

IAFF Successor Agreement Significant Changes

General Wages Increase

- Fiscal Year 2015 – 0.5% (upon ratification)
- Fiscal Year 2016 – Consumer Price Index (CPI) (1.7%)
- Fiscal Year 2017 – CPI (not less than 0.5% or exceed 3.75%)

Step Adjustments

- 3 new steps added at entry level of Firefighter, Fire Inspector I and Paramedic/Firefighter, with the first step 7.5% lower than current
- October 2016 – new Step added to top of all pay ranges - 2.0% after 15 years of continuous full-time service

Take Home Vehicles

- Vehicles may be used to run personal errands while reporting to and from work
- Vehicles may be used to transport non-employee family members
- Increase personal insurance policy from \$100,000 to \$200,000 if transporting non-employee family members
- Reimbursement rates based on residency
 - Residing in City – no charge
 - Residing in Broward County outside of City – \$20 per pay period
 - Miami-Dade or Palm Beach, within 25 mile radius – \$60 per pay period
 - Miami-Dade or Palm Beach, outside 25 mile radius – \$75 per pay period

Pensions (for new employees hired after October 1, 2014)

- Reduce multiplier from 3.38% to 3%
- Maximum accrual reduced from 81% to 75%
- Final average compensation increased from 2 highest years to 5 highest years
- Standard benefit formula changed from 60% joint survivor to 10 year certain and life
- 96 month maximum in DROP reduced by one month for every month employed after 25 years of creditable service
- Eliminate interest on returned funds for employees who separate before normal retirement

Pensions (for existing and future members)

- Chapter 175 funds retained shall be equal to a per capita amount of Chapter 185 funds currently used to offset City pension contribution
- Modify language regarding DROP account after conclusion of DROP period

Overtime Pay

- Increase overtime threshold such that overtime will not be earned until 159 hours are worked in a 21 day work period (currently 144 hours)

Leave Time

- Sick leave will be paid out at 28% of final rate of pay upon separation in good standing for employees hired after October 1, 2014
- Up to 40 hours of bereavement leave for non-shift employees
- Increase vacation leave accruals for non-shift employees

Health Insurance

- Effective January 2016, increase City contribution for premiums from \$602 per month to \$668 per month
- Effective January 2017, increase City contribution for premiums from \$668 per month to \$702 per month
- Retiree health insurance subsidy of \$400 per month eliminated for employees hired on or after ratification

Drug Free Workplace

- Testing when involved in an accident while operating a City vehicle on or off duty