



**Kevin Madok, CPA**

Clerk of the Circuit Court & Comptroller – Monroe County, Florida

**DATE:** September 21, 2020  
**TO:** Bryan Cook, Director  
Employee Services  
**FROM:** Pamela G. Hancock *P.G.H.* D.C.  
**SUBJECT:** September 16<sup>th</sup> BOCC Meeting

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Attached is an electronic copy of the following item for your handling:

C26 Ratification of a Memorandum of Understanding extending union collective bargaining agreement with International Association of Firefighters (IAFF) Local 3909, Unit 1 and Unit 2, effective October 1, 2020 through September 30, 2021.

Should you have any questions please feel free to contact me at (305) 292-3550.

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cc: County Attorney  
Finance  
File

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**KEY WEST**  
500 Whitehead Street  
Key West, Florida 33040  
305-294-4641

**MARATHON**  
3117 Overseas Highway  
Marathon, Florida 33050  
305-289-6027

**PLANTATION KEY**  
88820 Overseas Highway  
Plantation Key, Florida 33070  
305-852-7145

**PK/ROTH BUILDING**  
50 High Point Road  
Plantation Key, Florida 33070  
305-852-7145

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN  
PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY  
IAFF LOCAL 3909 ("UNION")**

**AND  
MONROE COUNTY BOARD OF COUNTY COMMISSIONERS ("COUNTY")**

This Agreement is entered into between Monroe County Board of County Commissioners ("County") and Professional Firefighters of Monroe County, IAFF Local 3909 ("Union") as follows:

The County and the Union are parties to two Collective Bargaining Agreements expiring September 30, 2020. The two bargaining units covered are:

Emergency Medical Technician ("EMT"), Paramedic, Firefighter/EMT, Firefighter/Paramedic, and Flight Nurse. For convenience to the Union and County, this unit may be referred to as Unit One or Unit 1.

And

Battalion Chief, Captain and Lieutenant. For convenience to the Union and County, this unit may be referred to as Unit Two or Unit 2.

Whereas the parties agree that due to the extraordinary conditions and circumstances caused by the COVID 19 pandemic, it is in the interest of both parties to extend the current collective bargaining agreements for one year as follows:

1. The current Collective Bargaining Agreement will remain in full force and effect until the ratification of a new agreement to be effective October 1, 2021.
2. No existing past practices or prevailing rights will be altered or diminished by virtue of this extension agreement.
3. In exchange for the Union agreeing to forego improvements in wages or other increases in compensation or benefits, the County agrees:
  - a. No bargaining unit employees shall be furloughed, laid off, or demoted during the term of this extension. This in no way limits the County's

ability to administer appropriate discipline to members of the bargaining unit, in accordance with the agreement and applicable County policies, which may be necessary and could lead to disciplinary action up to and including termination of employment.

b. In the event that any other bargaining unit or any unrepresented employees of the County receive across-the-board structural compensation or benefit improvements during the life of this extension, those same structural improvements shall be provided to the units represented herein. Such improvements would include items like across-the-board cost-of-living-adjustments (COLA) or eligibility for across-the-board merit increases and following the County's normal administrative process for merit increases. Members of the bargaining unit would not be eligible for other specific improvements that apply to individuals or work groups, such as with promotions, job reclassifications, equity adjustments, education or certification increases, and the like, unless one of these types of improvements applies to a member of the bargaining unit.

4. The parties agree to promptly seek ratification of this agreement in accordance with Florida Statute 447.309.

Signed this 31<sup>st</sup> day of August 2020.

For the County

Sign: [Signature]

Date: August 31, 2020

Printed Name: Roman Gavri

For the Union

Sign: [Signature]

Date: 8-30-20

Printed Name: Andre A Thompson

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2020 SEP 21 PM 12:53  
CLK. CIR. CL.  
MONROE COUNTY FLA.

BOARD OF COUNTY COMMISSIONERS  
OF MONROE COUNTY, FLORIDA

[Signature]  
Mayor Heather Carruthers

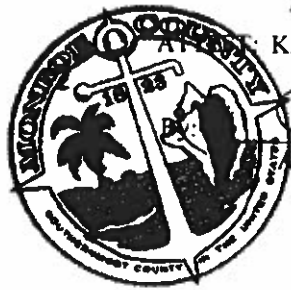
KEVIN MADOK, CLERK

[Signature]  
Deputy Clerk

Approved as to form and content:  
Monroe County Attorney's Office

[Signature]

Digitally signed by Cynthia L. Hall  
DN: cn=Cynthia L. Hall,  
o=Monroe County BOCC, ou,  
email=hall-cynthia@monroecounty-fl.gov,  
c=US  
Date: 2020.08.31 12:31:49 -0400



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN  
PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY  
IAFF LOCAL 3909 ("UNION")  
AND  
MONROE COUNTY BOARD OF COUNTY COMMISSIONERS ("COUNTY")**

The Board of County Commissioners, at a duly noticed and publicly held meeting at Key Largo, Florida, on September 16, 2020, approved the above agreement by (unanimous) (majority) vote of the Board of County Commissioners, as follows:

**VOTING FOR:**

Mayor Heather Carruthers  
Mayor Pro Tem Michelle Coldiron  
Commissioner Craig Cates  
Commissioner David Rice  
Commissioner Sylvia Murphy

**VOTING AGAINST:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA**

Attest:

**KEVIN MADOK, CLERK OF COURT**



*Kevin Madok*  
Deputy Clerk

**MONROE COUNTY BOARD OF  
COUNTY COMMISSIONERS**

By: *Heather Carruthers*  
\_\_\_\_\_  
Mayor Heather Carruthers

Date:

Approved as to form and content:  
Monroe County Attorney's Office

*Cynthia B. Hall*

Assistant County Attorney