



## Kevin Madok, CPA

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

**DATE:** April 2, 2025

**TO:** Bryan Cook, Director  
Employee Services

**ATTN:** Megan Fiore Abreu, Senior Administrator  
Human Resources

Kelly Cummings, Executive Administrator  
Employee Services

**FROM:** Liz Yongue, Deputy Clerk

**SUBJECT:** March 25, 2025 BOCC Meeting

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The following item has been executed and added to the record:

C8 Memorandum of Understanding with International Association of Firefighters (IAFF) Local 3909, Unit 1 and Unit 2, to provide administrative clarification within Article 8 and Article 9.

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

cc: County Attorney  
Finance  
File

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KEY WEST  
500 Whitehead Street  
Key West, Florida 33040

MARATHON  
3117 Overseas Highway  
Marathon, Florida 33050

PLANTATION KEY  
88770 Overseas Highway  
Plantation Key, Florida 33070

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made by and between **Professional Firefighters of Monroe County, International Association of Firefighters, Local 3909** and **Monroe County Board of County Commissioners** (collectively, the “Parties”) for the purpose of clarifying the application of Certification Pay, Overtime Calculations, and increased life insurance benefits.

WHEREAS, on February 5, 2025, the Parties tentatively agreed to terms in a Collective Bargaining Agreement (hereinafter the “Agreement”); and

WHEREAS, on February 12, 2025, the Professional Firefighters of Monroe County, International Association of Firefighters, Local 3909 (hereinafter the “Union”) voted to approve the tentatively agreed upon Agreement, and

WHEREAS, on February 19, 2025, the Monroe County Board of County Commissioners voted to ratify the Agreement; and

WHEREAS, it has been brought to the attention of the Parties that the terms of the agreement did not address certain procedures for payment required by the Clerk of Court.

NOW THEREFORE, the Parties agree as follows:

1. Pursuant to Article 8.9 of the Agreement, qualified Union members are entitled to certain certification pay; while certifications remain current and active. The certifications referenced in this section are understood to be annual amounts: \$500 per certification per year, and each IAFF member may be paid for up to 10 certifications, for a maximum potential of \$5,000 per member per year, and will be paid proportionally on a bi-weekly basis to the members who qualify for the applicable certifications during the course of their employment. Certification pay is to be prospective upon ratification of the Agreement.
2. Pursuant to Article 8.6 of the Agreement, overtime pay is to be calculated to include vacation time, sick time, and compensatory time towards hours worked. Overtime pay shall also be calculated to include holiday and administrative leave as defined in Section 8.01 (K) of the Monroe County Personnel Policies and Procedures Manual (PPPM) towards hours worked.
3. Pursuant to Article 9.7 of the Agreement life insurance coverage for each Unit member in the amount of Twenty Thousand Dollars (\$20,000.00). The amount of life insurance coverage was increased for County employees to Fifty Thousand Dollars (\$50,000), that increased benefit shall be available to Union unit members upon ratification of the Agreement.
4. In all other respects, the terms of the 2025 Collective Bargaining Agreement between the Parties remain unchanged and in full force and effect.

This Memorandum of Understanding has been executed by the Parties this 25th day of ~~February~~ 2025:  
March

BOARD OF COUNTY COMMISSIONERS  
MONROE COUNTY, FLORIDA

IAFF LOCAL UNION NO. 3909

By: James K. Scholl  
Mayor James K. Scholl

By: O. Hodek  
Oliver Hodek Union President

Date:

Date: 03/10/2025



Attest

Kevin Madok, Clerk

By: Kevin Madok  
Deputy Clerk

Date: 3/25/2025

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

Anjelica Harden-Ivanoski

FILED FOR RECORD  
2025 APR -2 PM 4: 14  
CLK, CIR, CI,  
MONROE COUNTY, FLA