

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2025	2026	2027	2028	2029
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	_____	_____	_____	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
NET FISCAL IMPACT	*	_____	_____	_____	_____
# ADDITIONAL FTE POSITIONS (Cumulative)	0	_____	_____	_____	_____

Is Item Included in Current Budget? Yes X No _____
 Does this item include the use of Federal Funds? Yes _____ No X
 Does this item include the use of State Funds? Yes _____ No X

Budget Account No.: Fund _____ Dept _____ Unit _____ Revenue Source _____

B. Recommended Sources of Funds/Summary of Fiscal Impact:

* There is no fiscal impact associated with this Agreement

C. Departmental Fiscal Review: Green Magieubi 2/12/25

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Development and Control Comments:

Shirley M. ... 2/12/25
 OFMB
 2/12/25
 VS 2/13

Brundage Zwickel 2/18/25
 Contract Development and Control
 267 2.14.25

B. Legal Sufficiency

[Signature] 2/18/2025
 Assistant County Attorney

C. Other Department Review:

 Department Director

(THIS SUMMARY IS NOT TO BE USED AS A BASIS FOR PAYMENT.)

SIDE AGREEMENT

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT

MOBILE INTERGRATED HEALTHCARE POSITIONS

It is agreed upon by both Palm Beach County Fire Rescue ("County") and the Professional Firefighters/Paramedics of Palm Beach County, Inc., IAFF Local 2928 ("Union") that the position titles of Medical Social Work Coordinator will change to Licensed Clinical Social Work Coordinator and Fire Rescue Medical Social Worker will change to Fire Rescue Licensed Clinical Social Worker. These are merely name changes to the position titles and no new and different job functions have been added or changed.

In addition, a new subordinate position (to the two (2) Coordinator positions referenced above) and pay plan will be added for the Fire Rescue Medical Social Worker position into the Collective Bargaining Agreement. All provisions of the Collective Bargaining Agreement that apply to the existing Fire Rescue Medical Social Worker position will also apply to this new position

The parties acknowledge that the foregoing three (3) positions share a community of interest with the positions currently in the bargaining unit and do not have any conflict of interest with any existing positions.

The following changes will be made to the Recognition Article and the Pay Plan:

ARTICLE 2 – RECOGNITION

The County recognizes the Union as the exclusive bargaining representative for all employees of the Palm Beach County Fire Rescue Department in the main bargaining unit certified by the Public Employees Relations Commission (PERC cert. #RA-84-008), and a Supervisory Bargaining Unit certified by the Public Employees Relations Commission (PERC cert #RA-93-004) as follows:

COVERED BY THIS AGREEMENT:

Firefighters, Driver Operators, Lieutenants, Captains, ARFF Captains, Special Operations Captains, EMS Captains, Staff Assignments, Battalion Chiefs, Call Taker, Communicator III, Assistant Communicator Supervisor, Communicator Supervisor, Communications Center Training Specialist, Communications Center Training Supervisor, Communications Center Quality Assurance Specialist, Communications Center Quality Assurance Manager, Communications Center Manager, Fire-Rescue Communications Coordinator, Integrated Health Paramedic*, Fire-Rescue Building Coordinator, Fire Apparatus Maintenance

Superintendent, Fire Apparatus Tech II, Facility Technician, Electronics Technician, Fire Safety Specialist, Materials Manager, T.V. Producer/Director, Fire Rescue Broadcast Facility Coordinator, Fire Rescue Video Production Manager, Wellness Coordinator, Exercise Physiologist, Fire Rescue Support Services Driver, Fire Rescue Inventory Specialist, Respiratory Protection Specialist, Fire Rescue Respiratory Protection Manager, Fire Rescue Training Facility Coordinator, Licensed Clinical Medical Social Work Coordinator, Fire Rescue Licensed Clinical Medical Social Worker, Fire Rescue Medical Social Worker, Fire Inspector I, Fire Inspector II, Fire Inspector III, Fire Investigator, Community Educator.

ATTACHMENT A – PAY PLAN

October 1, 2024 – Pay Plan


<u>Medical Social Worker</u>		
	Annual	Hourly
Step 1	\$66,196.00	\$31.825
Step 2	\$69,505.28	\$33.416
Step 3	\$72,980.96	\$35.087
Step 4	\$76,629.28	\$36.841
Step 5	\$80,460.64	\$38.683
Step 6	\$84,483.36	\$40.617
Step 7	\$88,707.84	\$42.648
Step 8	\$93,142.40	\$44.780

<u>Licensed Clinical Medical Social Work Coordinator</u>		
	Annual	Hourly
Step 1	\$85,671.04	\$41.188
Step 2	\$89,953.76	\$43.247
Step 3	\$94,450.72	\$45.409
Step 4	\$99,172.32	\$47.679
Step 5	\$104,131.04	\$50.063
Step 6	\$109,337.28	\$52.566
Step 7	\$114,803.52	\$55.194
Step 8	\$120,544.32	\$57.954

<u>Licensed Clinical Medical Social Worker</u>		
	Annual	Hourly
Step 1	\$72,816.64	\$35.008
Step 2	\$76,456.64	\$36.758
Step 3	\$80,279.68	\$38.596
Step 4	\$84,294.08	\$40.526
Step 5	\$88,508.16	\$42.552
Step 6	\$92,934.40	\$44.680
Step 7	\$97,581.12	\$46.914
Step 8	\$102,460.80	\$49.260

PALM BEACH COUNTY

PROFESSIONAL FIREFIGHTERS/PARAMEDICS OF PALM BEACH COUNTY, LOCAL 2928, IAFF, INC.





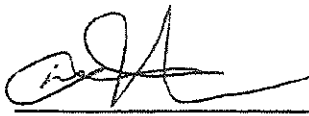
Patrick J. Kennedy
Fire Rescue Administrator

Jeffrey Newsome
President

1-8-2025
Date

1/8/2025
Date

Approved as to Form & Legal Sufficiency

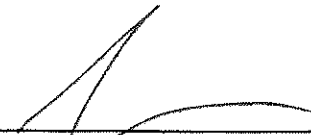


Masimba Mutamba
Assistant County Attorney

Ratified by Palm Beach County on the _____ day of _____, 2025

Ratified by the Union on the 29 day of January, 2025

Maria G. Marino, Mayor
Board of County Commissioners


Jeffrey Newsome
President



Professional Firefighters/Paramedics of Palm Beach County, Local 2928, I.A.F.F., Inc.

2328 S. Congress Ave Ste 2c West Palm Beach, FL 33406 · 561.969.0729 · www.IAFF2928.com



January 29, 2025

Chief Patrick Kennedy
Fire Administrator
Palm Beach County Fire Rescue
405 Pike Road
West Palm Beach, Florida 33411

Re: Collective Bargaining Agreement, Side Agreement

Dear Chief Kennedy:

I am writing to inform you the side agreement to the current Collective Bargaining Agreement between the Professional Firefighters/Paramedics of Palm Beach County, I.A.F.F., Local 2928, Inc., and Palm Beach County was voted on and ratified during two meetings held on January 27, and 28, 2025.

Please do not hesitate to contact me if you require any additional information regarding this ratification vote. Thank you for your time and continued support in this matter.

Sincerely,

Jeff Newsome
President

CC: Rob Larkin, Council for Palm Beach County
Mark Floyd, Council for the Local
Reginald Duren, Assistant County Administrator

"One Union One Family"

Jeffrey Newsome
President

Angelo D'Ariano
Secretary/Treasurer

Craig Gerlach
1st Executive Vice President

David Toohy
2nd Executive Vice President

Michael O'Brien
1st Legislative Vice President

DJ Manger
2nd Legislative Vice President