



## Legislation Text

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**File #:** 22-0862, **Version:** 1

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### **Agenda Item Name:**

Authorize the addition of thirty-three (33) 1.00 Full-Time Equivalent (FTE) Firefighter positions for the Fire Rescue Services Department to facilitate the 7K Kelly Day Schedule as approved in the IAFF General Collective Bargaining Agreement

### **Presenter:**

Harold Theus, Chief 352-384-3101

### **Description:**

Authorize the addition of thirty-three (33) 1.00 Full-Time Equivalent (FTE) Firefighter positions for the Fire Rescue Services Department to facilitate the 7K Three-Week Kelly Day Schedule as approved in the IAFF General Collective Bargaining Agreement

### **Recommended Action:**

Authorize the addition of thirty-three (33) 1.00 Full-Time Equivalent (FTE) Firefighter positions for the Fire Rescue Services Department to facilitate the 7K Three-Week Kelly Day Schedule as approved in the IAFF General Collective Bargaining Agreement

### **Prior Board Motions:**

The IAFF General Collective Bargaining Agreement is being presented to the Board for approval on September 27, 2022.

### **Fiscal Consideration:**

The 7K Three-Week Kelly Day Schedule will require the addition of thirty-three (33) Firefighter FTEs to provide for adequate staffing. The estimated cost of the positions after other leave eliminations, exchanges and pay increases is \$3.3M. The cost of 16 Firefighters will be charged to 001.54.5450.526 and the cost of 17 Firefighters will be charged to 011.54.5480.522. The starting pay will be \$15/hr plus benefits.

### **Strategic Guide:**

All Other Mandatory and Discretionary Services

### **Background:**

The IAFF General Collective Bargaining Agreement (CBA) includes the provision for a 7K Three-week Kelly Day schedule. Staff believes this will address work/life balance, retention, and recruitment issues that the Fire Rescue Department has been struggling with. The schedule will give impacted employees an additional day off every three weeks. The CBA includes some existing leave eliminations and exchanges (attendance award, comp time, floating holidays, lower annual and sick leave accruals, and holiday pay) to offset the cost of the additional staff required to cover the additional vacancies.

The 7K Three-Week Kelly Day schedule will require the addition of thirty-three (33) Firefighter FTEs to cover the additional vacancies. The net estimated cost of the positions after the leave exchanges and reductions is \$3.3M.