

RESOLUTION NO. 22-09-97

A RESOLUTION OF THE VILLAGE COUNCIL OF ISLAMORADA, VILLAGE OF ISLANDS, FLORIDA, PROVIDING FOR RATIFICATION OF A MEMORANDUM OF UNDERSTANDING BETWEEN ISLAMORADA AND ISLAMORADA PROFESSIONAL FIREFIGHTERS, LOCAL 4374 RELATED TO THE STARTING RATE FOR CERTAIN PROMOTIONS; PROVIDING FOR AUTHORIZATION; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, Islamorada, Village of Islands (the "Village"), desires to approve the Memorandum of Understanding ("MOU") attached hereto as Exhibit "A" between the Village and the Islamorada Professional Firefighters, Local 4374 (hereinafter, "Local 4374") relating to the starting rate for certain promotions; and

WHEREAS, the Village Council desires to authorize the Village Manager to execute the MOU; and

WHEREAS, the Village Council finds that this MOU is in the best interest and welfare of the residents of the Village.

NOW, THEREFORE, BE IT RESOLVED BY THE VILLAGE COUNCIL OF THE VILLAGE OF KEY BISCAYNE, FLORIDA, AS FOLLOWS:

Section 1. **Recitals.** That each of the above-stated recitals are hereby adopted, confirmed, and incorporated herein.

Section 2. **Approval.** That the Village Council approves the MOU in substantially the form attached hereto as Exhibit "A."

Section 3. **Authorization.** That the Village Council hereby authorizes the Village Manager to execute the MOU, in substantially the form attached hereto as Exhibit "A," subject to the approval of the Village Attorney as to form, content, and legal sufficiency, and to take any

action which is reasonably necessary to implement the intent and purpose of the MOU.

Section 4. Effective Date. That this Resolution shall be effective immediately upon adoption hereof.

Motion to adopt by Councilman David Webb, seconded by Councilman Mark Gregg

FINAL VOTE AT ADOPTION

VILLAGE COUNCIL OF ISLAMORADA, VILLAGE OF ISLANDS, FLORIDA:

Mayor Pete Bacheler	Yes
Vice Mayor Henry Rosenthal	Absent
Councilman Mark Gregg	Yes
Councilman Joseph B. Pinder III	Yes
Councilman David Webb	Yes

PASSED AND ADOPTED this 15th day of September, 2022.



PETE BACHELER, MAYOR

ATTEST:



MARNE MCGRATH, VILLAGE CLERK

APPROVED AS TO FORM AND LEGALITY
FOR THE USE AND BENEFIT OF
ISLAMORADA, VILLAGE OF ISLANDS ONLY



Special Counsel for Islamorada, Village of Islands

**MEMORANDUM OF UNDERSTANDING
BETWEEN ISLAMORADA, VILLAGE OF ISLANDS AND ISLAMORADA
PROFESSIONAL FIREFIGHTERS, LOCAL 4374**

This Memorandum of Understanding is made on this ____ day of August 2022, by and between Islamorada, Village of Islands (the "Village") and Islamorada Professional Firefighters, Local 4374 (the "Union"), hereinafter collectively referred to as "the parties."

WHEREAS, the parties entered into a Collective Bargaining Agreement effective from October 1, 2021 through September 30, 2024; and

WHEREAS, the parties seek to amend Article 16.2 of CBA to reflect that no employee be placed below their position's entry level rate upon promotion; and

WHEREAS, the current entry level rates are:

Position	Entry Level Rate
Paramedic I	\$18.05
Lieutenant I	\$22.84
Captain I	\$28.81

WHEREAS, the entry level rates are increased each year by the same percentage increase applied to wages/salaries for that year pursuant to Article 10.1 of the CBA.

THEREFORE, the parties agree to the following amendment to Article 16.2:

1. Article 16.2(b)(1) is clarified as follows:

A Paramedic who is promoted to Lieutenant I after October 1, 2021 shall receive a seven and one-half percent (7.5%) pay increase *or be placed at the entry level rate for Lieutenant I (whichever is greater)* effective the first day of his or her appointment.

2. 16.2(c)(1) is clarified as follows:

A Lieutenant who is promoted to Captain 1 after October 1, 2021 shall receive a five percent (5%) pay increase *or be placed at the entry level rate for Captain I (whichever is greater)* effective the first day of his or her appointment.

3. The parties have had the opportunity to consult with legal counsel prior to executing this MOU.
4. This MOU shall become effective upon ratification by the employees represented by the Union and by the Village Council, whichever occurs later. In the event that this MOU is not fully ratified for any reason, it shall have no force or effect upon either party.

5. Other than as specifically set forth herein, this MOU does not modify any terms and conditions of employment of the employees represented by the Union.
6. This MOU represents the parties' entire agreement concerning this subject matter, and that it cannot be amended or modified without express written consent of the parties.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement.

Dated this 29th day of September 2022.

ISLAMORADA PROFESSIONAL
FIREFIGHTERS ASSOCIATION
LOCAL NUMBER 4374

By: _____
Adrian Castellanos, President

Signature: 

ISLAMORADA, VILLAGE OF
ISLANDS

By: _____
Thomas Yates, Village Manager

Signature: 

By: 
Terry Abel, Fire Chief