

The City of Daytona Beach

IAFF Local 1162 Negotiations

May 12, 2010

MINUTES

10:05 AM

CITY REPRESENTATIVES PRESENT

David Kornreich, Labor Relations Attorney
Sarah McCarroll, Human Resources Director
Dru Driscoll, Battalion Chief
Linda Pellicer, Employee Relations Administrator
Wayne Harms, Personnel Analyst
Earnestine Maddox, Personnel Officer

IAFF REPRESENTATIVES PRESENT

Michael Tyrrell, President
Philip Peickert, Secretary
Adam Silva, Steward
Shane Overley, Steward

AGENDA

- 1) Negotiation proceedings were audio recorded by the City.
- 2) IAFF presented their contract proposal to the City. The proposal was a modification of the 2006-2007 agreement and did not contain many of the items previously requested and/or agreed upon. There was some confusion as to why IAFF had not responded to the City's offer made on 3/5/10 and 4/9/10. The following were discussed:
 - Article 5 – Union Business (D) Leave Bank and Donations: IAFF requests City to fund Union leave bank with 22.4 hours per month; and allow employees to donate up to 100% of personal leave regardless of other City policies. City states it will not provide additional hours, or allow employees to transfer personal leave when terminating employment. IAFF requests to allow employees to donate up to 100 percent of their personal leave.
 - Article 14 – Promotions: City has already incorporated MOU's. IAFF modified education points for the Lieutenant's exam (page 19, section 5(b) points changed to five). The city thought this issue was resolved at the special magistrate hearing.
 - Article 35 – Management Rights: IAFF language modified to add "just cause". The City asked about the agreement between Rich Siwica and Benton Wood regarding this article.

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- 3) IAFF and the City are awaiting the special magistrate impasse hearing outcome. Again, the City asked if the IAFF had any response to its letter to IAFF from 3/5/10.
- 4) "Status quo" raises are still a major concern to the City. IAFF is willing to suspend raises for one year, only if the raises resume thereafter; and to resume the raises at 3% instead of 4%.
- 5) IAFF continued discussion of the articles on the contract proposal summary:
 - Article 18 – Drop Step 4 of the process.
 - Article 23 – Tuition Reimbursement – Allow up to 15 members annually to attend in-house on-duty Paramedic education. After discussion, removed "annually". City stated they have been working with the Chief on this. IAFF stated they have an educational contact in Orlando who will offer the classes at a reasonable cost.
 - Article 28 – Police & Fire Pension Plan: IAFF would like to utilize 175 monies for the purpose of increasing the health stipend.
 - Article 29 – Health and Life Insurance: IAFF wants all members moved to HSA plan; and they do not believe the City exercised due diligence in promoting the healthcare plans. They feel they can obtain better rates for their membership. The City's concern is forcing employees to accept the HSA plan. IAFF believes doing so will cut the City's costs by obtaining the best benefit for the smallest cost. They want to negotiate with insurance vendors on behalf of their membership and separate from the City group.
 - Article 31 – Wages: The City felt this item was extensively discussed at the last negotiations. IAFF submitted the same wage proposal previously. The City offered 1% at the last negotiations, and IAFF asked for 3% for the topped out employees. At this negotiation, IAFF is asking for 1% for each of the past three years and is adamant that the City is willing to pay police more than fire. In theory, IAFF would only request to resume pay raises at 3% in the future and believe their proposal is a "good faith" bargain. IAFF is submitting the entire package for the City's review and approval. IAFF is offering to increase their members' pension contribution by 1%.
 - Article 31(a) – Wages Special Teams/Assignments: IAFF wants stipends converted to hourly rates.
 - Article 35 – Management Rights (continuation from above discussion): City advised IAFF that the old management rights clause will remain since it covers "just cause." Staffing standards recognition are something for management to decide; this is a budget issue and the City is not going to address minimum staffing standards in contract negotiations.

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- 6) The meeting recessed at 12:17 p.m., and reconvened at 12:45 p.m. The negotiations continued with a discussion of the additional items in the contract proposal summary:

Battalion Chief/Training Captain: IAFF expressed concern about the rule of list selection process and latitude on qualifications, exams, ranking, and selection. They want fairness and equal opportunity for all membership. City wants to resolve the issues going forward, but advised IAFF if the Chief is willing to re-establish a structured selection procedure, then the City has no problem with it. IAFF would like an article in the contract to define the

- Promotional appointment process for Battalion Chief. Sally McCarroll, HR Director, agreed to talk with Chief Bland. Consequently, IAFF wants Battalion Chief added to article 14. The City states this is not a negotiable item. The Chief will decide.
 - Fire Inspector vs. Fire Investigator (flat rate vs. 5%): IAFF request comparable stipends for assignments; i.e. Those with Fire Inspector certification should receive \$300 monthly, while those with Fire Investigation certification (3) should receive 5% stipend due to multiple certifications required.
 - Special Teams: IAFF wants consistency in the administration and fulfillment of requests for proper equipment and clothing. The City feels this is an issue to address with the Chief.
- 7) City mentioned the following concerns that surfaced during the special magistrate hearing: (a) granting administrative time for employees that report to work, get sick, and leave; and (b) scheduled personal leave versus unscheduled personal leave for open slots on the Daily Roster.
- 8) IAFF suggested the City not sign another contract with linen or lawn vendors that are not doing good jobs. The fire stations have washers and dryers so they can handle the laundry.

In conclusion, the City agreed to seriously consider IAFF's proposal and provide something within the next two weeks.

ADJOURNMENT

The meeting was adjourned at 1:44 p.m.

 5/19/10

Sarah E. McCarroll, Human Resources Director

File: City Clerk's Office

pc: City Representatives
David Kornreich, Esq., Labor Relations Attorney
Michael Tyrrell, IAFF President
James Bland, Interim Fire Chief