



CITY OF
SANFORD
FLORIDA

APPROVED

WS ___ RM X

Item No. **3**

CITY COMMISSION MEMORANDUM 20-058
APRIL 6, 2020 AGENDA

TO: Honorable Mayor and Members of the City Commission
PREPARED BY: Craig M. Radzak, Fire Chief
SUBMITTED BY: Norton N. Bonaparte, Jr., City Manager
SUBJECT: Contract Agreement with the International Association of Firefighters
Local 3996 and the City of Sanford

STRATEGIC PRIORITIES:

- Unify Downtown & the Waterfront
- Promote the City's Distinct Culture
- Update Regulatory Framework
- Redevelop and Revitalize Disadvantaged Communities

SYNOPSIS:

A three-year contract between the City and International Association of Firefighters (IAFF) Local 3996 and Budget Amendment has been prepared for Commission approval.

FISCAL/STAFFING STATEMENT:

The cost of the contract for fiscal year 2019/20 is \$277,536 (includes benefits and 5% wage increase for all members except three new hires who started in October 2019) retroactive to October 1, 2019, the cost for fiscal year 2020/21 is \$600,982 (includes benefits and 4% wage increase "across the board"). The cost for fiscal year 2021/22 is \$817,791 (includes benefits and 3% wage increase "across the board"). Included in the costs are increasing the paramedic incentive \$300 each year, increasing the engineer incentive \$250 per year, increases in paramedic preceptor & out of classification pay, and other marginal costs.

BACKGROUND:

The City and the IAFF have been negotiating the entire contract over the past eight months and have come to a three-year agreement. Other articles agreed upon were minor changes to the grievance procedures, increasing the qualifications and educational assistance for the position of Fire Lieutenant, drug & alcohol testing consistent with other City employees, the implementation of a Union Time Pool, Promotion article, and a Health & Wellness program consistent with national standards. A "marked up" copy (additions are highlighted, deletions are denoted in strikethroughs) of the contract is attached for reference.

LEGAL REVIEW:

The City’s Labor Attorney has reviewed the contract. The Assistant City Attorney has also reviewed and has no legal objection.

RECOMMENDATION:

City staff recommends the City Commission approve the three-year contract between the City and the IAFF, and approve the Budget Amendment Resolution No. 2861 for \$137,738.

SUGGESTED MOTION:

“I move to approve the three year contract agreement between the City of Sanford and the International Association of Firefighters Local 3996; and approve Budget Amendment Resolution No. 2861 in the amount of \$137,738 to execute the contract.”

Attachments:

Agreements between the City of Sanford and Sanford Professional Firefighters Local 3996 effective October 1, 2019 to September 30, 2022 with Exhibits A & B.

“Marked up” copy of contract changes.

Budget Resolution No. 2861

Budget Amendment Form

Resolution No. 2861

A Resolution of the City of Sanford, Florida, amending the City's annual operating budget for the fiscal year beginning October 1, 2019 and ending September 30, 2020; providing for implementing administrative actions; providing for a savings provision; providing for conflicts; providing for severability and providing for an effective date.

Whereas, the Commission of the City of Sanford, Florida has adopted an annual operating budget for the fiscal year beginning October 1, 2019 and terminating on September 30, 2020 specifying certain projected revenues and expenditures for the operations of Sanford municipal government; and

Whereas, the City's budget presumes that each department generally will, to the best of their ability, maintain its expenditures within its allocated budgeted level and exercise prudence in expending funds during the course of the City's fiscal year; and

Whereas, from time-to-time circumstances and events may require that the original City budget may need revision; and

Whereas, the City Commission, in its judgment and discretion, has the authority to adjust the budget to more closely coincide with actual and expected events.

Now, therefore, be it adopted and resolved by the City Commission of the City of Sanford, Florida as follows:

Section 1. Adoption of Budget Amendment.

The annual operating budget of the City of Sanford for the fiscal year beginning October 1, 2019 and terminating on September 30, 2020 is hereby revised and amended by Attachment "A". The Attachment is hereby incorporated into this Resolution as if fully set forth herein verbatim. Except as amended herein, the annual operating budget for the City of Sanford for fiscal year beginning October 1, 2019 and

terminating on September 30, 2020 shall remain in full force and effect.

Section 2. Implementing administrative actions.

The City Manager, or designee, is hereby authorized and directed to implement the provisions of this Resolution by means of such administrative actions as may be deemed necessary and appropriate.

Section 3. Savings.

The prior actions of the City of Sanford relating to the adoption of the City budget and related activities are hereby ratified and affirmed.

Section 4. Conflicts.

All resolutions or parts of resolutions in conflict with this Resolution are hereby repealed.

Section 5. Severability.

If any section, sentence, phrase, word, or portion of this Resolution is determined to be invalid, unlawful or unconstitutional, said determination shall not be held to invalidate or impair the validity, force or effect of any other section, sentence, phrase, word, or portion of this Resolution not otherwise determined to be invalid, unlawful, or unconstitutional.

Section 6. Effective Date.

This Resolution shall become effective immediately upon enactment.

Passed and adopted this 23rd day of March, 2020.

Attest:

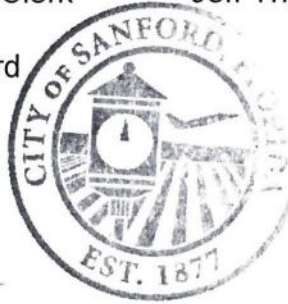
City Commission of the City of
Sanford

Traci Houchin, CMC, FCRM

Traci Houchin, CMC, FCRM, City Clerk

Jeff Triplett, Mayor

For use and reliance of the Sanford
City Commission only.
Approved as to form and legality.



William L. Colbert
William L. Colbert, City Attorney

ATTACHMENT A REQUEST FOR BUDGET AMENDMENT

Fiscal Year 2020
Department: Fire

Division: _____

3/23/2020

CHANGES IN REVENUES

REVENUE ACCOUNT NUMBER						Current	Current	Amount of	Adjusted
Fund	Revenue	Act Cd	Ele	Project #	Revenue Account Title	Budget	Balance	Change	Unrealized
001	0000	389	98	00	Use of Reserves	\$ 10,289,560		\$ 137,738	10,427,298
									-
									-
TOTAL CHANGES IN REVENUES									\$ 137,738

CHANGES IN EXPENDITURES

EXPENDITURE ACCOUNT NUMBER						Current	Current	Amount of	Remaining	
Fund	Dpt/Div	Activity	Obj	Ele	Project #	Expenditure Account Title	Budget	Balance	Change	Balance
001	3001	522	12	00		Regular Salaries	\$ 3,236,916	1,944,516	119,649	2,064,165
001	3002	522	12	00		Regular Salaries	\$ 261,925	156,438	6,403	162,841
001	3003	522	12	00		Regular Salaries	\$ 578,372	375,667	11,686	387,353
									-	
									-	
TOTAL CHANGES IN EXPENDITURES									\$ 137,738	

04/23/2020
S. POSEY

REASON FOR AMENDMENT: Budget amendment for IAFF contract changes

DIRECTOR APPROVAL: _____

DATE: 3/12/2020

FINANCE APPROVAL: Cynthia Henderson

DATE: 3/12/2020

CITY MANAGER APPROVAL: _____

DATE: 4.27.2020

CITY COMMISSION AGENDA DATE: 4.6.2020

APPROVED Y

FOR FINANCE USE

Entry Date: _____

Batch Number: _____

Document #: _____

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