducer/Sponsor(s):** Council President at the request of the Mayor

**Date of Introduction:** September 14, 2021

**Committee(s) of Reference:** F, R

**Date of Analysis:** September 16, 2021

**Type of Action:** Approving collective bargaining agreement

**Bill Summary:** The bill approves the collective bargaining agreement between the City and International Association of Firefighters (IAFF) for the period from October 1, 2021 through September 30, 2024.

**Background Information:** IAFF represents approximately 1,600 firefighters, engineers, lieutenants, captains and district chiefs. The bill provides for wage increases of 4.5% in FY22, 4.25% in FY23 and 4.25% in FY24 and for \$2,500 hazardous duty payments (pensionable) payable 60 days after the approval of the agreement and on October 1, 2022. Employees who work a 40-hour schedule are eligible for out-of-class pay after at least 4 consecutive hours. Pay incentives are increased as follows: Paramedic - from \$515 to \$550 bi-weekly; Paramedic in Rescue – from \$665 to \$700 bi-weekly; EMT – from \$165 to \$200 bi-weekly; EMT in Rescue – from \$215 to \$250 bi-weekly. Pay incentives for various specialties are set at \$50 for maintaining certifications and \$110 for being permanently assigned to the specialty stations (\$200/month for Critical Care Paramedic certification and \$400/month if permanently assigned to the team). The City will pay the employee's accrued compensatory leave and comp leave for training upon an employee's death. The City will continue to maintain health care coverage, at the active employee rate, for 5 years for any member that sustains an on-the-job injury that results in a career-ending disability. The dry cleaning and laundering allowances and non-uniform clothing allowance are removed. The City will pay for COVID tests and flu shots and for blood tests and heavy metal blood tests for members of the Hazmat Team. The number of employees that can be on leave is increased from 7% to 8%. Military leave is increased from 272 to 280 hours. For employees in Leave Plan P, leave can now be used to fund an employee's Deferred Compensation Program.

**Policy Impact Area:** Collective bargaining

**Fiscal Impact:** The estimated annual cost of the new agreement is \$9.3 million in FY22 and FY23 and \$5.4 million in FY24.

**Analyst:** Clements