City of Boynton Beach
Agenda Item Request Form

Meeting Date: 08/25/2026

Proposed Resolution No. R26-130- Approve amendments to the Collective Bargaining Agreement between the Boynton Beach Association of Fire Fighters, Florida Local 1891, and the City of Boynton Beach regarding Life Insurance and Cell Phones.

Requested Action: Staff recommends approval of Proposed Resolution No. R26-130.

Explanation of Request:

The City of Boynton Beach and the Boynton Beach Association of Fire Fighters, Florida, Local 1891 (IAFF) have reached an agreement on two amendments to their current Collective Bargaining Agreement (CBA):

1. **Cell Phone (Article 12 – Uniform and Equipment):** Amends the provision for bargaining unit members promoted to Battalion or Division Chief. Rather than receiving a monthly cell phone allowance, affected members will instead have the option to receive a City-issued cell phone, as determined by the Fire Chief.
2. **Life Insurance (Article 14 – Group Insurance):** Increases the term life and accidental death insurance benefit provided to bargaining unit members from $50,000 to $200,000. This amendment, if approved, would be effective October 1, 2026, through September 30, 2028.

This amendment would be effective from the date of execution through September 30, 2027, coinciding with the remaining term of the current CBA.

How will this affect city programs or services? Article 12 amends the cell phone provision for members promoted to Battalion or Division Chief, allowing the option of a City-issued cell phone in place of a monthly allowance, at the Fire Chief's discretion. Article 14 increases the term life and accidental death insurance benefit for bargaining unit members from $50,000 to $200,000, effective October 1, 2026, through September 30, 2028. These changes improve employee benefits and equipment flexibility with no reduction in service levels or program delivery.

Budgeted Item: Yes

Account Line Item and Description: Multiple accounts

Fiscal Impact: This award saves the City approximately $52,804 annually (9.1%) reducing the total estimated annual employer-paid premium for Basic Life & AD&D, Retiree Life, STD, and LTD from $579,482 to $526,678, while simultaneously increasing life insurance coverage for every employee classification and closing the disability coverage gap for higher-earning employees. Optional (Voluntary) Group Life, Dependent Life, and AD&D coverage are fully employee-paid and have no net fiscal impact to the City.

Attachments:

R26-130 Agenda_Item_4877-2026_Resolution_for_Fire_Fighter_Collective_Bargaining_agmt_Amendments.docx
Exhibit A to Resolution - Amendment_to_CBA_-_IAFF_-_Life_Insurance.pdf
Exhibit B to Resolution - Amendment_to_CBA_-_IAFF_-_Cell_Phone_SIGNED.pdf
R24-202 fully-executed.pdf