

# IAFF Collective Bargaining Agreement

10/01/2022 – 9/30/2025

## Summary of Negotiated Changes

### **Article 1: Recognition**

- Clean up language – removed the terms “Bargaining Unit” and replace with “Agreement” and define acronyms for Fire Prevention Officers (FPO) and the Public Employees Relations Commission (PERC).

### **Article 3: Non-Discrimination**

- Update the Protected Employment classes – added Age, Veteran’s Status, Gender Identity, Disability and Religion.

### **Article 6: Wages**

- Remove outdated language throughout Article.
- In Sec 3 - Added: October 1, 2022, each level of base pay shall be increased by four percent; effective the first full pay period on or after October 1, 2023, each level of base pay shall be increased by three percent; and effective the first full pay period on or after October 1, 2024, each level of base pay shall be increased by three percent.
- In Sec 4 – Removed language pertaining to the American Rescue Plan Act; and defined that each member will be paid a \$1000 net premium payment the first full pay period after the ratification of the agreement.
- In Sec 5 – Raised the cap for incentive pay from 25% to 27% as a 2% increase in paramedic assignment pay was negotiated in Article 41.

### **Article 7: Overtime**

- Clean-up language - Defined the acronym Emergency Medical Technician (EMT).
- Incorporated the Memorandum of Understanding entered into in 2022 which allows Operations and Training Division personnel who work at least 40 weekly hours (“Eligible Operations and Training Personnel”) to be inserted into the overtime non-shift dependent list used for offering overtime assignments and extra duty work details.

### **Article 11: Shift Exchange**

- Clean up language – Removed outdated language pertaining to processing and added updated language to reference the Departments electronic scheduling program.

### **Article 12: Bereavement**

- Increased bereavement leaves from one shift or 24 hours for in state burials to two shifts or 48 hours for in or out of state burials and for 40-hour personnel from 3 workdays to 40 hours.

### **Article 13: Holidays**

- Removed the Employee’s Birthday and added Juneteenth.
- Also removed language which stated, “and any other holiday declared by a federal, state, or municipal government, provided that the City of Hollywood adopts a declared Holiday.”

### **Article 14: Vacation**

- Removed language allowing for the utilization of vacation to be carried over into the next calendar year and added a maximum which can be used in a calendar year: 312 hours for shift employees and 220 hours for non-shift personnel.

- Added language stating, any employee who submits a request for vacation without first having those hours available for use, will go unpaid for time not worked (AWOL) and be subject to progressive discipline.
- Also added language stating vacation hours must be utilized in blocks of time equal to the employee's full tour of duty on the day that leave is to be taken.
- Updated the vacation accrual schedules for non-shift employees as follows:

Former:

110 hours - employees with less than eight (8) full years of service;  
 150 hours - employees with eight (8) years or more but less than eighteen (18) full years of service;  
 170 hours - employees with eighteen (18) or more full years of service;  
 1 -3 full years of service: from 110 hours to 4.23 per pay period.

New:

4.23 per pay period - employees with 1 – 3 full years of service;  
 5.08 per pay period hours - employees with 4 - 10 full years of service;  
 6.31 per pay period hours - employees with 11 - 15 full years of service;  
 6.92 per pay period - employees with 16 – 20 full years of service;  
 8.46 per pay period - employees with 21 or more full years of service.

- Updated the vacation accrual schedules for shift employees as follows:

Former:

216 hours - employees with less than ten (10) full years of service;  
 240 hours - employees with ten (10) or more full years of service.

New:

8.31 per pay period - employees with less than 10 full years of service;  
 9.23 per pay period - employees with 10 or more full years of service.

- Removed the language allowing non-shift employees the option to convert up to 30% of annual vacation accrual into a lump sum payment.
- Added language limiting the maximum number of hours that can be sold back at time of separation to 432 hours and that any hours above that would be lost.
- Removed Section 6 pertaining to an additional 8 hours of “use it or lose it” accrued vacation leave as this leave was added to Article 43 - Time off From Duty.

**Article 18: Hours of Work, Kelly Day**

- Clean-Up language better defining the workweek of 46.6 hours per work week.

**Article 20: Safety & Health**

- Removed outdated language regarding annual medical examinations as the language added in past contractual negotiations replaced it: “LifeScan” examinations.

**Article 27: Special Leave**

- Clean up language – Removed “medically disabling condition not attributable to work” and enhanced the eligibility to be in alignment with the Family Medical Leave Act (FMLA) to allow conditions covered under that act such as to care for an immediate family member and that to be eligible, the employee needs to exhaust all over leave remedies first.

**Article 31: Health Insurance and Wellness**

- Clean up outdated language throughout Article.
- Added language that confirms established practice - that the City provides group health coverage not only to employees but also to dependents which include domestic partners as defined by Broward County’s registration of domestic partners or any other county/state registration of domestic partners.

- Added a section explaining that in 2024, for employees to be eligible for the City paid HRA monies in 2025, employees will be required to obtain a physical at the City's Employee Medical Clinic in 2024.
- Added a section in recognition of the importance of mental health and employee well-being, the City shall offer shift employees 48 hours and non-shift employees 40 hours on a use-it-or-lose-it basis to promote well-being and wellness beginning after the ratification of this agreement, following the normal and customary personal leave time off procedures as referenced in Article 43, Section 3 – Time Off From Duty. These paid hours must be used within the fiscal year in which they were earned or will be lost and shall not count towards hours worked for overtime.

**Article 34: Emergency Rescue Services/Assignment Pay**

- Clean Up language throughout the article;
- Increased the State Licensed Paramedic incentive pay from 5% to 7.5%.

**Article 39: Services to the Union**

- Clean up language regarding the procedure of how leave is donated.
- Added language stating requests for Time Pool hours approved by the Union President shall be considered on a case-by-case basis for unforeseen events after 1200 hours.

**Article 42: Tuition Reimbursement for Employment Related/Required Certification and Degree Programs**

- Increased reimbursement amount from \$1800 to \$3000.

**Article 43: Time off from Duty**

- Clean-up language throughout article.
- Added language to ensure sick leave is accrued prior to submitting a request for leave.
- Referenced the 48 hours of wellness leave for shift employees and the 20 hours of wellness leave for non-shift employees as also referenced in Article 31, Section 13 - Health and Wellness Plan. Stated these hours must be used each fiscal year (Oct. 1<sup>st</sup> – Sept. 30<sup>th</sup>) or will expire every September 30<sup>th</sup>.
- Better defined the procedure for requesting Comp Time, Personal Leave and Wellness Leave.
- Added a section stating, non-shift personnel, not including those who are assigned to a light duty assignment, will be given 10 hours of "Paid Time Off" each fiscal year (Oct 1<sup>st</sup> -Sept 30<sup>th</sup>.) and must be used within the fiscal year accrued. Hours that are not used by Sept 30<sup>th</sup> will be lost.
- Added language to reinforce the procedure of submitting time off which states, before submitting a request for time off from duty, the employee must first have accrued the requested leave before it is available for use.

**Article 48: Duration**

- Changed language to reflect the dates of the new agreement.