



**COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE NORTH COLLIER FIRE CONTROL AND RESCUE DISTRICT
and the
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL #2297**

**EFFECTIVE
OCTOBER 01, 2025 TO SEPTEMBER 30, 2028**

**RATIFIED BY LOCAL #2297
OCTOBER 01, 2025**

**RATIFIED BY NORTH COLLIER FIRE CONTROL AND RESCUE DISTRICT
BOARD OF FIRE COMMISSIONERS
SEPTEMBER 25, 2025**

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ARTICLE 1: PREAMBLE

In order to continue the enduring, harmonious cooperation and relations by and between the North Collier Fire Control and Rescue District (hereinafter referred to as the “District”) and the North Collier Professional Firefighters and Paramedics International Association of Fire Firefighters Local #2297 (hereinafter referred to as the “Union”), this document serves as the codified agreement of the mandatory and permissible subjects of collective bargaining including wages, hours, and terms of employment.

This document also serves to provide for the equitable and peaceful adjustment of differences which may arise over the interpretation, application, and implementation of the bargained subjects that follow.

This document shall hereinafter be referred to as the “Agreement”.

ARTICLE 2: RECOGNITION

- 2.01** The District recognizes the North Collier Professional Fire Fighters and Paramedics, IAFF Local 2297 as the sole and exclusive bargaining agent for purposes of collective bargaining with respect to wages, hours, and terms of conditions of employment for all employees included in Public Employees Relations Commission (PERC) Certification #1862 and Certification #1863.
- 2.02** Should the Union merge with another IAFF local union, or be succeeded by another IAFF local union, the District will:
- recognize such other IAFF local union;
 - honor this collective bargaining agreement without interruption;
 - sign an amendment to this Agreement, changing the name of the union;
 - and join the Union in filing a petition with the Florida PERC (such petition to be prepared by the Union) to amend the certification to change the name of the certified union to the other IAFF local union.
- 2.03** The Union recognizes the Fire Chief or designee as the District's representative for the purpose of collective bargaining and the settlement of disputes.
- 2.04** Memorandum of Understanding Recognition (MOU): All MOUs developed and mutually agreed upon between parties during the course of this Agreement shall be presented to clarify existing language and supplement or supersede contractual language as agreed within this Agreement.

ARTICLE 3: NON-DISCRIMINATION

3.01 The District and Union agree not to discriminate against or harass on the basis of any protected class in accordance with any Federal or State law.

3.02 Union Rights

Employees covered under this Agreement shall have the right to join; to engage in lawful concerted activities for the purpose of collective bargaining or other mutual aid for protection; to express or communicate to management and elected officials any view, grievance, complaint, or position related to the conditions of morale, compensation, health and safety, and terms of employment, all free from constraint, coercion, discrimination, or reprisal.

3.03 Nothing shall abridge the right of any duly authorized representative to present views of an employee, or this recognized group, which affect the welfare of its employees.

ARTICLE 4: POLICIES, PROCEDURES & GUIDELINES

- 4.01** The Union agrees that employees shall comply with all the District's policies and standard operating procedures (SOPs). The District agrees that policies and SOPs in effect on the date of this Agreement shall be a formal part of this Agreement.
- 4.02** Any new or revised policy, SOP or regulation that violates another provision of this Agreement will be considered proper subjects for adjustment under the grievance procedure.
- 4.03** For new policies created or existing policies that are updated, both of which require the District's Board of Fire Commissioner (BOFC) approval, the Union shall have the right to review any that affect wages, hours, or terms and conditions of employment at least ten (10) days prior to the monthly BOFC meeting at which the policy is to be approved.
- 4.04** Failure of the Union to request impact bargaining within twenty-one (21) calendar days following Board approval of a policy shall constitute a waiver.
- 4.05** All employees shall comply with all lawful policies, SOPs and regulations of the District, and any amendments thereto, pursuant to the provisions of this Article.

ARTICLE 5: MANAGEMENT RIGHTS

- 5.01** The Union recognizes the Fire Chief as the District's authorized business agent and acknowledges he/she or his/her designee possess the right to operate the District to the extent provided by Florida Statute 447.209, as may be amended. The Union recognizes Management Rights are subject to applicable law and the terms of this Agreement.
- 5.02** These parties agree that in addition to the management rights set forth by Florida Statutes and all applicable laws, the exclusive rights of the District include, but are not limited to, the following:
- A. Determine the mission and purpose of the District and set standards of service to be offered to the public. Maintain order, discipline, and efficiency of operations.
 - B. Formulate, implement, modify, maintain, and enforce policies, SOPs, and regulations.
 - C. Hire, direct, schedule shifts and work hours, examine, classify, train, promote, transfer from shift to shift, and lay off employees. Assign employees to job duties and tasks within the scope of their job description, work stations, apparatus, vehicles, and equipment. Evaluate, discharge, demote, suspend or otherwise discipline employees for just and proper cause.
 - D. Require, select, institute, maintain, or close the operation of any facility, apparatus, or equipment as necessary for the economical carrying out of the operation of the District.
 - E. Determine the methods, means, and number of employees needed to carry out the District's mission and purpose. Formulate new and modify existing job descriptions.
 - F. It is understood that the District shall not be determined to have waived or modified the rights reserved by the District under this article by not exercising said rights.
 - G. Any right that the District had prior to entering into this Agreement is retained by the District.

ARTICLE 6: DRUG-FREE WORKPLACE

6.01 It is acknowledged that the District's Drug-Free Workplace Policy (as adopted by the Board and included in District policy and SOP) is to be maintained in accordance with Chapter 440, Florida Statute, as may be amended, and shall be applicable to employees of the bargaining unit.

6.02 The District agrees to provide the Union with at least thirty (30) days advance notice of any updates to the District's Drug-Free Workplace Policy based on operational and/or administrative needs.

Within ten (10) calendar days of receiving notice, the Union may request a meeting with the District. The District agrees to meet with the Union during the thirty (30) day advance notice period to discuss any questions or concerns of the Union regarding the update.

6.03 The District will update the Drug-Free Workplace Policy to maintain conformance with the law.

ARTICLE 7: JOB DUTIES

7.01 Changes to Job Duties

Whenever there are proposed changes to a bargaining unit job description, the District will provide the Union with a copy of the proposed changes. The Union shall have ten (10) calendar days from the date of receipt to request to bargain the proposed changes.

7.02 Personnel covered by this Agreement shall not be required to perform building repairs or maintenance other than regular housekeeping duties.

ARTICLE 8: LABOR MANAGEMENT COMMITTEE

8.01 There shall be a Labor Management Committee which shall consist of a total of eleven (11) employees:

- The Union President will designate six (6) employees; one (1) employee shall be a Battalion Chief.
- The Fire Chief will designate five (5) employees.

Designated Labor Management Committee employees, while attending meetings, will receive appropriate wage compensation as hours worked.

8.02 The Labor Management Committee shall meet on a monthly basis, or less often by mutual consent, and such meetings shall be held during business hours.

8.03 Meetings will be held for such purposes as:

- dissemination of information;
- submission of suggestions for improving efficiency, economy of operation, working conditions, or employee services;
- proposal of revisions of existing policies, SOPs or regulations;
- resolution of other problems of employees;
- avoidance of further grievances; and/or
- promotion of harmonious relations between the District and the Union.

Minutes will be available for review prior to the next meeting. Minutes will be posted to the District Network.

ARTICLE 9: GRIEVANCE PROCEDURE

9.01 Definition of a Grievance

A grievance is defined as a dispute involving the interpretation or application of this Agreement, and shall be settled in the following manner:

9.02 Grievance Procedure

Step 1:

The employee or the Union shall reduce the grievance to writing, sign and file it within fourteen (14) calendar days of the occurrence which gave rise to the grievance, or within fourteen (14) calendar days of when the employee/the Union knew or should have known of the occurrence, whichever last occurs.

An employee shall file their grievance with the Union or directly with the Fire Chief within the time provided above. If the employee files directly with the Fire Chief, the grievance shall include:

- A. A dated statement of the grievance and a brief statement of the facts involved.
- B. The remedy requested.
- C. The Article(s) and Section(s) of the Agreement which grievant claims has been violated.

The Union shall have no obligation or right to process a grievance filed directly with the Fire Chief, but shall be notified of the Step 3(a) grievance meeting and arbitration, if any, involving a direct filed grievance.

Step 2:

The Union Grievance Committee, upon receiving a written and signed grievance not filed directly with the Fire Chief under Step 1, shall determine validity of the grievance. If the Union Grievance Committee determines there is no validity to the grievance, no further action is necessary, and the grievance shall not be subject to resolution under this contract.

Step 3:

A. For grievances filed by employees directly with the Fire Chief

The Fire Chief or designee shall meet with the grievant to discuss and attempt to resolve the grievance within fourteen (14) calendar days after the grievance is filed with the Fire Chief.

B. For grievances filed under Step 2

If the Union Grievance Committee determines validity to a grievance, as soon as reasonably possible, but no more than twenty-one (21) calendar days after the grievance is filed with the Union, the Union Grievance Committee shall, with or without the physical presence of the aggrieved employee, present the grievance in

writing, and signed by the Grievance Committee Chairman, to the Fire Chief for adjustment. The grievance shall include:

- The name or classification of the grievant(s);
- A copy of the Step 1 grievance showing the date originally filed;
- The remedy requested; and
- The Article(s) and Sections(s) of the CBA claimed to be violated.

C. The Fire Chief shall respond within twenty-one (21) calendar days.

Step 4:

Within twenty-one (21) calendar days after the Fire Chief's decision in Step 3(c); if the grievance has not been settled, the Union or the employee shall submit the grievance to the Board of Fire Commissioners ("BOFC") for review at their next regularly scheduled meeting. The BOFC shall render a decision or decide to waive review no later than at its next regularly scheduled meeting. Failure to make a decision shall be deemed a waiver. A waiver by the BOFC shall be deemed an adoption of the Fire Chief's position. The Fire Chief shall notify the Union in writing of the BOFCs decision, waiver or failure to make a decision within twenty-one (21) calendar days.

9.03 Arbitration

If the grievance is not resolved within twenty-one (21) calendar days of receipt of the Fire Chief's notice in Step 4, the Union may initiate arbitration proceedings by advising the Fire Chief in writing of its intent to arbitrate.

9.04 Selection of Arbitrator

As soon after the request for arbitration is served as is conveniently possible, the parties shall meet or confer by telephone in order to select an arbitrator to hear and decide the grievance. If the parties are unable to agree to an arbitrator, the Union shall request the Federal Mediation and Conciliation Service or the American Arbitration Association to provide the parties with a panel of seven (7) arbitrators. Within fourteen (14) days after receipt of such panel, the parties will meet or confer by telephone to select an arbitrator. The Union and the District shall each have the right to alternately strike three (3) names from the list. The name remaining shall be the arbitrator. The arbitrator selected shall decide the dispute and such decision shall be final and binding on the parties and the employees. The fees and expenses of the arbitration shall be borne equally by the parties. Each party shall be responsible for its own attorney's fees, any court reporting services it wishes to use, and the wages of off-duty employees, whether they be witnesses, potential witnesses, representatives, or grievant(s), it utilizes in any arbitration proceeding.

Authority of Arbitrator

The arbitrator shall in no way change amend or modify the terms of this Agreement and

shall award no monetary relief for any period prior to the occurrence grieved.

- A. The arbitrator shall confine scope of work exclusively to the question presented.
- B. The arbitrator shall issue the award within thirty (30) calendar days after the hearing.

9.05 Time Limits

The time limits set forth are to be considered of the essence of the grievance and arbitration procedure, and failure of the employee or the Union to meet any time limit set forth therein shall, unless the parties by mutual agreement have extended a time limit, constitute waiver of the grievance and acceptance of the District's position.

9.06 Grievances by Non-Union Member

When the Union refuses to process a grievance for an employee because of the employee's non-membership in the Union, if by law the employee has the right to process his/her grievance under this Agreement, the employee shall assume all the burdens, limitations and obligations, including financial obligations, of the Union under this Article and any other Article that may apply to the grievance.

9.07 General

The filing of a grievance shall in no way interfere with the right of the District to carry out its management responsibilities, subject to the final resolution of the grievance. Employees shall abide by the management decision involved in any grievance until the grievance is finally resolved in accordance with this Article and applicable law.

ARTICLE 10: UNION BUSINESS

10.01 Meetings

The District agrees to permit Union meetings at any time at the District's fire stations after prior verbal or written notice from the Union to the Fire Chief or designee as to the time and place the meeting is to be held.

- A. The Union may schedule the use of the District's meeting rooms at Station 45 for one (1) regular meeting monthly. The dates of the monthly meetings for the upcoming fiscal year (October 1st through September 30th) will be furnished to the District by October 1st of each year.
- B. The District's meeting rooms may be requested at other times in accordance with District policies and SOPs. The District will not assess a fee for the Union's use of the meeting rooms.
- C. Union meetings shall not in any way interfere with the operations of the District.

10.02 Bulletin Board/Digital Board

The District agrees to provide a space in all fire stations for a bulletin board/electronic board for the purpose of posting Union letters and materials.

- A. All materials placed on the Union bulletin board/electronic board will be signed by the Union President or designee.
- B. Materials placed on the Union bulletin board/electronic board shall pertain only to Union activities and shall not reflect negatively upon any employees, officials, or constituents of the District.

No materials which violate the provisions of this section shall be posted and, if posted, shall be removed by the Fire Chief or designee, and the Union President or designee will be notified.

10.03 Activities

Employees elected or appointed to represent the Union shall be granted time to perform the following functions without loss of pay, provided staffing as determined by the Fire Chief or designee is maintained:

- attendance at regular monthly Union meetings;
- attendance at meetings with the Fire Chief;
- attendance at the District's BOFC meetings; and/or
- attendance at disciplinary hearings and activities related to grievance procedures.

Union activity shall not in any way interfere with the operations of the District.

10.04 Negotiations

Up to five (5) employees (four (4) Principle Officers and the District VP) of the Union negotiating team will be allowed time off without loss of pay for all negotiating sessions with the District.

Negotiations shall be scheduled at times mutually agreeable to the Union and the District.

10.05 Union Office

The District agrees to provide the Union an office at 1885 Veterans Park Drive.

10.06 The District and the Union may agree to reopen this article at any time during the duration of the Agreement if mutually agreed upon.

10.07 Union Time Bank

On October 1, 2025, the District shall provide the Union a one (1) time allocation of nine hundred (900) hours for the Union Time Bank (UTB).

There shall be no cash value to any hours in the UTB.

The UTB shall be used only for Union business by the Union President or such individuals approved by the Union President. The UTB hours do not apply to items listed in Section 10.03. The UTB will not interrupt District Operations.

Requests for time off utilizing UTB hours, as approved by the Union President, shall be submitted at least 24 hours before the time off requested.

To request UTB, all submissions shall be submitted to the Deputy Chief or designee. Determination of approval shall not cause overtime and will be used in accordance with Article 30 Vacation, Section 30.07.

If at the end of each fiscal year the UTB is not fully depleted, the balance of hours shall be maintained and carried forward to the following year. The District will provide the difference to start the fiscal year at nine hundred (900) hours.

At no time shall UTB time be cashed out or transferred to any individual employee's time bank.

ARTICLE 11: PAYROLL DEDUCTION OF UNION DUES

- 11.01** The District agrees to deduct on each pay period all Union dues and assessments, in an amount certified by the Treasurer of the Union, from the pay of those employees who individually request in writing that such deductions be made. The District shall remit the total amount of deductions for each employee, each month to the Treasurer of the Union.
- 11.02** An employee may, at any time, on forms provided by the Union, revoke their union dues and deduction and shall submit such revocation form to the District with a copy of such revocation form to the Union. The District shall stop Union dues deductions only on the first pay period in each calendar month.
- 11.03** Upon receipt of a lawfully executed written authorization form from an employee, the District agrees to deduct a FIREPAC deduction of such employee from their paycheck and remit such deductions to the duly elected Treasurer of the Union. An employee may, at any time, on forms provided by the Union, revoke FIREPAC deduction and shall submit such revocation form to the District with a copy of such revocation form to the Union. The District shall stop FIREPAC deductions only on the first pay period in each calendar month.
- 11.04** The Union agrees to indemnify, defend and hold the District harmless against any and all claims, suits, orders or judgments brought or issued against the District as a result of any action taken or not taken by the District under the provisions of this article.
- 11.05** There shall be no fee charged by the District for processing these deductions.

ARTICLE 12: OBSERVED DISTRICT HOLIDAYS

12.01 The following holidays are recognized by the District:

- New Year's Eve
- New Year's Day
- Martin Luther King, Jr. Day
- Presidents' Day
- Easter Sunday
- Memorial Day
- Juneteenth
- July 4th
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Eve
- Christmas Day

September 11

This date shall be recognized by the District and reserved for attendance at memorial services for the victims of the 9-11-01 tragedy.

ARTICLE 13: HOURS OF DUTY/RATE OF PAY

13.01 Shift Work Period

In compliance with the Fair Labor Standards Act (FLSA), the District uses a fourteen (14) day work period for shift employees.

The District has identified that the fourteen (14) day work period will start on Sunday at 0800 hours and end fourteen (14) days later on Sunday at 0800 hours.

(Example: Start on Sunday, 01/04/2026, 0800 hours to Sunday, 01/18/2026, 0800 hours)

Shift employees will be paid on a forty-eight (48)-hour workweek (i.e., 96 hours in a 14-day work period). This schedule will be a 24-hours on / 48-hours off work schedule (2,496 hours annually).

Shift employees will be paid on a forty-two (42)-hour workweek (i.e., 84 hours in a 14-day work period). This schedule will be a 24-hours on / 72-hours off work schedule (2,184 hours annually).

Productive Hours

The following shall be considered productive time for FLSA calculation purposes:

- Vacation leave;
- Admin leave-Paid;
- Education leave;
- Personal leave;
- Bereavement leave;
- Sick leave; and
- UTB.

Non-Productive Hours

The following shall not be considered productive time for FLSA calculation purposes:

- Admin leave-Not Paid; and
- Kelly Days.

13.02 Regular Work Schedule for Shift Personnel

- Each shift begins at 0800 and ends at 0800 the following day.
- Shift employees will work twenty-four (24) hours on duty, followed by forty-eight (48) hours off duty.

Shift employees shall not exceed forty-eight (48) hours of regularly scheduled work within any fifty-eight (58) hour period, unless a State of Emergency is declared in accordance with District Policy and SOP, or if authorized by the Fire Chief or designee.

13.03 Shift Regular Rate Calculation

The employee's regular rate of pay is determined by using the following calculation:

Shift Regular Rate (24/48 Work Schedule)

1. Sum the employee's base salary and all eligible incentives
2. Divide the employee's base salary and all eligible incentives by 2,496 hours

(Example: Regular Rate Example Calculation)

1. Employee Base Salary = \$55,000 + Eligible Incentives = \$7,500 = \$62,500
2. Employee Base Salary + Eligible Incentives/2496 hours = Regular Rate of \$25.04

Shift Regular Rate (24/72 Work Schedule)

1. Sum the employee's base salary and all eligible incentives
2. Divide the employee's base salary and all eligible incentives by 2,184 hours

(Example: Regular Rate Example Calculation)

1. Employee Base Salary = \$55,000 + Eligible Incentives = \$7,500 = \$62,500
2. Employee Base Salary + Eligible Incentives/2,184 hours = Regular Rate of \$28.62

13.04 Shift Overtime Rate of Pay / Overtime Hours

Shift Overtime Rate of Pay 24/48 Schedule:

- Overtime will be paid in accordance with FLSA
- Employees will be paid at one and one-half (1 ½) times their regular rate of pay for all hours worked in addition to the employee's regularly scheduled time.

Shift Overtime Rate of Pay 24/72 Schedule:

- Overtime will be paid in accordance with FLSA
- Employees will be paid at one and one-half (1 ½) times their regular rate of pay for all hours worked in addition to the employee's regularly scheduled time.

All overtime shall be recorded in fifteen (15) minute increments. Any time over fifteen (15) minutes in duration will be paid a minimum of one (1) hour for the first hour, then in fifteen (15) increments thereafter.

13.05 Kelly Days

Kelly Day annual schedules will be delineated by shift and reflect each fourteen (14) day work period with annual start date and end dates as close as possible to October 1st.

Kelly Day Schedule

Upon ratification of this Agreement, the District will initiate a Kelly Day bidding and selection process within thirty (30) calendar days.

Kelly Days are taken every seventh (7th) shift. Kelly Days shall be bid annually in the month of August and are assigned for the forthcoming fiscal year by September 1st.

The day awarded shall remain for the next fiscal year unless the employee changes shifts, or swaps Kelly Days as provided below. Kelly Day selection shall not cause overtime.

Kelly Day Selection and Bidding

Kelly Day selection and bidding shall follow the Bidding Order process below:

Bidding Order

Employees will bid using department seniority. The highest ranks will bid first.

1. Only one (1) Battalion Chief on a given day;
2. Only three (3) Officers on a given day;
3. Only three (3) Engineers on a given day*;
4. Up to three (3) Firefighters on a given day**.

*When the number of Engineers exceeds fourteen (14), no more than four (4) Engineers shall be assigned to a Kelly Day.

**When the number of Firefighters exceeds twenty-eight (28), no more than five (5) Firefighters shall be assigned to a Kelly Day.

Restrictions

The District reserve the right to establish shift Kelly Day thresholds to meet operational needs.

Use of Kelly Days

In the event an employee is transferred to another shift, the employee shall keep their assigned Kelly Day unless it conflicts with the Kelly Day(s) of other employees on the new shift. In the event of such a conflict, the employee may arrange a permanent swap with another employee on the new shift, or if no permanent swap can be arranged, the employee shall select an open Kelly Day on that new shift.

Kelly Day Swaps

Employees of the same rank can exchange Kelly Days Swaps upon notification to the Fire Chief or designee.

Kelly Days Swaps between different ranks shall be made only upon prior approval of the Fire Chief or designee.

Kelly Day swaps shall not cause overtime and shall occur only within the Fair Labor Standards Act (FLSA) fourteen (14) day cycle.

Employees may swap their Kelly Day for another available day within the same FLSA pay period with the Fire Chief or designee's approval, provided the request is made no more than forty-five (45) days prior to the month of the Kelly Day.

Kelly Day Swaps between employees shall be considered substitutions and are not considered hours worked for the purposes of FLSA.

Kelly Day Cycle Review

The District and Union agree to evaluate the effectiveness of twenty-one (21) day Kelly Day system and, if mutually agreed upon, reopen the Agreement at ten (10) months from the date of ratification of Agreement.

Movement to 24/72 Schedule

Effective upon ratification of this Agreement, the Rescue Division shall be assigned to a 24/72 rotational schedule as defined below.

In year 2, or as determined by the Fire Chief, effective no later than October 1st, 2026, Shift employees assigned to Operations shall work a four-platoon system, designated as "A," "B," "C," and "D" shifts. This system follows a 24/72 rotational schedule, meaning:

- Each shift begins at 0800 and ends at 0800 the following day.
- Shift employees will work twenty-four (24) hours on duty, followed by seventy-two (72) hours off duty.

13.06 Regular Work Schedule for 40-Hour Employees

Employees not assigned to the Shift Platoon system shall be assigned to a forty (40) hour work week.

Productive Hours

The following shall be considered productive time for FLSA calculation purposes:

- Vacation leave;
- Admin leave-Paid;
- Education leave;
- Personal leave;
- Bereavement leave;
- Sick leave; and
- UTB.

Non-Productive Hours

The following shall not be considered productive time for FLSA calculation purposes:

- Admin leave-Not Paid

13.07 Regular Rate Calculation for 40-Hour Employees

The employee's regular rate of pay is determined by using the following calculation:

40-Hour Regular Rate:

1. Sum of the employee's base salary and all eligible incentives
2. Divide the employee's base salary and all eligible incentives by 2,080 hours

(Example: Regular Rate Example Calculation)

1. Employee Base Salary = \$55,000 + Eligible Incentives= \$7,500 = \$62,500
2. Employee Base Salary + Eligible Incentives/ 2080 hours= Regular Rate of \$30.05

13.08 Overtime Compensation for 40-hour Employees

Overtime wages shall be paid at one and one-half (1 ½) times the employee's regular rate of pay for all hours beyond forty (40) hours in the seven (7) day work week.

13.09 Equal Bi-Weekly Pay

All employees covered under this Agreement shall receive equal bi-weekly paychecks that include the employee's base compensation and eligible incentives.

13.10 Pay Period

All employees are paid bi-weekly by direct deposit.

ARTICLE 14: COMPENSATION

14.01 Base Pay Progression

Upon ratification of this Agreement, eligible employees shall be placed into their base pay levels [see attachment] based on their years of service and will continue to advance through the base pay levels on the 2nd pay period in January 2027 and January 2028.

14.02 When an employee is promoted, the employee’s years of service will remain the same; his/her base pay salary will increase to that of his/her new job classification based on those years of service.

The Annual Base Pay Table shall remain in force from October 1st, 2025 through September 30th, 2028.

14.03 Credentialed Paramedic

EMT & Paramedic Incentive			
Box	Assignment	Annual Pay	Additional Information
*1	EMT	\$3,500	1. Firefighter/EMT who is assigned to the Rescue Division
*2	Paramedic Student	\$4,000	1. The employee is assigned to the Rescue Division 2. The employee is actively enrolled in the District’s approved paramedic school program
3	Paramedic Assigned to Operations	\$14,000	1. Credentialed by the District 2. Movement may be required when a paramedic is needed from a fire suppression unit to a transport unit
4	Assigned to Logistics/Fire & Life Safety Division	\$5,000	1. Employee is a state certified Paramedic
5	Assigned to Rescue Division	\$26,000	1. Employee is assigned and working in the Rescue Division
6	Assigned to Training /EMS Division	\$14,000	1. Credentialed by the District
*Each employee is eligible for only one (1) Assignment Incentive at a time, with the exception that Assignment Incentives 1 and 2 may be paid concurrently.			

14.04 Educational Degree

Eligible employees that have received a District approved Educational Degree shall be compensated annually as follows:

- Associate Degree: three thousand six hundred dollars (\$3,600) (includes State supplemental compensation) or;
- Bachelor’s Degree: four thousand eight hundred dollars (\$4,800) (includes State supplemental compensation).

Eligible employees will only be compensated for one educational degree. The employee will be compensated for the highest degree.

14.05 Working Out of Position

Employees that are eligible to work the position of a higher rank shall be compensated according to the table below:

Working Out of Position Assignment	Annual Amount
Rescue-Lieutenant/Lieutenant	\$5,000
Captain	\$6,000
Battalion Chief	\$7,000

Employees will not be eligible to work out of position for more than one (1) position.

When an employee utilizes Short-Term Disability (STD) or Long-Term Disability (LTD), the employee shall not be eligible to receive compensation for any District Assignment Compensation or Working Out of Position payment.

14.06 District Assignment Compensation

Assignment compensation for eligible employees assigned to District approved projects and duties shall not exceed four thousand dollars (\$4,000) annually per assignment for all bargaining unit classifications except for Battalion Chiefs.

Assignment compensation for Battalion Chiefs shall not exceed six thousand dollars (\$6,000) annually per assignment.

Pay may be pro-rated according to the assigned project or duties.

The Fire Chief or designee shall have the discretion to assign or remove employees from District Assignment Compensation.

14.07 Holiday Bonus Pay

Shift employees shall be paid ten (10) hours at the employee’s regular hourly rate of pay for each holiday listed below:

1. Martin Luther King, Jr. Day
2. Presidents' Day
3. Memorial Day
4. July 4th
5. Labor Day
6. Veterans' Day
7. Christmas Eve
8. Christmas Day
9. New Year's Day
10. New Year's Eve

“Shift employee” shall mean any employee assigned to the Operations or Rescue Divisions.

Probationary employees that separate from the District shall not be eligible for holiday pay.

Employees on STD or LTD during a holiday will not be eligible for pay for that holiday.

14.08 Fleet Bargaining Unit Employees

Employees shall receive one thousand five hundred dollars (\$1,500) annually per Ambulance Technician Certification levels I, II & III, for a maximum total of four thousand and five-hundred dollars (\$4,500) annually.

Tool Allowance

Fleet employees shall receive one thousand (\$1,000) dollars annually for tool allowance to be paid annually in October 2025, October 2026 and October 2027.

ARTICLE 15: SPECIAL OPERATIONS

15.01 Each Team Leader and Assistant Team Leader of a Special Operations Team shall receive the compensation amount listed in the table below.

Team Leader	\$4,000	Annual
Assistant Team Leader	\$3,000	Annual

15.02 No employee can be a Team Leader of more than one team.

No employee can be a Team Leader and an Assistant Team Leader.

No employee can be an Assistant Team Leader of more than two (2) teams.

15.03 The Fire Chief shall have the discretion to appoint or remove the Team Leader, Assistant Team Leader and Team Members.

15.04 The Fire Chief's authority to appoint or remove the Team Leader, Assistant Team Leader, and Team Members shall not be grieved or arbitral.

15.05 Special Operations Teams consist of the following:

- Hazardous Materials;
- Dive Rescue;
- Marine Rescue;
- Technical Rescue; and
- North Collier Air Rescue Team (NCART).

15.06 Special Operations Minimum Hours and Minimum Members

The following Special Operations Team members will be paid at one and one half (1 ½) times their regular rate of pay for off-duty drills and training in which they attend and participate.

Team	Minimum Hours	Minimum Members
Hazardous Materials	32	40
Dive Rescue	32	30
<u>Marine Rescue</u>		
Operator 2	25	12
Operator 1	8	24
Technical Rescue	40	36
North Collier Air Rescue Team (NCART)	56	8

Any unused hours will not be carried over into the next fiscal year.

15.07 Compensation

Each Qualified member of each Special Operations Team shall receive seven-hundred (\$700) annually added to their base compensation.

Special Operations Team Incentive Pay			
Team Member	\$700	Annual	Per Team

15.08 Non-shift employees are entitled to be a member of a team and can attend drills on educational leave during their normally assigned work schedule.

15.09 All Special Team members must meet all the requirements pursuant to applicable District's policies and SOPs.

Any employee that does not meet the minimum qualifications will be separated from the team.

15.10 Hazardous Materials minimum requirements:

- State certified Hazmat Technician
- Must have completed probation
- Must have passed the District's written test
- Must have passed the District's practical test
- Must have passed the District's oral interview

15.11 Dive Rescue minimum requirements:

- Current Certified Diver certification
- Must have completed probation
- Current PSDA Rescue Diver 1 certification
- Current PSDA Full Face Mask certification
- Current PSDA Drysuit certification

15.12 Marine Rescue minimum requirements:

- Current Florida Safe Boater Operator or Captain's license
- Must have completed probation
- Must have passed the District's swim test
- Must have passed the District's written test
- Must have passed the District's practical test
- Must have passed the District's oral interview

15.13 Technical Rescue Team minimum requirements:

- All team members must complete a minimum of one hundred and twenty (120) hours of Florida Rescue Specialist courses as an initial requirement, or as determined by the Fire Chief or designee

- Within two (2) years of joining the team, members must obtain an additional one hundred and twenty (120) hours of State Rescue Specialist classes, or as determined by Fire Chief or Designee
- Must have completed probation
- Must have passed the District's written test
- Must have passed the District's practical test
- Must have passed the District's oral interview

15.14 North Collier Air Rescue Team (NCART) minimum requirements:

- Must have passed the District's swim test
- Must have completed the approved District's course
- Must be credentialed Paramedic
- Must have completed probation

ARTICLE 16: CREDENTIALING

16.01 Any employee of the bargaining unit who obtains, during the life of the Agreement, or who has previously obtained a State of Florida Paramedic certificate shall maintain the certification as a condition of employment.

Any employee that has received or receives a conditional letter offer from the District shall adhere to the terms in the conditional letter offer, unless the Fire Chief decides otherwise.

16.02 Credentialed Status for Specific Divisions

Any District employee who is a State of Florida Paramedic and is assigned to Operations, Training, EMS and/or Rescue Divisions must achieve and maintain credentialed status.

16.03 Credentialing Process

The specific process for achieving initial credentialed status and for maintaining it (re-credentialing) will be outlined in a District SOP.

ARTICLE 17: CALL BACK AND ON CALL PAY

17.01 Call Back Pay

All employees covered by this Agreement who are called back to work by the Fire Chief or designee from off-duty shall be paid at least four (4) hours minimum at one and one-half (1 ½) times the employee's regular rate of pay.

The employee called back to work within two (2) hours prior to their regular work shift shall be paid overtime until the employee's regular work shift begins, and not paid the minimum four (4) hours.

The employee called back shall remain on duty for the four (4) hour period for which overtime payment is received.

17.02 On-Call Pay

The District reserves the right to assign employees covered by this Agreement on call. Both parties agree that time spent on-call is not compensable as hours worked under the Fair Labor Standards Act (FLSA). In order to compensate on-call employees for the minor inconveniences associated with on-call status, the following will apply:

- On-call status will be assigned by the District on a rotating basis. Employees placed on-call may swap their on-call assignment with another eligible employee with the approval of the Fire Chief or designee.
- The District will provide a cell phone to employees assigned to on-call status so as to facilitate freedom of movement by the employees and allow them to engage in personal activities.
- Employees placed on on-call status must be able to respond within a reasonable period of time when called, and must be fit for duty when reporting to work.
- Employees will be paid five dollars (\$5.00) per hour for all hours on-call and will be paid ten dollars (\$10.00) per hour for all hours on-call during Holidays listed in Article 12 of this Agreement. On-call compensation will be included in the employee's regular rate of pay for purposes of calculating overtime.
- On call employees that are called back will also be entitled to call back pay.
- An employee who is on-call but fails to respond to a call forfeits on-call pay for the full period of the assignment and may be subject to possible disciplinary action.

In Life Safety and Fire Prevention:

- On-call shall be on a voluntary basis as long as a minimum of four (4) inspectors will be available for on-call on a rotating basis.
- On call shall be on a voluntary basis as long as a minimum of two (2) investigators will be available for on call on a rotating basis.

In Fleet:

- All Qualified EVT's will participate on a rotating basis.

- Qualification is as determined by the Fire Chief or designee.

ARTICLE 18: OVERTIME AND SPECIAL DETAIL

18.01 Overtime

In the event that a need for overtime occurs, it shall be required and shall be paid at the rate of one and one-half (1 ½) times the employee's regular rate of pay.

Any time over fifteen (15) minutes duration will be paid a minimum of one (1) hour for the first hour, then in fifteen (15) minute increments following.

Overtime shall be paid according to a *Fiscal Year Pay Period* Schedule published by the District.

No overtime shall be paid to cover station transfers for shift exchanges, unless overtime is caused by the District.

18.02 Special Detail Assignment

In the event that a need for Special Detail Assignment as approved by the Fire Chief or designee shall occur, special detail assignment shall be voluntary and paid at the rate of fifty-five dollars (\$55.00) per hour, regardless of rank or qualification of employee. Special Detail Assignment may be offered based on rank or qualification.

18.03 Lifeguard Special Detail Assignment

In the event that a need for Lifeguard Special Detail Assignment as approved by the Fire Chief or designee shall occur, Lifeguard Special Detail Assignment shall be voluntary and paid at the rate of forty-five dollars (\$45.00) per hour, regardless of rank or qualification of employee. However, Lifeguard Special Detail may be offered based on rank or qualification.

18.04 Special Detail Firewatch

Special Detail Firewatch applies to events that require special training on fire alarm panels or inspections of fireworks displays. A minimum of two (2) personnel will be required for a Special Detail Firewatch. Special Detail Firewatch may be offered based on rank or qualification.

All Special Detail Firewatch pay shall be paid at the rate of fifty-five dollars (\$55.00) per hour, with a four (4) hour minimum and shall be voluntary.

18.05 Overtime/Special Detail Procedure

All overtime shall be monitored by the District each pay period.

- The District's time keeping software shall track a separate list for all special detail assignments.

- A. When a need for overtime exists for Shift employees with more than fifteen (15) hours advance notice, the Battalion Chief or designee shall utilize the time keeping software to facilitate overtime coverage, subject to the approval of the Fire Chief or designee.

The employee of the appropriate rank with the lowest number of hours will be notified first and so on.

If the assignment is not filled, then the Qualified employee with the next lowest number of hours will be notified next and so on.

- B. If the position is not filled by equal rank or eligible to work out of class, a Qualified/OOP an on- duty employee would be returned to regular position and the notification will start again with the rank able to fill the position.

This process will be followed until the assignment is filled.

When a need for overtime exists for Shift Employees with *less* than fifteen (15) hours advance notice, the Battalion Chief or designee shall notify on duty personnel of the appropriate or equal rank, with the lowest number of hours, of the overtime opportunity.

The rank order in which personnel shall be notified will be:

1. Personnel of equal rank on duty;
2. Personnel of equal rank off duty;
3. Personnel eligible to work out of position.

The Battalion Chief or designee shall utilize District email to contact all personnel eligible for all special detail assignments.

Selection shall be based on lowest number of hours first and seniority second from the Special Detail Assignments List.

The District's time keeping software will be utilized to record and track hours.

All personnel and their supervisors have access to the District's Special Detail Assignment List.

The employee may be notified by the Battalion Chief via District email of the awarded assignment.

- C. When a need for a special detail assignment exists in any Division, the Division officer shall forward the information to the Battalion Chief. The Battalion Chief or designee shall utilize District email to contact all personnel eligible for the assignment.

The Battalion Chief shall make selection based on the lowest number of hours first and seniority second from the Special Detail Assignment List.

All personnel and their supervisors have access to the District's time keeping software via the internet to view the awarding of special detail.

The employee may be notified by the Battalion Chief via District email of the awarded assignment.

ARTICLE 19: SUBPOENA

19.01 Compensation for all employees covered by this Agreement that are subpoenaed for District related incidents shall be paid at their applicable rate, less court payment if applicable. The above compensation applies to off duty hours for court related matters except that if on duty, the employee shall be paid upon turning in court payments to the District.

ARTICLE 20: SAFE STAFFING

20.01 The District agrees to provide safe staffing minimums for in-service firefighting and rescue apparatus within and out of the District.

Operations Rank Definitions

- Battalion Chief - A person who is Qualified to the position of Battalion Chief and assigned to Operations.
- Officer - A person who is Qualified to the position of Lieutenant or Captain and assigned to Operations.
- Rescue Lieutenant - A Lieutenant assigned to the Rescue Division
- Engineer - A person who is Qualified to the position of Engineer.
- Firefighter - A person who is Qualified to the position of firefighter.
- Squad Operator - A firefighter who is Qualified to operate a squad and assigned to Operations.
- Auxiliary Apparatus - Any apparatus used for special operations.

20.02 In-Service Apparatus

In order to provide a minimum level of safety to personnel, in-service apparatus shall be staffed with no less than:

Operations

1. 3 persons per Engine*: 1 Officer, 1 Engineer, 1 Firefighter (or 1 additional Engineer)
2. 3 persons per Aerial: 1 Officer, 1 Engineer, 1 Firefighter (or 1 additional Engineer)
3. 2 persons per Squad: 1 Officer, / 1 Engineer, /1 Squad Operator-1 Firefighter
4. 2 persons per Brush/Attack Truck: Minimum of 1 Officer
5. 3 Battalion Chiefs per 24-hour shift, 1 must be a promoted Battalion Chief;
6. 3 persons per Rescue (Transport) 1 Rescue Lieutenant, 2 Firefighter's
7. 1 person per Auxiliary apparatus

*Stations designated as Special Operations by the District shall be staffed with a minimum of four (4) personnel.

Upon ratification of this Agreement, every station that is staffed with two (2) apparatus will have one (1) Station Captain.

ARTICLE 21: STATION PREFERENCE

21.01 The District and Union agree to simultaneously reopen and negotiate this Article ten (10) months after ratification of this Agreement, provided both parties agree to do so.

ARTICLE 22: DUTY VEHICLE

- 22.01** The Fire Chief or designee shall have the sole and exclusive right to determine the assignment of vehicles and to remove such assignment.
- 22.02** The Fire Chief or designee shall have the authority to determine vehicle assignments external to the normal shift assignment.
- 22.03** The assignment of vehicles shall not be considered an employee job benefit but an operational equipment decision.

ARTICLE 23: PROMOTIONAL PROCEDURE

23.01 It is the intent of the District and the Union to use a promotional process to qualify the best candidates for promotion through a promotional process that is fair, transparent, and effective.

Upon ratification of this Agreement, all previous promotional eligibility lists will expire. Employees that are Acting status at the time of ratification will remain Qualified until the District completes the first promotional testing process.

The District reserves the right to determine the following:

- Number of Appointed positions for each eligible assignment;
- Number of Promoted positions for each assignment;
- Number of Out-of-Position eligible assignments; and
- Number of Qualified assignments.

23.02 Testing Schedule

During this three (3) year Agreement, promotional testing will occur no less than one time each year through the duration of the Agreement.

23.03 Notification for Testing

The District will issue forty-five (45) days' advance notice of the date and place of testing.

Employees wishing to test shall notify the District of their intent to test within fifteen (15) calendar days of the notification posting.

The District will make every attempt to hold promotional testing during the months of September/October, with the intent to provide the flexibility to test more than once a year.

The District will not be required to provide a "make-up" or "re-test" for employees that have missed testing dates or times.

Failure to respond within the prescribed time limits shall render the employee ineligible to test unless clear extenuating circumstances exist. Extenuating circumstances shall be determined by the Fire Chief.

Once testing begins, it shall be completed, and scores posted within seven (7) days, unless extenuating circumstances exist. This District will make every effort to post all final scores as soon as reasonably possible.

Employees wishing to exercise their right to Veterans' Preference must do so prior to testing and within the fifteen (15) calendar days of the notification posting.

The District will provide a clear indication of Veterans' Preference on the testing notification.

23.04 Position Qualifications

All qualifications for each position begin on the date of ratification. All employees wishing to test shall meet positional qualifications prior to testing, and must have all documentation (e.g., college transcripts, course certificates, etc.) uploaded in the District's training records database on the day that the employee registers for the test.

All academic degrees must be obtained from a U.S. Department of Education school that participates in Title IV federal programs.

23.05 Status Types

A. Appointed

The status "Appointed" applies to all non-Promoted positions. For an employee to achieve "Appointed" status, they must meet all minimum requirements for the position.

B. Promoted

The positions of Operations Lieutenant, Operations Captain, and Operations Battalion Chief are considered "Promoted" positions. To achieve Promoted status, an employee is required to successfully pass a promotional process that is created by the District.

C. Qualified

An employee that has achieved "Qualified" status has successfully met all minimum requirements for the position and has passed the District's promotional testing process.

D. Out-of-Position (OOP)

An employee that is OOP is defined as someone who is not Qualified "status", but has met all requirements for the positions of Lieutenant, Captain, or Battalion Chief. An employee may achieve the status of OOP at any time throughout the duration of this Agreement.

23.06 Promotional Components and Test Design

The District shall be responsible for designing and administering all aspects of the promotional testing process.

23.07 Promotional Testing

The promotional testing process will be conducted in a promotional format.

The following conditions shall apply to all promotional testing:

- No process shall be less than one (1) week and shall not be longer than two (2) weeks in duration.

23.08 Promotional Testing Scoring and Results

The District shall design each promotional test.

Candidates shall achieve a minimum of seventy percent (70%) aggregate score to successfully complete the promotional process.

23.09 Final Scoring

Final scores will be determined by:

1. An overall aggregate score of all testing components;
2. Add bonus points to the aggregated score; and
3. Bonus points are applied as a percentage (i.e., 5 bonus points equals 5% added to the candidate's overall aggregated score.

23.10 Position Task Books

The District shall design and develop each positional task book for the following Divisions: Operations, Fire Training, EMS Training and Life Safety. Any change to the task book shall be at the sole discretion of the Fire Chief or designee.

Changes made to any task book shall be made at least one-hundred and twenty (120) days prior to the forty-five (45) day testing notification from the District to be considered a requirement for testing.

23.11 Position Requirements

To be eligible for a position assignment, all positional requirements must be completed and maintained.

It is the sole responsibility of each employee to ensure that all licenses and certifications are active.

23.12 Operations Division Requirements

Operations Engineer

The position of Engineer is an appointed position in the Operations Division.

- A. Time-in-Service Requirement
 - Minimum of two (2) years with the District
- B. Certification Requirements
 - ICS-100, ICS-200, ICS-700 certificates
 - Forestry 130, 180, 190 certificates
 - Florida State Pump Operator
 - Aerial Operations course certificate

- Building Construction course certificate that meets or exceeds the course requirements established by the Bureau of Fire Standards and Training (BFST)
- C. Competency Requirements
- Must not be on Firefighter probation
 - Completed Engineer task book
 - Completed competency review with the Training Division

Operations Lieutenant

The position of Lieutenant is a promoted position within the Operations Division.

- A. Time-in-Service Requirement
- Minimum of five (5) years with the District
- B. Education Requirements
- Associate degree (or higher) within two (2) years of ratification or State of Florida Paramedic certification
- C. Certification Requirements
- Must possess all certification requirements for Engineer
 - Florida Fire Officer I
 - Florida Fire Instructor I (or higher) within (two) 2 years of promotion
 - Florida Incident Safety Officer Certificate of Completion
 - ICS-800/1S-800
- D. Competency Requirements
- Documented completion of the Engineer task book, or have served in the capacity as a Driver Engineer
 - Completed Lieutenant task book
 - Completed competency review with the Training Division
- E. Promotional Testing Process
- Must complete sections A-D for Operations Lieutenant to attend the promotional testing process
 - Must successfully complete the promotional testing process
- F. Bonus Points
- District Credentialed Paramedic = three (3) Points
 - Minimum one (1) or more years as an Engineer = 0.5 points max
 - Each completed year of Qualified Status = 0.25 points (maximum 1.0 point)
 - Veterans' Preference

Operations Captain

The position of Captain is promoted position within the Operations Division

- A. Time-in-Service Requirement
- Minimum of six (6) years with the District
 - Minimum one (1) year as a Lieutenant
- B. Education Requirements

- Must possess an Associate's degree (or higher) within two (2) years of ratification or State of Florida Paramedic certification
- C. Certification Requirements
- Must possess all certification requirements for Operations Lieutenant
 - Florida Fire Officer II
 - Florida Safety Officer Certificate of Competency
 - Advanced Incident Command System Command & General Staff: Complex Incidents (i.e., G-400, IS-400, ICS-400)
 - S-330 (Task Force I Strike Team Leader) or L-984 (NIMS All- Hazards Task Force/ Strike Team Leader) or FL-330 (Task Force/ Strike Team Leader)
- D. Competency Requirements
- Completed Operations Captain task book
 - Completed competency review with the Training Division
- E. Promotional Testing Process
- Must complete sections A-D for Operations Captain to attend the promotional testing process
 - Must successfully complete the promotional testing process
- F. Bonus Points
- District Credentialed Paramedic = three (3) points
 - Each completed year of Qualified Status = 0.25 1 points (maximum 1.0 point)
 - Bachelor's Degree = 2 points
 - Veterans' Preference

Operations Battalion Chief

The position of Battalion Chief is a promoted position within the Operations Division.

- A. Time-in-Service Requirement
- Minimum of ten (10) years with the District
 - Must be a Captain in Operations
 - Three (3) years of promoted Officer experience
- B. Education Requirements
- Must possess an Associate's degree (or higher) within two (2) years of ratification or State of Florida Paramedic certification, or
 - Bachelor's Degree
- C. Certification Requirements
- Must possess all certification requirements for Captain
 - Florida Fire Officer III
 - Florida Fire Inspector I coursework
- D. Competency Requirements
- Completed Battalion Chief task book
 - Completed competency review with the Training Division
- E. Promotional Testing Process

- Must complete sections A-D for Operations Battalion Chief to attend the promotional testing process
 - Must successfully complete the promotional testing process
- F. Bonus Points
- District Credentialed Paramedic = three (3) points
 - Minimum one (1) or more years as a Captain = 0.5 points per year
 - Fire Officer Designation = 0.5 points max
 - Fire Officer IV = 0.5-points
 - Each completed year of Battalion Chief Qualified Status = 0.25
 - Veterans' Preference

23.13 Training Division Requirements (Fire)

Training Officer (Instructor I)

Appointed by the Fire Chief or designee in the event that no internal candidate fulfills a vacancy in the Training Division.

The Fire Chief will place this employee in the Lieutenant pay scale.

Training Lieutenant

The position of Training Lieutenant is an appointed position within the Training Division.

- A. Time-in-Service Requirement
- Minimum of five (5) years with the District
- B. Education Requirements
- Associate degree (or higher) within two (2) years of ratification or State of Florida Paramedic certification
- C. Certification Requirements
- Florida State Pump Operator
 - Aerial Operations course certificate
 - Florida Fire Officer I (or higher)
 - Florida Fire Instructor I (or higher) within two (2) years of appointment
 - Live Fire Training Instructor I (or higher)
 - Florida Incident Safety Officer Certificate of Completion
 - ICS-100, ICS-200, ICS-700, ICS-800 certificates
 - Forestry 130, 180,190,215 certificates
- D. Competency Requirements
- Complete Training Lieutenant Task Book
- E. Appointment Process
- Must complete sections A-D Training Lieutenant to be considered for appointment
 - Complete an oral interview
- F. Preference Considerations
- Paramedic certification

- Special Team experience
- Veterans' Preference

Training Captain

The position of Training Captain is an appointed position within the Training Division.

- A. Time-in-Service Requirement
 - Complete one (1) year as a Training Lieutenant
 - Minimum of six (6) years with the District
- B. Education Requirements
 - Must possess an Associate degree (or higher) within two (2) years of ratification or State of Florida Paramedic certification
- C. Certification Requirements
 - Must possess all certification requirements for Training Lieutenant
 - Florida Fire Officer II
 - Florida Fire Instructor II
 - Florida Safety Officer Certificate of Competency
 - Advanced Incident Command System Command & General Staff: Complex incidents (i.e., G-400, IS-400, ICS-400)
 - S-330 (Task Force/ Strike Team Leader) or L-984 (NIMS All- Hazards Task Force/ Strike Team Leader) or FL-330 (Task Force/ Strike Team Leader)
- D. Competency Requirements
 - Completed Training Captain Task book
- E. Appointment Process
 - Must complete sections A-D for Training Captain to be considered for appointment
 - Complete an oral interview
- F. Preference Considerations
 - Fire Officer (FO) designation
 - Special Team experience
 - Paramedic certification
 - Veterans' Preference

Training Battalion Commander*

The position of Training Battalion Chief is an appointed position within the Training Division.

- A. Time-in-Service Requirement
 - Completed two (2) years as a Training Captain
 - Minimum of ten (10) years with the District
- B. Education Requirements
 - Bachelor's degree within two (2) years of ratification
- C. Certification Requirements

- Must possess all certification requirements for Training Captain
 - Live Fire Training Instructor II
 - Florida Fire Officer III
 - Florida Fire Inspector I coursework
 - Florida Fire Instructor III
 - Incident Command System (ICS) Train-the-Trainer (L-449), or equivalent
- D. Competency Requirements
- Completed Training Battalion Chief Task book
- E. Appointment Process
- Must complete sections A-D for Training Battalion Chief to be considered for appointment
 - Complete an oral interview
- F. Preference Considerations
- Fire Officer (FO) designation
 - Special Team experience
 - Paramedic certification
 - Veterans' Preference

*Pending PERC update for Training Battalion Chief to be added to the Supervisory Group

23.14 EMS / Rescue Division Requirements

Rescue Lieutenant

The position of EMS Rescue Lieutenant is an appointed position within the EMS Training Division.

- A. Time-In-Service Requirement
- Minimum of three (3) years with the District, or
 - Similar designation with another ALS transport program as approved at the discretion of the Fire Chief or designee
- B. Education Requirements
- Associate's degree within two (2) years of ratification
 - State of Florida Fire Officer I coursework only
 - ICS-100, ICS-200, ICS-700, ICS-800 certificates
 - S-330 (Task Force/ Strike Team Leader) or L-984 (NIMS All- Hazards Task Force/ Strike Team Leader) or FL-330 (Task Force/ Strike Team Leader) within one (1) year of appointment
- C. Competency Requirements
- Currently credentialed in good standing with the District as a Paramedic. Must not have any clinical restrictions, or remediations in the previous twenty-four months (24).
- D. Appointment Process
- Must complete sections A-D for EMS Rescue Lieutenant to be considered for appointment

- Completed competency review with the EMS Training Division
 - Complete an oral interview
- E. Preference Considerations
- Veterans Preference

Training Lieutenant (EMS)

The position of EMS Training Lieutenant is an appointed position within the EMS Training Division.

- A. Time-in-Service Requirement
- Minimum five (5) years experience
 - Minimum of four (4) years as a District Credentialed Paramedic
- B. Education Requirements
- Associate degree (or higher) within two (2) years of ratification
- C. Certification Requirements
- ACLS & BLS Instructor certification
 - ICS-100, ICS-200, ICS-700, ICS-800 certificates
 - Intermediate Incident Command System for Expanding Incidents (i.e., G-300, NFA-300, ICS-300)
 - Advanced Incident Command System Command & General Staff: Complex incidents (i.e., G-400, NFA-400, ICS-400)
- D. Competency Requirements
- Actively credentialed in good standing with the District as a paramedic. Must not have any pending disciplinary actions, clinical restrictions, or remediation in the previous twenty-four (24) months.
- E. Appointment Process
- Must complete sections A-D for EMS Training Lieutenant to be considered for appointment
 - Complete EMS Training Lieutenant Task Book
 - Complete an oral interview
- F. Preference Considerations
- F0146 - Supervising Emergency Medical Services (SEMS)
 - Veterans' Preference

Training Captain (EMS)

The position of EMS Training Captain is an appointed position within the EMS Division.

- A. Time-in-Service Requirement
- Minimum of eight (8) years with the District
 - Minimum of six (6) years as a District Credentialed Paramedic
 - Possess at least two (2) years as an EMS or Rescue Division Officer
- B. Education Requirements

- Must possess an Associate's degree or higher within two (2) years of ratification
- C. Certification Requirements
 - Must possess all certification requirements for EMS Training Lieutenant
 - Active Handtevy Instructor certificate (or equivalent) within one (1) year of appointment
- D. Competency Requirements
 - Actively credentialed in good standing with the District as a paramedic. Must not have any pending disciplinary actions, clinical restrictions, or remediation in the previous twenty-four (24) months.
- E. Appointment Process
 - Must complete sections A - D for EMS Training Captain to be considered for appointment
 - Complete EMS Training Captain Task Book
 - Complete an oral interview
- F. Preference Considerations
 - EMS NO158 - EMS Quality Mgt
 - Mobile integrated Health Program Management (M0681)
 - Veterans' Preference

23.15 Fire and Life Safety Division Requirements

Fire and Life Safety Lieutenant

The position of Fire and Life Safety Lieutenant is an appointed position within the Fire and Life Safety Division.

- A. Time-in-Service Requirement
 - Completed two (2) years as a Fire and Life Safety Inspector
 - Minimum of three (3) years with the District
- B. Certification Requirements
 - Florida Fire Officer I
 - Florida Fire Inspector II
 - ICS-100, ICS-200, ICS-700, ICS-800 certificates
 - Forestry 130, 180, 190, 215 certificates
- C. Competency Requirements
 - Completed Fire and Life Safety Lieutenant task book
 - Completed competency review with the Training Division
- D. Appointment Process
 - Must complete sections A-D for Fire and Life Safety Lieutenant to be considered for appointment
 - Complete an oral interview
- E. Preference Considerations
 - Florida Fire Investigator Certification (obtained on or after May 18th, 2017)
 - Veterans' Preference

Fire and Life Safety Captain

The position of Fire and Life Safety Captain is an appointed position within the Fire and Life Safety Division.

- A. Time-in-Service Requirement
 - Complete one (1) year as a Fire and Life Safety Lieutenant
 - Minimum of eight (8) years with the District
- B. Education Requirements
 - Must possess an Associate's degree (or higher) within two (2) years of ratification
- C. Certification Requirements
 - Must possess all certification requirements for Fire and Life Safety Lieutenant
 - Fire Officer I
 - Florida Fire Investigator (obtained on or after May 18th, 2017) Advanced Incident Command System Command & General Staff: Complex Incidents (i.e., G-400, IS-400, ICS-400)
- D. Competency Requirements
 - Completed Fire and Life Safety Captain task book
 - Completed competency review with the Training Division
- E. Appointment Process
 - Must complete sections A-D for Fire and Life Safety Captain to be considered for appointment
 - Complete an oral interview
- F. Preference Considerations
 - Florida Fire Inspector III
 - Florida Fire Code Administrator
 - Veterans Preference

Fire Marshal

The position of Fire and Life Safety Fire Marshal is an appointed position within the Fire and Life Safety Division-

- A. Time-in-Service Requirement
 - Completed two (2) years as a Fire and Life Safety Captain
 - Minimum of ten (10) years with the District
- B. Education Requirements
 - Associate's degree within two (2) years of ratification
- C. Certification Requirements
 - Must possess all certification requirements for Fire and Life Safety Captain
 - Florida Fire Instructor II (or higher)
 - Florida Fire and Life Safety Educator
- D. Competency Requirements
 - Completed Fire and Life Safety Battalion Chief task book

- Completed competency review with the Training Division
- E. Appointment Process
 - Must complete sections A-D for Fire and Life Safety Battalion Chief to be considered for appointment
 - Complete an oral interview
- F. Preference Considerations
 - Florida Fire Inspector III
 - Bachelor's degree
 - Florida Fire Code Administrator
 - Veterans' Preference

23.16 Maintaining Positional Qualifications

Upon ratification, all employees that are promoted and appointed under the provisions outlined in Article 23 must maintain all education, certifications, and licensure required for their position at the time of promotion or appointment.

23.17 Promotional Misc.

- A. At the time of ratification of this Agreement, an Engineer that is an OOP Lieutenant will be promoted to the position of Lieutenant.
- B. At the time of ratification of this Agreement, a Lieutenant that is an OOP Battalion Chief will be promoted to the position of Captain.
- C. Any employee granted a provision for promotion shall meet the requirements within the timeline specified within this Agreement. If the employee does not meet the requirement, they shall be demoted to their previous rank.
- D. Task books for EMS/Fire Training will be developed by October 1, 2026.
- E. Any employee that does not pass a competency review will not be able to retest for a minimum sixty (60) calendar days.
- F. Any person that is OOP or Qualified must take the next available promotional exam.
- G. Once PERC language is updated, Lieutenants with 5 years in Operations will be eligible to test for Out of Position Operations Battalion Chief

ARTICLE 24: VACANCIES

- 24.01** If a permanent vacancy occurs in an assigned bargaining unit position and there is a valid Promotional List, the vacancy will be filled the next business day.
- 24.02** If a temporary vacancy occurs in an assigned bargaining unit position and there is a valid Promotional List, the vacancy will be filled with the highest Qualified person on the Promotional List on the same shift on which the vacancy exists, within thirty (30) days.
- 24.03** If no valid promotional list exists, the District will hold an emergency promotional exam and fill the vacancy within sixty (60) days.

The term “Emergency Test” is defined as a promotional exam outside of the normal testing dates, but is still comprised of the current qualifications as defined in Article 23.

ARTICLE 25: DISTRICT TRANSFERS

25.01 Forty-Hour to Operations

In the event a forty-hour (40) employee is transferred to the Operations Division, the employee will be required to ride with a person of the same rank for a minimum of one hundred twenty (120) hours to acclimate back to shift work.

Prior to receiving a shift assignment, the employee shall complete a sixteen (16) hour competency review with the Training Division and demonstrate performance proficiency established by the Fire Chief or designee.

Any employee reassigned to the Operations Division will be assigned to the last promoted rank held as long as the employee possesses the minimum requirements required at the employee's time of promotion.

25.02 Involuntary Reassignment

The Fire Chief reserves the right to temporarily reassign forty-hour (40) bargaining unit personnel to operational positions. All Temporary reassignments will be given a thirty (30) day notification.

25.03 Involuntary/Reassignment Pay

Reassigned employees shall receive the compensation corresponding to the assignment rank and seniority.

25.04 Operations Reassignment

In the event the employee has never worked in the Operations Division, the employee will be required to complete eighty (80) hours of training in lieu of the requirements outlined in Section 25.01 of this Article.

Once the employee has completed all eighty (80) hours of training, the employee shall be assigned to the rank of firefighter.

25.05 Medical Qualifications

An employee that does not possess a valid State of Florida EMT or Paramedic certification will need to obtain a minimum of an EMT license within twenty-four (24) months of the transfer.

The District will reimburse the cost of the class and will provide education leave if class is on duty but will not pay overtime if off duty.

25.06 Chief Officer Reductions

In the event of Chief Officer reductions, the Union agrees to allow any Chief Officer who had previously worked in bargaining unit positions to transfer back into a bargaining unit position at the rank previously held and receive the compensation corresponding to the previously held rank and seniority.

It is not the intent to push any employees in that rank down to a lower rank. The Chief Officer reduction would be in addition to existing positions.

25.07 Life Safety and Fire Prevention Reassignment

Any firefighter transferred to Life Safety and Fire Prevention with less than one (1) year Department Seniority shall be placed in the starting Inspector compensation.

Any employee up to and including the rank of Captain transferred to the position of Inspector shall keep the same compensation provided they are a State Certified Inspector I and the transfer is approved by the Fire Chief or designee.

ARTICLE 26: RETIREMENT

- 26.01** The District agrees to maintain the benefits of the *Chapter 175 The North Collier Fire Control and Rescue Firefighters' Pension Plan* equal to or greater than the Florida Retirement System Special Risk Class. All employees shall be members of the *Chapter 175 The North Collier Fire Control and Rescue Firefighters' Pension Plan*, except for those that are members of the Florida Retirement System and are not eligible to be members of the Chapter 175 plan.
- 26.02** Chapter 175 Employee Member Contribution maximum shall be seven (7.00%) percent for the remainder of this Agreement.
- 26.03** The District will receive all current cumulative and additional excess state monies for the entirety of this Agreement.
- 26.04** The entirety of this Agreement is solely based on the approval of the pension board. If the pension board does not agree with the language written in Section 26.03 of this Article, the District and the Union agree to reopen all financially related Articles within this Agreement.

ARTICLE 27: CLOTHING ALLOWANCE

27.01 Upon employment, all personnel shall be issued the following:

Protective Clothing

Provided pursuant to State Statute, inclusive of wildland/extrication pants and coat.

Uniforms

Shift Personnel:

4 - Duty/Station Pants	1 - Baseball Cap	1 - Class A Long Sleeve White
4 - Professional T-Shirts	1 - Class A Pant	1 - Winter Jacket or Raincoat
3 - PE Shirts	1 - Duty Belt	1 - Class A Black Belt
3 - PE Shorts	1 - Tie	1 - Beach Short
2 - Class B Short Sleeve Blue	1 - Class A Jacket	1 - Class A Hat

Non-Shift Personnel:

5 - Duty/Station Pants	2 - Baseball Cap	1 - Class A Long Sleeve White
4 - Duty/ Stations Polos	1 - Class A Pant	1 - Winter Jacket or Raincoat
4- T-Shirts	1 - Duty Belt	1 - Class A Black Belt
1 - PE Shirts	1 - Tie	1 - Beach Short
1 - PE Shorts	1 - Class A Jacket	1 - Class A Hat
2 - Class B Short Sleeve Blue		

Fleet Personnel:

5 - Duty/Station Pants	1 - Class A Pant	1 - Class A Long Sleeve White
2 - Duty/ Stations Polos	1 - Duty Belt	1 - Winter Jacket or Raincoat
5- T-Shirts	1 - Tie	1 - Class A Black Belt
2 - Baseball Cap		

All station work uniforms shall be made of a cotton blend.

Employees must wear provided uniforms at all times while on duty.

27.02 The employee shall maintain uniforms, and the District shall maintain protective clothing.

Uniforms torn or destroyed while engaged in departmental activities will be replaced at no charge to the employee's annual allowance.

Employees shall be required to replace uniforms or equipment at their own expense if they are damaged due to the employee's carelessness, negligence, or intentional acts.

The employee shall utilize the District's website to order uniforms as needed.

27.03 Upon transfer or promotion, personnel will be issued an initial clothing allotment commensurate with their new position, as may be necessary.

27.04 All employees, after completion of their first year of employment, shall receive in October two-hundred and seventy-five (\$275) dollars for the purchase of approved uniform items.

All employees are able to roll any unused uniform allowance from one year to the next with a maximum accumulation of four hundred and fifty dollars (\$450), but at no time can go into a deficit.

ARTICLE 28: TRAVEL ALLOWANCE

28.01 Travel allowance and reimbursement will be made to employees pursuant to the provisions contained within the District's travel and per diem reimbursement policies and SOPs.

ARTICLE 29: SHIFT EXCHANGE

29.01 Employees shall be able to exchange shifts within Operations. Lieutenants within the Rescue division shall be able to exchange shifts within their division.

29.02 All shift exchanges, regardless of number of hours, must be approved by the Shift Battalion Chief.

29.03 Shift exchanges will not be approved more than 45 days in advance and shall not create overtime at the time of approval.

29.04 Shift exchanges that allow the employees to alter the District work schedule on a regular basis will not be approved.

Regular basis is defined as a recurring, fixed, or uniform interval.

29.05 Shift exchanges shall be rank for rank unless otherwise approved by the Fire Chief' or designee or when the employee has received a promotion/demotion with outstanding paybacks within the immediate, preceding one-hundred eighty (180) days.

Shift exchange paybacks shall be completed within three-hundred sixty-five (365) days.

In no circumstances shall the District be liable for any shift exchange which an employee fails to pay back.

29.06 No overtime will be paid to cover station transfers for shift exchanges, unless overtime is caused by the District.

ARTICLE 30: VACATIONS

30.01 Employees shall start to accrue vacation as of their first date of employment.

Accrual shall be by pay period.

30.02 Employees shall not be eligible for vacation while on probation, nor shall they be paid for accrued vacation in the event of termination of employment. Employees will accrue vacation time according to the charts below:

Shift Personnel (24/48)

<u>Months of Service</u>	<u>Annual Hours Accrued</u>	<u>Pay Per Period</u>
0 - 24	120	4.62
25 - 36	144	5.54
37 - 48	168	6.46
49 - 60	192	7.38
61 - 96	216	8.31
97 - 132	240	9.23
133 - 168	264	10.15
169 - or more	288	11.08

Shift Personnel (24/72)

<u>Months of Service</u>	<u>Annual Hours Accrued</u>	<u>Pay Per Period</u>
0 - 24	96	3.69
25 - 36	113	4.35
37 - 48	130	5.00
49 - 60	147	5.62
61 - 96	164	6.31
97 - 132	181	6.96
133 - 168	198	7.62
169 - or more	216	8.31

40-Hour Employees

<u>Months of Service</u>	<u>Annual Hours Accrued</u>	<u>Per Pay Period</u>
0 - 12	120	4.62
13 - 24	132	5.08
25 - 36	144	5.54
37 - 48	168	6.46
49 - 60	180	6.92
61 - 96	204	7.85
97 - 132	216	8.31
133 - 168	228	8.77
169 - or more	240	9.23

30.03 Vacation Accrual

Employees transferring from Shift to 40-Hours or vice versa will keep their years of seniority and the hours accrued.

30.04 Vacation Bidding: Shift Personnel

Shift personnel may bid two (2) consecutive shifts of vacation for the next fiscal year during September to be approved by September 30th. Shift personnel may utilize a Kelly Day as one of the consecutive shifts.

When two (2) or more employees request the same vacation slot, priority for the choice of vacation shall be made on the basis of department seniority unless the junior employee's request has already been approved.

The District will attempt to accommodate the employee's request; however, the District retains the right to approve or deny time off requests to meet operational needs at the time of the request.

30.05 Vacation Bidding: 40-Hour Personnel

40-Hour Employees may bid five (5) consecutive vacation days for the next fiscal year during September to be approved by September 30th.

30.06 Time Off Requests for Shift Personnel

Employees assigned to a 24/48 work schedule shall submit all vacation requests no later than forty-eight (48) hours prior to the start of the employee's next shift.

Employees assigned to a 24/72 work schedule shall submit all vacation requests no later than seventy-two (72) hours prior to the start of the employee's next shift.

30.07 Time Off Approval for Shift Personnel

Vacation leave and Personal leave requests will be approved no more than ninety (90) days in advance of the requested date(s). Educational leave requests will be approved no more than sixty (60) days in advance of the requested date(s).

Vacation leave and Personal leave shall be taken by shift personnel in the following increments of time:

- 0800 Hours to 0800 Hours
- 0800 Hours to 1800 Hours
- 1800 Hours to 0800 Hours

The District agrees to allow twenty percent (20%) of the personnel assigned to a shift off each day for vacations, Kelly Days, or educational time.

The District agrees to allow more than twenty percent (20%) of the personnel assigned to a shift off each day for vacations, Kelly Days, or educational time with the approval of the Fire Chief or designee.

The maximum number of Battalion Chiefs, Company Officers and Engineers that may be scheduled off per shift will be limited to the number of Qualified and OOP personnel for the position on that shift, or fifty percent (50%) of the total required Battalion Chiefs, Company Officers and Engineers required by the District (round up when necessary), whichever is greater. Qualified and OOP personnel count towards eligible Battalion Chiefs, Company Officers and Engineers on duty.

The District agrees that if the formula calculating time off results in a fraction 0.5 or greater, the result will be rounded up to the nearest whole number.

Vacation Schedule for 24/72 Shift

Five (5) employees on each shift shall be allowed off on vacation leave, personal time bank leave, or education leave. This limit and the additional limitations below may be increased or extended at the discretion of the Fire Chief or his designee when the request does not cause overtime. Vacation leave, personal time bank leave, and education leave will be approved subject to the following additional limitations:

1. No more than one (1) Battalion Chief may be off per shift
2. No more than two (2) Company Officers may be off per shift
3. No more than two (2) Engineers may be off per shift
4. No more than four (4) Firefighters may be off per shift

30.08 Time Off Approval for 40-Hour Personnel

Vacation leave shall be taken by forty (40) Hour Employees in four (4) or five (5) hour consecutive increments.

30.09 Vacation Accrual Thresholds

The maximum accrual is eight-hundred (800) hours.

On September 30th of each calendar year, any hours exceeding eight hundred (800) that have not been used will be forfeited.

30.10 If an employee dies, one hundred percent (100%) of their vacation leave will be paid to their designated beneficiary.

ARTICLE 31: SICK LEAVE

31.01 Accumulation

Effective October 1st and April 1st of each fiscal year

- Shift personnel assigned to a 24/48 work schedule shall be credited seventy-two (72) hours respectively;
- Shift personnel assigned to a 24/72 work schedule shall be credited sixty (60) hours respectively;
- 40-hour personnel shall be credited fifty-six (56) hours respectively.

Employees hired during the fiscal year shall be credited a pro-rata share of sick leave.

Any employee that is on new hire probation (i.e., first year of employment) and separates from service shall not be eligible for sick leave payout of their available sick leave balance.

31.02 Sick Leave Not Used

Unused sick leave accrued during the fiscal year, but not taken and/or not used to replenish Personal Leave Bank (PLB) as described in 31.03 will be paid out at the end of the fiscal year at one hundred percent (100%).

Payment of such unused sick leave shall be made by the second paycheck of October of each year for the preceding fiscal year ended September 30th.

If an employee dies, one hundred percent (100%) of the sick leave and the PLB will be paid to their designated beneficiary.

31.03 Personal Leave Bank (Shift)

Ninety-six (96) hours of sick leave may be transferred to an employee's PLB when all of the Approval Criteria included in 31.03 are met.

Approval Criteria

- **Written Request:**
The employee must make a written request to the Fire Chief or designee and include the number of hours to be transferred from the employee's sick leave bank to the employee's PLB.
- **Fire Chief or Designee Approval:**
The employee's written request to transfer hours must be approved by the Fire Chief or designee prior to any leave credit transaction.

Transfer Limitation

A maximum of two hundred eighty-eight (288) hours may be accumulated in an employee's PLB.

31.04 Personal Leave Bank (40 Hour Employees):

Forty (40) hours of sick leave may be transferred to an employee's PLB when all of the Approval Criteria written in Section 31.04 are met.

Approval Criteria

- **Written Request:**
The employee must make a written request to the Fire Chief or designee and include number of hours to be transferred from the employee's sick leave bank to the employee's PLB.
- **Fire Chief or designee Approval:**
The employee's written request to transfer hours must be approved by the Fire Chief or designee prior to any leave credit transaction.

Transfer Limitation

A maximum of two hundred forty (240) hours may be accumulated in a forty (40) hour employee's PLB.

31.05 Personal Leave Bank (PLB)

PLB will not be paid at the end of each fiscal year, or upon an employee's separation from the District except as provided for in Section 31.02.

31.06 Use of Sick

Employees shall be charged for sick leave used on an hour-for-hour basis. Sick leave may be used for the following reasons:

- For personal illness or to provide care to an immediate family member who is ill or injured;
- bona fide sickness,
- injury for an absence covered by the FMLA;
- supplement STD, LTD or workers' compensation up to the employee's pay for their regular schedule, not including overtime;
- replenishment of employee's personal leave bank up to the maximums permitted in Section 31.03 and 31.04; and/or
- donations in accordance with 31.08.

Sick leave may be used in increments of twenty-four (24) hours or less for shift personnel and in eight (8) or for non-shift employees.

31.07 Absences

Sick leave and personal leave shall not be used for time off to work other employment or for educational pursuits.

The District may require a medical provider's excuse for use of sick leave:

- more than seventy-two (72) hours in a six (6) month period;
- whenever the use of sick leave demonstrates a pattern;
- whenever there are consecutive days used of sick leave;
- in any situation where the District reasonably believes the documentation is necessary for workplace health purposes.

31.08 Donation

Upon written authorization, employees may donate accumulated but unused sick leave, personal leave or vacation time to other District employees who have exhausted all of their accumulated sick leave, vacation leave and personal leave.

Donations shall be in minimum increments of two (2) hours.

Employees wishing to donate shall complete the District's form and file it with the Fire Chief or designee.

Sick Leave Donations

- Sick leave may be donated only for bona fide sick leave.
- Sick leave donations shall be valued as a Unit of Time regardless of the pay rate of the donor recipient, and will be approved as soon as operationally practical.
- Donated sick leave shall be deducted from the account of the donor.

ARTICLE 32: BEREAVEMENT LEAVE

32.01 In the event of a death in the employee's immediate family, the employee shall be granted leave with pay.

For the purposes of Bereavement Leave, the death of an immediate family shall be defined as:

- mother, stepmother, or mother-in-law;
- father, stepfather, or father-in-law;
- child, stepchild, or child-in-law;
- brother, stepbrother, or brother in-law;
- sister, stepsister, or sister in-law;
- domestic partner residing with employee or spouse;
- grandparent; step-grandparent, grandparent in-law; and/or
- or any person placed by authority of law under care of the employee as guardian.

32.02 Defined Benefit

- Employees (assigned to A, B, or C shift) may be granted up-to seventy-two (72) (i.e., three (3) shifts off with pay).
- Employees (assigned to A, B, C, or D shift) shall be granted twenty-four hours (24) (i.e., one (1) shift off with pay).
- Forty (40) hour employees shall receive up to sixty-four (64) hours off with pay.
- Bereavement leave shall be used within thirty (30) calendar days of the death of an immediate family member unless authorized by the Fire Chief or designee.

ARTICLE 33: JOINT OCCUPATIONAL SAFETY & HEALTH PROGRAM

33.01 Purpose

It is the desire of the District and the Union to maintain the highest standards of safety and health in order to eliminate as much as possible any accident, death, injury, or illness.

33.02 Joint Health and Safety Committee

The District agrees that the Union may participate in the Joint Health and Safety Committee (JHSC) composed of an equal number of representatives from the District and the Union for the purposes of voting.

The District shall appoint five (5) members-and the Union shall appoint five (5) members to the JHSC. (1 FF, 2 ENG, 2 OFFICERS)

The JHSC will be selected and announced annually by the District and Union by December 31st for the next calendar year.

While off-duty, members of the JHSC will be compensated for all time worked. The District will make every attempt to allow members of the JHSC to attend committee functions (Example: meetings, facility inspections, etc.).

The JHSC shall adopt a safety program as provided for in law.

33.03 Protective Clothing and Equipment

The District shall furnish and maintain, at no cost to the employee, the following items necessary to preserve and protect safety and health for all certified firefighter:

- respiratory apparatus;
- gloves; helmets;
- protective clothing; and
- protective equipment.

Personnel may be responsible for expenses incurred in replacing lost or damaged uniforms due to personal negligence, or intentional misuse, subject to review and decision by the Fire Chief or designee.

33.04 The JHSC will be guided by, but not limited to, the following principles:

- A. Make immediate and detailed investigations of each accident, death, or injury to determine the fundamental causes;
- B. Collect data to better analyze accident sources and injury rates and uniform reporting procedures;

- C. Inspect District facilities to detect hazardous physical conditions or unsafe work methods, including training procedures;
- D. Recommend changes or additions to protective equipment, protective apparel, or devices for the elimination of hazards of firefighting;
- E. Promote safety and first-aid training for JHSC members and firefighters; and
- F. Participate in promoting safety and the safety program to the employees through department meetings.

In line with the goals listed above, the JHSC shall:

1. Make periodic inspections of the District's facilities but not less frequently than quarterly.
2. Make recommendations for the correction of unsafe or harmful working conditions. All recommendations shall include a target date for abatement of hazardous conditions.
3. Review and analyze all reports of accidents, deaths, injury and illness. Investigate causes and recommended rules and procedures for the promotion of health and safety of the firefighters.
4. Keep minutes of all JHSC meetings and prepare a written report for review at the next committee meeting.

A record shall be kept of accidents, injuries, and illnesses and shall be maintained by the District.

ARTICLE 34: INSURANCE

34.01 The District shall provide each eligible employee with a medical health insurance plan for the employee and their eligible dependents and provide 100% percent of the premium for the eligible employee and eligible dependents for coverage.

The District reserves the right, at its sole discretion, to change insurance carriers and/or the scope of benefits.

The District will pre-fund a health savings account (HSA) for each employee for the purposes of medical deductibles, dental coverage or vision care at the discretion of the employee on an annual basis for the duration of the Agreement:

- \$4,000 Four Thousand Dollars for single
- \$7,000 Seven Thousand Dollars for family and dependent

34.02 The District and the Union shall establish the North Collier Fire Rescue Medical Insurance Committee.

The parties agree to establish a committee, comprised of:

- One (1) Fire Commissioner,
- Three (3) District Representatives, and
- Three (3) Union Representatives.

The Medical Insurance Committee will make a recommendation to the BOFC for the selection of a medical insurance plan.

34.03 The District agrees to provide dental insurance for the employee and eligible dependents for the duration of this Agreement.

34.04 Life Insurance

In addition to the AD&D insurance required for sworn employees under state law, the District will provide employees with life insurance coverage in an amount approved by the Board.

The District will pay the premium costs. Eligibility will be determined exclusively by the plan terms.

34.05 Insurance After Retirement

Upon retirement, employees may buy into the District's group medical and dental insurance plans.

The District shall provide Medical Health Insurance Credit according to table below until the Retired employee reaches the age of 65:

Employee Years of Service	District Health Insurance Credit for Retired Employee Monthly Premium
15 - 19	\$500
20 - 24	\$700
25+	\$900

34.06 Retired employees shall comply with applicable District policies and SOPs to maintain Medical Health Insurance Credit.

ARTICLE 35: WORKERS' COMPENSATION

35.01 Workers' Compensation

In the event an employee's physician authorizes the employee to return in a light duty capacity, the Fire Chief or designee shall have the ability to make such work available if there is a legitimate need by the District.

There shall be no obligation to create light duty.

The District will supplement workers' compensation payments up to one-hundred percent (100%) of the employee's base pay for up to six (6) months.

35.02 Supplement Extension

This supplement may be extended for up to an additional six (6) months, if at the end of the first six (6) months, the treating physician renders a written prognosis, a copy of which is provided to the Fire Chief or designee, that the employee will recover to full duty status during the six (6) month extension period. The extension will be commensurate with the amount of time needed to recover, but, in no event, shall be more than six (6) months.

35.03 Discontinuation of Supplement and Independent Medical Examinations

If the treating physician is unable to render a written prognosis that the employee will recover to full duty status during the conclusion of the six (6) months extension period, the supplement will cease.

However, the Union or employee may, at their own expense, pursue an Independent Medical Examination (IME). The IME must adhere to carrier IME Guidelines. The results of the IME may be furnished to the District for consideration and the Fire Chief, in sole discretion, may either continue the supplement or discontinue the supplement based upon the treating physician's inability to render a prognosis. The Fire Chief's decision shall be final and binding.

35.04 Maximum Medical Improvement

When the employee reaches maximum medical improvement (MMI) within the first six (6) months from the date of injury or during the supplement extension period, as determined by the District's workers' compensation carrier, the supplement will cease.

35.05 Determination of Work

If there is a determination that the employee is unable to return to work within a reasonable period of time, that the employee will be unable to return to work at all, or that the employee has reached MMI and is unable to perform the essential functions of their position at the time of injury, with or without reasonable accommodation, then District can separate with the employee on this basis.

However, prior to separating the employee, the District will first determine whether a vacancy exists for which the employee is Qualified, or whether there is an impending vacancy for which the employee is Qualified. If such vacancy exists, the employee will be offered the vacant position in lieu of separation, provided the filling of the vacancy does not infringe on the rights of any other employee to fill the position.

- 35.06** During the time the employee receives the District supplement provided for in this Agreement, absences will not be charged to the accumulated sick leave of the employee.
- 35.07** The District agrees to continue the employee's insurance, vacation and sick leave accruals on the same basis as if the employee was assigned to full-duty.
- 35.08** Any employee returning to work in a full duty status from a work-related injury or illness shall retain the same rank and seniority as held prior to said injury or illness.
- 35.09** After twelve (12) months from the date of injury, the accrual of sick and vacation leave shall cease.
- 35.10** When it has been determined by medical examination by both the treating physician and the District's Physician that the employee is able to return to full duty and the employee does not do so, the employee will be terminated from employment and all benefits under this Article will be terminated.
- 35.11** Prior to returning to full duty after being off for three (3) months or more, personnel will be required to complete two (2) weeks of light duty for acclimation purposes.
- 35.12** Failure of an employee to submit to physical examination by the treating or District's physician, refusal to accept suitable employment, or refusal to make use of vocational rehabilitation services shall result in permanent forfeiture of all benefits of this Article.
- 35.13** Benefits under this Article shall not be approved when it is determined by the Fire Chief that the disability occurred through the employee's negligence or willful misconduct. The Fire Chief's determination shall be based on the arbitrary and capricious standard.
- 35.14** If the employee brings litigation against the District related to his/her case while receiving the workers' compensation supplement, the supplement will be terminated as of the date the District is made aware of the litigation.

ARTICLE 36: SHORT AND LONG-TERM DISABILITY

36.01 The District shall provide short and long-term disability insurance coverage for each active employee.

The District reserves the right, at its sole discretion, to change insurance carriers and/or the scope of benefits.

Employee Benefits

The District will continue to provide employee's insurance, vacation*, and sick leave accruals to the same extent it provides the same for other District employees as follows:

- For the first fourteen (14) days of disability;
- When the employee reaches (MMI) as determined by the District's Physician, the supplement will cease.

*The employee will stop vacation accrual when the employee has exhausted FMLA benefits.

36.02 Short-Term Disability District Supplement

The District will supplement absences due to short-term disability, after the first fourteen (14) calendar days, by paying up to thirty-three (33%) percent of the employee's regular straight time wages for up to six (6) months.

The District will not supplement employees after six (6) months.

Leave Supplement

The employee may utilize accrued leave to bring compensation up to 100% of their regular straight time wages.

Non-Compensable Claims

If a claim is either not determined within forty-five (45) days from the date of injury or found non-compensable, the supplement will stop.

Return to Work

Any employee approved by their treating physician and the District's physician to return to work in a light duty status shall do so, provided the Fire Chief makes such work available to the employee.

Prior to returning to full duty after being off for three (3) months or greater all personnel will complete up to two (2) weeks of light duty for acclimation purposes.

Any employee returning to work in a full duty status shall retain the same rank and seniority as held prior to illness or injury.

When it has been determined by medical examination by both the treating physician and the District Physician that the employee is able to return to full duty and the employee does not do so, all benefits under this article will be terminated.

In the event an employee's physician and the District's physician authorize the employee to return in a light duty capacity, the Fire Chief may make such work available after the first fourteen (14) days if there is a legitimate need by the District. There shall be no obligation to offer light duty work.

Failure of an employee to submit to physical examination by the treating or District's Physician, refusal to accept suitable employment, or refusal to make use of vocational rehabilitation services shall result in permanent forfeiture of all benefits of this Article.

If there is a determination that the employee is unable to return to work within a reasonable period of time, that the employee will be unable to return to work at all, or that the employee has reached maximum medical improvement (MMI) and is unable to perform the essential functions of their position, with or without reasonable accommodation, the District may separate the employee on this basis.

Hold Harmless

The Union agrees to defend and hold harmless the District, its Commissioners and employees from any and all employee claims for benefits under this Article.

36.03 Long-Term Disability

Following the expiration of short-term disability, long-term disability coverage as provided by the District is available to the employee pursuant to applicable District Policy and SOPs.

ARTICLE 37: OPERATOR'S INSURANCE

37.01 The District shall defend and hold harmless every employee in any suit of liability as a result of District operation if the employee acts in good faith and within the scope of employment.

ARTICLE 38: PERSONNEL FILE

38.01 An employee shall be given a copy of any disciplinary action placed into that employee's personnel file. Such entry shall be signed and dated by the employee as evidence of the entry. The employee shall be given the opportunity to respond to the entry, and such responses shall be made part of the file.

38.02 The District agrees to maintain a file, or "digital file" for each employee for:

- Medical history and documentation;
- Disciplinary actions, investigations, or conclusions; and
- General certifications, performance evaluations, and other department records.

38.03 All employee personnel files and entries made therein and kept by the District shall be considered confidential, except as may be released under Florida Public Record Law.

38.04 Upon written authorization, an employee may grant permission by an employee-authorized proxy for access to their personnel file.

ARTICLE 39: SENIORITY

39.01 Department Seniority

Department Seniority shall be determined by continuous service within the District calculated from the date of employment.

Employees with the same employment date shall be assigned to the seniority list in order of-hire.

39.02 An employee's seniority shall be continuous unless seniority is terminated for any of the following:

- Resignation;
- Discharge for Cause;
- Retirement; and/or
- Layoff greater than sixteen (16) months

39.03 Time-in-Rank Seniority

Time-in-Rank Seniority will be determined by the length of time an employee continuously holds a particular rank.

ARTICLE 40: MERGER OF OTHER FIRE DEPARTMENTS

- 40.01** The District agrees that if a department is merged with the District, there will be no employee now employed by the District displaced from their position unless that employee agrees to such a move.
- 40.02** Whenever a fire services related merger discussion is authorized by the BOFC, or any scheduled meetings of any Commissioner with the intent of merger discussions, the Union President shall be informed and be given the opportunity to discuss the merger as it pertains to matters covered in this Agreement.

ARTICLE 41: PERSONNEL REDUCTION/SEVERANCE PAY/RECALL

41.01 In case of a personnel reduction, the employee who is in DROP shall be laid off first followed-by the employee with the least seniority, without regard to rank or classification.

41.02 The District shall notify the Union of the need to reduce the number of employees who are within the bargaining unit at least one-hundred eighty (180) days before the effective date of the layoff. Such notice shall be given in writing addressed to the Union by certified mail.

- The notice shall disclose the number of positions affected and the effective date of the layoff.

Immediately after issuing the notice, the District shall give the Union a reasonable period of time, of not less than fourteen (14) days, within which it shall meet and confer with the Union to discuss such action.

The District shall respond to any proposal which the Union may make in response

41.03 Each employee who is to be laid off as a consequence of reduction in force shall be given written notice, at least one-hundred twenty (120) days before such action is to occur. Written notice shall include the date, purpose and the nature of the action that is to be taken with regard to the employee.

A copy of this notice shall be delivered to the Union in a timely manner.

41.04 An employee who is laid off shall be paid for all earned and unused time off, holiday and severance pay.

Employees of the bargaining unit, after a probationary period of twelve (12) months shall receive severance pay at the rate of:

13 Months to 36 Months	4 Weeks
37 Months to 60 Months	10 Weeks
61 Months to 120 Months	14 Weeks
121 Months to 180 Months	18 Weeks
More than 180 Months	20 Weeks

Such severance pay shall be based on the highest monthly base salary received during employment and shall be paid in the event of personnel reduction only.

41.05 While on layoff, it is the responsibility of the employee to maintain all licenses and certifications which are required by the job description to be eligible for recall.

Recall covered by this Agreement will be in reverse order of the layoff.

No new employee shall be hired until a laid off employee has been given ample opportunity (in writing) to return to work. The notification to a laid off employee for recall, shall be by electronic and certified mail, return receipt requested, to the employee's last known address recorded in their personnel records.

The recalled employee will have three (3) business days, from receipt of notification to confirm acceptance of the recalled position, to the Fire Chief or designee.

In the event a recalled employee provides verbal acceptance and does not report back to work within fourteen (14) calendar days after receiving notification, the District will recall the next employee.

The recalled employee will be subject to the new hire process (physicals, drug testing, background check, etc.) which is the responsibility of the District.

If recalled prior to the end of the 16th month, the employee will retain their position on the District's seniority list, as indicated in Article 39: Seniority.

ARTICLE 42: PREVAILING RIGHTS

42.01 All job benefits authorized by the District and heretofore enjoyed by the employees as of the date of ratification of this Agreement, which are not specifically provided for or abridged by this Agreement or Policy.

- A. All job benefits specifically authorized by the Fire Chief in writing beginning as of the date of ratification of this Agreement, which are not specifically provided for or abridged by this Agreement or Policy, shall continue under conditions upon which they had been granted during the term of this Agreement.
- B. Nothing in this Article shall prevent the District from making reasonable changes in work rules or methods, provided that such changes do not reduce the benefits referred to above.
- C. This Agreement shall not deprive any employee of any protections granted by:
 - 1. Federal Law; and/or
 - 2. Laws of Florida.

ARTICLE 43: SAVINGS CLAUSE

43.01 If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the provisions shall be renegotiated by the parties, and the remaining parts or portions of this Agreement shall remain in full force and effect.

ARTICLE 44: HONOR GUARD/COLOR GUARD

44.01 The Honor Guard/Color Guard will have a Commander and an Assistant Commander and will receive the compensation amount listed below:

Commander \$4,000 dollars Annually

Assistant Commander \$3,000 dollars Annually

44.02 The Fire Chief shall have the discretion to appoint or remove the Commander, Assistant Commander and Team members.

44.03 The Fire Chief's authority to appoint or remove the Commander, Assistant Commander and Team members shall not be grieved or arbitral.

44.04 The Honor Guard/Color Guard member will be paid at one and one half (1 ½) times their regular rate of pay for off-duty drills and training in which they attend and participate.

44.05 Compensation

Honor Guard/Color Guard members will receive seven-hundred (\$700) dollars annually added to their base compensation.

44.06 All Honor Guard/Color Guard members must meet all the requirements pursuant to applicable District policies and SOPs.

44.07 Honor Guard/Color Guard training hours shall be thirty-two (32) hours annually.

ARTICLE 45: BEHAVIORAL HEALTH PROGRAM

45.01 The Behavioral Health Program will have a Lead Coordinator and an Assistant Coordinator and will receive the compensation amount listed below:

Lead Coordinator \$3,000 dollars Annually

Assistant Coordinator \$2,000 dollars Annually

45.02 The Fire Chief shall have the discretion to appoint or remove the Lead Coordinator, Assistant Coordinator and Program members.

45.03 The Fire Chief's authority to appoint or remove the Lead Coordinator, Assistant Coordinator and Program members shall not be grieved or arbitral.

45.04 The Behavioral Health Program members will be paid at one and one half (1 ½) times their regular rate of pay for off-duty sessions in which they attend and participate.

45.05 Compensation

The Behavioral Health Program members will receive seven-hundred (\$700) dollars annually added to their base compensation.

45.06 All Behavioral Health Program members must meet all the requirements pursuant to applicable District policies and SOPs.

ARTICLE 46: DURATION OF AGREEMENT

46.01 The terms of this Agreement shall be binding for a period of three years, commencing on October 1, 2025, or upon ratification, through September 30, 2028; or until replaced by a successor agreement subject to the provisions contained herein.

The Agreement shall become binding upon the parties pursuant to the ratification process prescribed by applicable law.

46.02 The parties agree to commence the negotiation of a successor Agreement no later than October, 2027.

This Agreement shall be effective upon ratification by both parties.

The term of this agreement shall be three years, terminating on October 01, 2028. This contract shall be renegotiated under Florida State Law.

Any new job classification which may occur will be submitted to PERC for unit clarification and if determined to be part of the bargaining unit will be negotiated and upon mutual agreement, incorporated into this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunder set their hands and seals this 1ST day of OCTOBER, 2025.

**NORTH COLLIER FIRE CONTROL
AND RESCUE DISTRICT**



J. Christopher Lombardo (Chairman)



Norman Feder (Vice-Chairman)



James A. Calamari (Treasurer)



Chris Crossan (Commissioner)



Eloy Ricardo (Fire Chief)

**NORTH COLLIER PROFESSIONAL
FIREFIGHTERS AND PARAMEDICS
ASSOCIATION, I.A.F.F. LOCAL 2297**



Adam Wilson (President)



Brian Torres (Vice-President)



John Stanfill (District Vice-President)



Dario Aviles (Secretary)



Colton Weink (Treasurer)

APPENDIX A
DEFINITIONS

Name	Definition
Agreement	Collective Bargaining Agreement
Company Officer	means a Lieutenant or Captain assigned to Operations
Department Seniority	continuous service with the District
District	means the North Collier Fire Control and Rescue District
Emergency Test	is defined as a promotional exam outside of the normal testing dates but is still comprised of the current qualifications as defined in Article 23.
Full Duty	light duty is not defined as full duty
Local or Union	means The North Collier Professional Firefighters and Paramedics, International Association of Firefighters #2297
Parties	the District and the Union
Pattern	<p>means the repeated use of sick leave in a manner that suggests predictability, consistency, or potential abuse. Examples include, but are not limited to:</p> <ul style="list-style-type: none"> • Frequent sick leave use immediately preceding or following regular days off, holidays, or scheduled vacations; • Regular use of sick leave on the same day of the week or around scheduled training/mandatory events; • Multiple one-day absences over a short period without supporting medical documentation; and/or • Any recurring trend in sick leave usage that reasonably indicates avoidance of work responsibilities.
President	means the Union President of Local #2297
Productive Hours	hours of work that count towards the calculation of the employee's overtime pay

Regular Basis	recurring, fixed or uniform interval
Shift Employee	employees that are assigned to a rotational work schedule
Time-In-Rank Seniority	determined by the length of time that an employee continuously holds a particular rank
Workweek	seven (7) day period of time
Work Period	refers to the regular, recurring period of time that the District uses to determine overtime pay.

ACRONYMS

Acronym	Definition
BOFC	Board of Fire Commissioners
FIREPAC	Federally Registered Political Action Committee
FLSA	Fair Labor Standards Act
HSA	Health Savings Account
JHSC	Joint Health and Safety Committee
IAFF	International Association of Firefighters
IME	Independent Medical Examination
LTD	Long-Term Disability
MMI	Maximum Medical Improvement
MOU	Memorandum of Understanding
PERC	Public Employees Relations Commission

PLB	Personal Leave Bank
SOG	Standard Operating Guideline
SOP	Standard Operating Procedure
STD	Short-Term Disability
UTB	Union Time Bank

APPENDIX B

ANNUAL BASE PAY TABLES

FIREFIGHTER (FY 2025 - 2026)			
FY 25-26 Years of Service	Firefighter	Firefighter Hourly Rate (2496)	Firefighter Hourly Rate (2184)
0	\$63,000.00	\$25.24	\$28.85
1	\$65,000.00	\$26.04	\$29.76
2	\$69,000.00	\$27.64	\$31.59
3	\$69,000.00	\$27.64	\$31.59
4	\$73,000.00	\$29.25	\$33.42
5	\$73,000.00	\$29.25	\$33.42
6	\$77,000.00	\$30.85	\$35.26
7	\$77,000.00	\$30.85	\$35.26
8	\$81,000.00	\$32.45	\$37.09
9	\$81,000.00	\$32.45	\$37.09
10	\$85,000.00	\$34.05	\$38.92
11	\$85,000.00	\$34.05	\$38.92
12+	\$89,000.00	\$35.66	\$40.75

FIREFIGHTER (FY 2026 - 2027)			
FY 26-27 Years of Service	Firefighter	Firefighter Hourly Rate (2496)	Firefighter Hourly Rate (2184)
0	\$64,000.00	\$25.64	\$29.30
1	\$66,000.00	\$26.44	\$30.22
2	\$70,000.00	\$28.04	\$32.05
3	\$70,000.00	\$28.04	\$32.05
4	\$74,000.00	\$29.65	\$33.88
5	\$74,000.00	\$29.65	\$33.88
6	\$78,000.00	\$31.25	\$35.71
7	\$78,000.00	\$31.25	\$35.71
8	\$82,000.00	\$32.85	\$37.55
9	\$82,000.00	\$32.85	\$37.55
10	\$86,000.00	\$34.46	\$39.38
11	\$86,000.00	\$34.46	\$39.38
12+	\$90,000.00	\$36.06	\$41.21

FIREFIGHTER (FY 2027 - 2028)

FY 27-28 Years of Service	Firefighter	Firefighter Hourly Rate (2496)	Firefighter Hourly Rate (2184)
0	\$64,000.00	\$25.64	\$29.30
1	\$66,000.00	\$26.44	\$30.22
2	\$70,000.00	\$28.04	\$32.05
3	\$70,000.00	\$28.04	\$32.05
4	\$74,000.00	\$29.65	\$33.88
5	\$74,000.00	\$29.65	\$33.88
6	\$78,000.00	\$31.25	\$35.71
7	\$78,000.00	\$31.25	\$35.71
8	\$82,000.00	\$32.85	\$37.55
9	\$82,000.00	\$32.85	\$37.55
10	\$86,000.00	\$34.46	\$39.38
11	\$86,000.00	\$34.46	\$39.38
12+	\$90,000.00	\$36.06	\$41.21

INSPECTOR (FY 2025 - 2026)		
FY 25-26 Years of Service	Inspector	Inspector Hourly Rate (2080)
0	\$74,000.00	\$35.58
1	\$74,000.00	\$35.58
2	\$80,000.00	\$38.46
3	\$80,000.00	\$38.46
4	\$80,000.00	\$38.46
5	\$85,000.00	\$40.87
6	\$85,000.00	\$40.87
7	\$85,000.00	\$40.87
8	\$90,000.00	\$43.27
9	\$90,000.00	\$43.27
10	\$90,000.00	\$43.27
11	\$95,000.00	\$45.67
12	\$95,000.00	\$45.67
13	\$100,000.00	\$48.08
14+	\$105,000.00	\$50.48

INSPECTOR (FY 2026 - 2027)		
FY 26-27 Years of Service	Inspector	Inspector Hourly Rate (2080)
0	\$74,000.00	\$35.58
1	\$74,000.00	\$35.58
2	\$83,000.00	\$39.90
3	\$86,000.00	\$41.35
4	\$88,000.00	\$42.31
5	\$90,000.00	\$43.27
6	\$92,000.00	\$44.23
7	\$93,000.00	\$44.71
8	\$94,000.00	\$45.19
9	\$95,000.00	\$45.67
10	\$96,000.00	\$46.15
11	\$98,000.00	\$47.12
12	\$98,000.00	\$47.12
13	\$103,000.00	\$49.52
14+	\$108,000.00	\$51.92

INSPECTOR (FY 2027 - 2028)		
FY 27-28 Years of Service	Inspector	Inspector Hourly Rate (2080)
0	\$74,000.00	\$35.58
1	\$74,000.00	\$35.58
2	\$83,000.00	\$39.90
3	\$86,000.00	\$41.35
4	\$88,000.00	\$42.31
5	\$90,000.00	\$43.27
6	\$92,000.00	\$44.23
7	\$93,000.00	\$44.71
8	\$94,000.00	\$45.19
9	\$95,000.00	\$45.67
10	\$96,000.00	\$46.15
11	\$98,000.00	\$47.12
12	\$98,000.00	\$47.12
13	\$103,000.00	\$49.52
14+	\$108,000.00	\$51.92

ENGINEER (FY 2025 - 2026)			
FY 25-26 Years of Service	Engineer	Engineer Hourly Rate (2496)	Engineer Hourly Rate (2184)
0			
1			
2	\$80,000.00	\$32.05	\$36.63
3	\$80,000.00	\$32.05	\$36.63
4	\$80,000.00	\$32.05	\$36.63
5	\$85,000.00	\$34.05	\$38.92
6	\$85,000.00	\$34.05	\$38.92
7	\$85,000.00	\$34.05	\$38.92
8	\$90,000.00	\$36.06	\$41.21
9	\$90,000.00	\$36.06	\$41.21
10	\$90,000.00	\$36.06	\$41.21
11	\$95,000.00	\$38.06	\$43.50
12	\$95,000.00	\$38.06	\$43.50
13	\$100,000.00	\$40.06	\$45.79
14+	\$105,000.00	\$42.07	\$48.08

ENGINEER (FY 2026 - 2027)			
FY 26-27 Years of Service	Engineer	Engineer Hourly Rate (2496)	Engineer Hourly Rate (2184)
0			
1			
2	\$83,000.00	\$33.25	\$38.00
3	\$86,000.00	\$34.46	\$39.38
4	\$88,000.00	\$35.26	\$40.29
5	\$90,000.00	\$36.06	\$41.21
6	\$92,000.00	\$36.86	\$42.12
7	\$93,000.00	\$37.26	\$42.58
8	\$94,000.00	\$37.66	\$43.04
9	\$95,000.00	\$38.06	\$43.50
10	\$96,000.00	\$38.46	\$43.96
11	\$98,000.00	\$39.26	\$44.87
12	\$98,000.00	\$39.26	\$44.87
13	\$103,000.00	\$41.27	\$47.16
14+	\$108,000.00	\$43.27	\$49.45

ENGINEER (FY 2027 - 2028)			
FY 27-28 Years of Service	Engineer	Engineer Hourly Rate (2496)	Engineer Hourly Rate (2184)
0			
1			
2	\$83,000.00	\$33.25	\$38.00
3	\$86,000.00	\$34.46	\$39.38
4	\$88,000.00	\$35.26	\$40.29
5	\$90,000.00	\$36.06	\$41.21
6	\$92,000.00	\$36.86	\$42.12
7	\$93,000.00	\$37.26	\$42.58
8	\$94,000.00	\$37.66	\$43.04
9	\$95,000.00	\$38.06	\$43.50
10	\$96,000.00	\$38.46	\$43.96
11	\$98,000.00	\$39.26	\$44.87
12	\$98,000.00	\$39.26	\$44.87
13	\$103,000.00	\$41.27	\$47.16
14+	\$108,000.00	\$43.27	\$49.45

LIEUTENANT (FY 2025 - 2026)				
FY 25-26 Years of Service	Lieutenant	Lieutenant Hourly Rate (2496)	Lieutenant Hourly Rate (2184)	40-hr LT Hourly Rate (2080)
0				
1				
2				
3				
4				
5				
6	\$101,000.00	\$40.46	\$46.25	\$48.56
7	\$105,000.00	\$42.07	\$48.08	\$50.48
8	\$105,000.00	\$42.07	\$48.08	\$50.48
9	\$107,000.00	\$42.87	\$48.99	\$51.44
10	\$111,000.00	\$44.47	\$50.82	\$53.37
11	\$111,000.00	\$44.47	\$50.82	\$53.37
12	\$111,000.00	\$44.47	\$50.82	\$53.37
13	\$116,000.00	\$46.47	\$53.11	\$55.77
14	\$116,000.00	\$46.47	\$53.11	\$55.77
15	\$120,000.00	\$48.08	\$54.95	\$57.69
16+	\$120,000.00	\$48.08	\$54.95	\$57.69

LIEUTENANT (FY 2026 - 2027)				
FY 26-27 Years of Service	Lieutenant	Lieutenant Hourly Rate (2496)	Lieutenant Hourly Rate (2184)	40-hr LT Hourly Rate (2080)
0				
1				
2				
3				
4				
5				
6	\$102,000.00	\$40.87	\$46.70	\$49.04
7	\$106,000.00	\$42.47	\$48.53	\$50.96
8	\$109,000.00	\$43.67	\$49.91	\$52.40
9	\$111,000.00	\$44.47	\$50.82	\$53.37
10	\$116,000.00	\$46.47	\$53.11	\$55.77
11	\$116,000.00	\$46.47	\$53.11	\$55.77
12	\$116,000.00	\$46.47	\$53.11	\$55.77
13	\$121,000.00	\$48.48	\$55.40	\$58.17
14	\$121,000.00	\$48.48	\$55.40	\$58.17
15	\$125,000.00	\$50.08	\$57.23	\$60.10
16+	\$125,000.00	\$50.08	\$57.23	\$60.10

LIEUTENANT (FY 2027 - 2028)				
FY 27-28 Years of Service	Lieutenant	Lieutenant Hourly Rate (2496)	Lieutenant Hourly Rate (2184)	40-hr LT Hourly Rate (2080)
0				
1				
2				
3				
4				
5				
6	\$102,000.00	\$40.87	\$46.70	\$49.04
7	\$106,000.00	\$42.47	\$48.53	\$50.96
8	\$109,000.00	\$43.67	\$49.91	\$52.40
9	\$111,000.00	\$44.47	\$50.82	\$53.37
10	\$116,000.00	\$46.47	\$53.11	\$55.77
11	\$116,000.00	\$46.47	\$53.11	\$55.77
12	\$116,000.00	\$46.47	\$53.11	\$55.77
13	\$121,000.00	\$48.48	\$55.40	\$58.17
14	\$121,000.00	\$48.48	\$55.40	\$58.17
15	\$125,000.00	\$50.08	\$57.23	\$60.10
16+	\$125,000.00	\$50.08	\$57.23	\$60.10

CAPTAIN (FY 2025 - 2026)				
FY 25-26 Years of Service	Captain	Captain Hourly Rate (2496)	Captain Hourly Rate (2184)	40-hr CAPT Hourly Rate (2080)
0				
1				
2				
3				
4				
5				
6				
7				
8	\$116,000.00	\$46.47	\$53.11	\$55.77
9	\$117,000.00	\$46.88	\$53.57	\$56.25
10	\$119,000.00	\$47.68	\$54.49	\$57.21
11	\$121,000.00	\$48.48	\$55.40	\$58.17
12	\$123,000.00	\$49.28	\$56.32	\$59.13
13	\$125,000.00	\$50.08	\$57.23	\$60.10
14	\$127,000.00	\$50.88	\$58.15	\$61.06
15	\$129,000.00	\$51.68	\$59.07	\$62.02
16	\$131,000.00	\$52.48	\$59.98	\$62.98

CAPTAIN (FY 2026 - 2027)				
FY 26-27 Years of Service	Captain	Captain Hourly Rate (2496)	Captain Hourly Rate (2184)	40-hr CAPT Hourly Rate (2080)
0				
1				
2				
3				
4				
5				
6				
7				
8	\$124,000.00	\$49.68	\$56.78	\$59.62
9	\$125,000.00	\$50.08	\$57.23	\$60.10
10	\$130,000.00	\$52.08	\$59.52	\$62.50
11	\$133,000.00	\$53.29	\$60.90	\$63.94
12	\$136,000.00	\$54.49	\$62.27	\$65.38
13	\$138,000.00	\$55.29	\$63.19	\$66.35
14	\$140,000.00	\$56.09	\$64.10	\$67.31
15	\$142,000.00	\$56.89	\$65.02	\$68.27
16	\$144,000.00	\$57.69	\$65.93	\$69.23

CAPTAIN (FY 2027 - 2028)				
FY 27-28 Years of Service	Captain	Captain Hourly Rate (2496)	Captain Hourly Rate (2184)	40-hr CAPT Hourly Rate (2080)
0				
1				
2				
3				
4				
5				
6				
7				
8	\$124,000.00	\$49.68	\$56.78	\$59.62
9	\$125,000.00	\$50.08	\$57.23	\$60.10
10	\$130,000.00	\$52.08	\$59.52	\$62.50
11	\$133,000.00	\$53.29	\$60.90	\$63.94
12	\$136,000.00	\$54.49	\$62.27	\$65.38
13	\$138,000.00	\$55.29	\$63.19	\$66.35
14	\$140,000.00	\$56.09	\$64.10	\$67.31
15	\$142,000.00	\$56.89	\$65.02	\$68.27
16	\$144,000.00	\$57.69	\$65.93	\$69.23

SUPERVISORY (FY 2025 - 2028)				
ALL Years of Service	Battalion Chief	BC Hourly Rate (2496)	BC Hourly Rate (2184)	BC Hourly Rate (2080)
0				
1				
2				
3				
4				
5				
6				
7				
8				
9				
10	\$144,000.00	\$57.69	\$65.93	\$69.23
11	\$144,000.00	\$57.69	\$65.93	\$69.23
12	\$144,000.00	\$57.69	\$65.93	\$69.23
13	\$146,000.00	\$58.49	\$66.85	\$70.19
14	\$146,000.00	\$58.49	\$66.85	\$70.19
15	\$156,000.00	\$62.50	\$71.43	\$75.00
16	\$156,000.00	\$62.50	\$71.43	\$75.00
17	\$166,000.00	\$66.51	\$76.01	\$79.81
18	\$166,000.00	\$66.51	\$76.01	\$79.81
19	\$166,000.00	\$66.51	\$76.01	\$79.81
20	\$166,000.00	\$66.51	\$76.01	\$79.81
21+	\$172,000.00	\$68.91	\$78.75	\$82.69

FLEET (FY 2025 - 2028)		
ALL Years of Service	UNCERTIFIED FLEET TECH	HOURLY RATE (2080)
0+	\$59,000.00	\$28.37

ALL Years of Service	FLEET TECH 1	HOURLY RATE (2080)
0	\$65,000.00	\$31.25
1	\$67,000.00	\$32.21
2	\$69,000.00	\$33.17
3	\$71,000.00	\$34.13
4+	\$73,000.00	\$35.10

ALL Years of Service	FLEET TECH 2	HOURLY RATE (2080)
0	\$70,000.00	\$33.65
1	\$72,500.00	\$34.86
2	\$75,000.00	\$36.06
3	\$77,500.00	\$37.26
4	\$80,000.00	\$38.46
5	\$82,500.00	\$39.66
6+	\$85,000.00	\$40.87

FLEET (FY 2025 - 2028)		
ALL Years of Service	FLEET TECH 3	HOURLY RATE (2080)
0	\$75,000.00	\$36.06
1	\$77,500.00	\$37.26
2	\$80,000.00	\$38.46
3	\$82,500.00	\$39.66
4	\$85,000.00	\$40.87
5	\$87,500.00	\$42.07
6	\$90,000.00	\$43.27
7	\$92,500.00	\$44.47
8	\$95,000.00	\$45.67
9	\$97,500.00	\$46.88
10	\$100,000.00	\$48.08
11+	\$102,500.00	\$49.28

ALL Years of Service	LEAD FLEET TECH	HOURLY RATE (2080)
0	\$80,000.00	\$38.46
1	\$82,500.00	\$39.66
2	\$85,000.00	\$40.87
3	\$87,500.00	\$42.07
4	\$90,000.00	\$43.27
5	\$92,500.00	\$44.47
6	\$95,000.00	\$45.67
7	\$97,500.00	\$46.88
8	\$100,000.00	\$48.08
9	\$102,500.00	\$49.28
10	\$105,000.00	\$50.48
11	\$107,500.00	\$51.68
12	\$110,000.00	\$52.88
13+	\$112,500.00	\$54.09

APPENDIX C

<p>North Collier Professional Fire Fighters and Paramedics IAFF Local 2297 Employee Grievance Form</p>



<u>Name of Grievant(s):</u>	Union: On behalf of, every and all employees whom were summarily denied vacations due to their respective rank.		
<u>Statement of Grievance (Please provide Articles of the CBA that have been violated.)</u>			
<u>Remedy Requested</u>			
<u>Approval and Acceptance</u>			
I hereby request Local 2297 to process the above grievance. I understand that the Union has the authority to process, advance, drop, settle, compromise, or arbitrate this grievance accordingly to the best interests of the bargaining unit employees, the Union or myself.			
<u>Grievant Signature:</u>	(sign)		<u>Date:</u>
	(print)		
Received By: (sign)			Date:
(print)			