

**COUNCIL AGENDA STATEMENT**



**Meeting Date:** March 25, 2025  
**To:** Honorable Mayor and Council Members  
**From:** George Garrett, City Manager

Agenda Item: **Resolution 2025-23**, Approving A Memorandum Of Understanding Between The City Of Marathon And The Professional Firefighters Of Marathon, To Include Non-Union Firefighters And Paramedics Of The City Of Marathon Fire Department; Said Memorandum To Be Approved In Consideration Of Participation In The City’s Health Insurance Coverage At Article 13; And Providing For An Effective Date.

**BACKGROUND**

The Professional Firefighters of Marathon are currently covered under an insurance trust for healthcare coverage as negotiated in the collective bargaining agreement. Beginning May 1, 2025 the Professional Firefighters of Marathon would like to change health, dental, vision and life insurance coverage from the insurance trust to the plan that city employees are currently covered under. This change requires a memorandum of understanding to be accepted by City Council.

**CONSISTENCY CHECKLIST:**

	<b>Yes</b>	<b>No</b>
1. Comprehensive Plan	_____	_____ <u>X</u> _____
2. Other – 2010 Sewer Mandate	_____	_____ <u>X</u> _____

**FISCAL NOTE:**

Approval of this MOU will increase the health insurance expense for the Fire Department by approximately \$185 per covered employee per month or \$34,225 for the remainder of FY25 (May – September 2025).

**RECOMMENDATION:** Approval

**RESOLUTION NO. 2025-23**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARATHON, FLORIDA, APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MARATHON AND THE PROFESSIONAL FIREFIGHTERS OF MARATHON, TO INCLUDE NON-UNION FIREFIGHTERS AND PARAMEDICS OF THE CITY OF MARATHON FIRE DEPARTMENT; SAID MEMORANDUM TO BE APPROVED IN CONSIDERATION OF PARTICIPATION IN THE CITY'S HEALTH INSURANCE COVERAGE AT ARTICLE 13; AND PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, The City of Marathon has maintained a competitive and extremely well-trained fire and emergency medical service for more than a decade; and

**WHEREAS**, the City of Marathon ("City") and the Professional Firefighters of Marathon Local 4396 ("Union") are parties to a collective bargaining agreement which provides for Health Insurance Coverage at Article 13; and

**WHEREAS**, the parties current agreement requires coverage and contributions to be made through Professional Firefighters of Marathon Insurance Trust Fund (" Union Plan"); and

**WHEREAS**, the parties seek to reinstate insurance coverage for this bargaining unit through the City's plan as currently provided to all other City employees;

**WHEREAS**, the preceding is considered and carried out with an interest of preserving the City's outstanding fire service, attempting to retain its key personnel, and with the intent of preserving the greatest benefit toward the health, safety, and welfare of the citizens and visitors to the City of Marathon,

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MARATHON, AS FOLLOWS:**

**Section 1.** The above recitals are true and correct and incorporated herein.

**Section 2.** That the Council approves the Memorandum of Understanding (MOU) with the Professional Firefighters of Marathon attached as Exhibit "A." together with such non-material changes as may be acceptable to the City Manager and approved as to form by the City Attorney, is hereby approved. The City Manager is authorized to execute the MOU and expend budgeted funds on behalf of the City.

**Section 3.** This Resolution shall become effective upon adoption.

**PASSED AND APPROVED BY THE CITY COUNCIL OF THE CITY OF MARATHON, FLORIDA, THIS 25TH DAY OF MARCH, 2025.**

**THE CITY OF MARATHON, FLORIDA**

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**Lynn Landry, Mayor**

AYES:  
NOES:  
ABSENT:  
ABSTAIN:

**ATTEST:**

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Diane Clavier, City Clerk

(City Seal)

**APPROVED AS TO FORM AND LEGALITY FOR THE USE AND RELIANCE OF THE CITY OF MARATHON, FLORIDA ONLY:**

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Steve Williams, City Attorney

EXHIBIT "A"  
Interlocal Agreement to share the functions of the Monroe County, Florida  
Contractors Examining Board

## **ARTICLE 13**

### **Health Insurance**

Section 1: All bargaining Unit Members shall be covered by the Professional Firefighters of Marathon Insurance Trust Fund (" Union Plan"). Coverage under the Union Plan shall also be offered to: sworn Fire Department management employees/dependents; future sworn Fire Department retirees/dependents; and, current sworn Fire Department retirees/dependents. Participation in the Union Plan shall forfeit the Member's right to participate in the City's plan for as long as the Union Plan, or its successor(s), shall be in existence. Participants in the Union Plan shall be eligible to continue in the Union Plan upon retirement with the same benefit levels and rates charged for active Member participants.

Section 2: The City shall be indemnified and held harmless by the Union against any claim, demand, suit, or liability and for all legal costs arising in relation to the implementation or administration of the Union Plan, except to the extent that the City's acts or omissions give rise to its own liability.

Section 3: The City shall contribute to the Union Plan the amount of Eight Hundred Fifty dollars (\$850) per month per covered Member. Monthly payments towards the Union Plan shall be received no later than the 7th of each month.

The City shall make no contribution towards the cost of coverage for retirees. Participating Members shall pay any other insurance, administrative, and related costs, which may arise during the term of this Agreement. At no time will the City's contribution per member exceed other City employee's insurance monthly premiums.

Future annual increases to the City monthly contributions will be made based upon the Annual Segal Health Plan Cost Trend Survey for Open Access PPOs/POS Plans, not to exceed 5% per year. The increases shall be effective January 1 of each year. In no event shall the City's monthly contributions be less than the prior year, even if the trend rate is negative

**MEMORANDUM OF UNDERSTANDING**

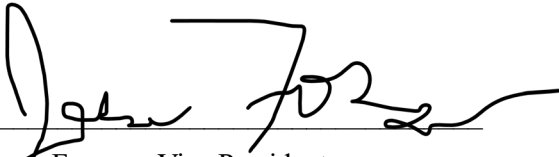
WHEREAS, the City of Marathon (“City”) and the Professional Firefighters of Marathon Local 4396 (“Union”) are parties to a collective bargaining agreement which provides for Health Insurance Coverage at Article 13; and

WHEREAS the parties current agreement requires coverage and contributions to be made through Professional Firefighters of Marathon Insurance Trust Fund (" Union Plan"); and

WHEREAS the parties seek to reinstate insurance coverage for this bargaining unit through the City’s plan as currently provided to all other City employees;

NOW THEREFORE the parties agree as follows:

1. Effective on or before May 1, 2025, the City of Marathon and the Bargaining Unit Members agree to reinstate healthcare coverage as currently offered to all City employees;
  
2. The healthcare coverage for all members and their beneficiaries shall be at the same levels and under the same terms and conditions as City Employees. Currently, members are offered a two-tiered – base and premium plan. Any changes to health insurance benefits that exceed no cost for the base plan and an increase greater than 15% per year for the premium plan will be subject to collective bargaining.
  
3. Effective on or before May 1, 2025, the City shall have no further obligation to make contributions to the Union Plan, provided however that the City shall assure that all contributions owed for coverage through April 30, 2025 are paid in full.

  
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Jesse Fossum, Vice President

IAFF Local 4396

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City of Marathon

Date: 3/12/2025

Date: \_\_\_\_\_