



City of Marco Island

MEMORANDUM

To: Members of the City Council

From: City Manager Michael A. McNees
Fire Chief Chris Byrne

Date: October 20, 2025, City Council Agenda

Re: Proposed Resolution Providing for Ratification of the Collective Bargaining Agreement Between the Collective Bargaining Agreement Between the City and the International Association of Fire Fighters Local No. 2887

Recommendation:

It is recommended that the City Council adopt the enclosed resolution, which authorizes and approves the ratification of the Collective Bargaining Agreement (the "Agreement") between the City of Marco Island (the "City") and the International Association of Fire Fighters Local No. 2887 (the "Union").

Agreement Highlights and Summary:

The Agreement, which applies to the City's firefighters, fire-rescue driver engineers, fire-rescue captains fire inspectors and battalion chiefs, is for a 3-year term commencing October 1, 2025, and expiring September 30, 2028. Examination of a select five comparison fire departments found the Firefighters salary and benefit package to be significantly behind the average. Based on the terms of this agreement, salary and benefit improvements are in line with the current comparable market. The cost to the City to fund the foregoing wage increases over the term of the Agreement is estimated to be \$833,119.41 or 17.8% over the three-year period. This agreement improves The following key sections of the Agreement have been summarized for the Council's convenience:

• ***Compensation***

- (a) The 10% Fringe Benefit Allowance was rolled into the base salary.
- (b) During the term of the Agreement, bargaining unit employees who do not exceed the base pay maximum will receive the following adjustment to their base salary:
 - i. Year 1 – Four percent (4%) increase, effective October 1, 2025.
 - ii. Year 2 - Four percent (4%) increase, effective October 1, 2026.
 - iii. Year 3 – Four percent (4%) increase, effective October 1, 2027.
- (c) Base salary step plan increases 1% to 4% per step
- (d) Annual skill incentives shall be increased as follows:
 - i. Department Physician Credentialed Paramedic \$11,500, an increase from \$10,500 beginning in FY27

- ii. Boat Operator, an increase from \$1,500 to \$3,500 in FY28 (maximum of 12)
- iii. Acting Captain, an increase from \$1,250 to \$2,500 (maximum of 9)
- iv. Acting Battalion Chief, an increase from \$1,250 to \$2,500 (maximum of 6)
- v. Acting Driver Engineer, an increase from \$500 to \$1,000 (firefighters only)
- vi. Acting Fire Marshal, an increase from \$1,250 to \$5,500 (1)
- vii. Fire Inspector II, , an increase from \$500 to \$1,000

(e) New Skill Incentives

- i. MERT Command, \$1, 500
- ii. Certified Plans Reviewer, \$1,500
- iii. Car Seat Technician, \$500
- iv. Fire & Life Safety Educator, \$500

- ***Holiday Pay***

(a) Holiday Pay in FY27 was reduced from 88 hours per employee to 60 hours.

- ***Management Rights***

(a) No changes to the existing Management Rights article.

- ***Duration***

If neither party provides timely notice to negotiate a successor agreement, the Agreement will renew for one (1) year with the same wage increase, hours and terms and conditions of employment as reflected in the final year of this Agreement.