

IAFF Collective Bargaining Agreement
10/01/2021 – 9/30/2022

Summary of Negotiated Changes

Article 1: Recognition

- Clean up language – add abbreviations to Firefighters (FF), Driver Engineers (DE), Lieutenants (LT), and Captains (CPT) to be used throughout the Agreement.

Article 5: Rules and Regulations

- Clean up language – In Section 1, update the date of the Fire/Rescue Department Rules and Regulations from October 1, 2008, to January 1, 2020, and add “or mutually agreed upon after January 1, 2020”.

Article 6: Wages

- Effective in the first full pay period on or after October 1, 2021, each level of base pay shall be increased by two percent (2%).
- New Section 4: A one-time premium payment (pursuant to the definition of “Premium Pay” as defined by the American Rescue Plan Act of 2021) of \$1,000 net per member paid on the first full pay period in October 2021.

Article 7: Overtime

- New Section 8 – Add language memorializing how the overtime list is used for offering assignments and extra duty details.

Article 14: Vacation

- Add language that if an amount equal to less than one full shift increment is left over, it can also be utilized during the following calendar year (January 1 through December 31).
- Add language that time must first be accrued before it is available for use.
- Clean up outdated language

Article 20: Safety & Health

- In Section 2, add language that the parties will also conform to the Hollywood Fire Department Health & Safety Committee Bylaws.

Article 28: Pension Plans

- Incorporate the language of the MOU dated December 23, 2019, clarifying that for Tier 1 Members, “compensation” shall include not more than 300 hours of overtime per year and for Tier 2 Members, “compensation” shall include not more than 200 hours of overtime per year.

Article 31: Health Insurance and Wellness

- Clean up outdated language throughout Article.

- In Section 2 – Increase the amounts of the Health Reimbursement Accounts from \$300 to \$400 for Single Coverage; from \$400 to \$600 for Single + 1 Dependent Coverage; and from \$700 to \$1000 for Single + 2 or more Dependent Coverage;
- In Section 4 – Add language describing the dental plans;
- New Section 11 – Add language describing the Employee Assistance Program (EAP) which, for this Agreement, includes 10 free visits, per person, per issue, per year.

Article 34: Emergency Rescue Services/Assignment Pay

- In Section 2(d) - clean up language and add language memorializing that “Employees temporarily assigned for a minimum of six (6) hours shall receive the five percent (5%) assignment pay incentive above their base pay for the remainder of the shift.”

Article 41: HAZ-MAT Team and Incentive Pay

- In Section 2, add “There will be a minimum of five (5) team members at all times, one of which shall be a qualified HAZ-MAT Officer and one of which shall be a qualified HAZ-MAT Driver/Engineer. In addition, both the Group Division Officer and Safety Officer will be qualified to the State Certified Technician Level.”

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

- Add language stating that members are eligible to be reimbursed for non-mandatory job-related coursework as determined by the Fire Chief, effective July 19, 2021, limited to a maximum total of \$1,800.00 each fiscal year for tuition reimbursement costs.

Article 48: Duration

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