

IAFF Collective Bargaining Agreement

Summary of Negotiated Changes

10/01/2025 – 9/30/2028

The parties have tentatively agreed to a three-year Collective Bargaining Agreement (CBA) that will include the changes summarized below. Additionally, the parties agreed to other non-substantive clean up language and date update changes.

ARTICLE 1: RECOGNITION

Language Clean-up.

ARTICLE 2: PAYROLL DEDUCTION OF DUES

Language Clean-up.

ARTICLE 4: PREVAILING RIGHTS

Language Clean-up.

Removed provision 4.3.

ARTICLE 5: RULES AND REGULATIONS

Changed article name to “POLICIES”.

Changed references from Rules and Regulations to “Policies”.

Removed reference from changes made in 2022.

Added language, “The parties have mutually agreed that Hollywood Fire Rescue Department Policy 103.4, shall form a part of the Agreement. and shall not be amended or abridged except by mutual consent or as otherwise provided in the Agreement.”

Added language regarding union right to bargain any new policy impacting wages, hours and/or terms and conditions of employment.

Added language stating the parties have mutually agreed that City Human Resource Administrative (“HR”) Policies which have been adopted by the Fire Chief shall apply to bargaining unit members and form part of the agreement.

Removed reference to Appendix IV which listed specific HR policies to which the union recognized and added language indicating the parties mutually agree that HR policies which the Chief recognizes will become part of the agreement subject to provisions 5.2 and 5.3.

ARTICLE 6: WAGES

Provided annual salary increases for each year of the contract and updated the salary tables in Appendix II to reflect the following increases: FY26 = 4% (Beginning the first full pay period in January, 2026), FY27 = 4%, and FY28 = 4% and shortened the 18-year longevity increase to year 16.

Removed the reference to a one-time premium payment of \$1,000.

Removed the exclusion of rescue assignment pay from the 27% incentive cap.

Added language from the pay charts to the article that refers to an employee's base salary remaining the same when moving laterally from shift to non-shift; and that new pay ranges and steps will be created for the pay tables when this occurs.

ARTICLE 7: OVERTIME

Updated 7.1a. to read, "If a member utilizes sick leave for the shift/workday immediately preceding or immediately following an overtime workday, their overtime may be converted to regular straight time pay, to the extent permitted by FLSA. The only exception to this provision shall be when a member is mandatorily held over, or utilizes approved FMLA leave, in which case overtime pay at one and one-half (1.5) times the regular rate shall remain in effect.

Removed language stating, "Sick leave used in a work period shall not be counted as hours worked if the employee has used eight or more shifts (or, for non-shift employees, 10 or more days) of "unexcused" sick leave in the twelve months immediately preceding."

Added language stating, "An employee shall not be eligible for OT assignments that are created because of the employee taking vacation. Further, an employee shall not be eligible for OT assignments on the same day a member is on vacation, unless at the sole discretion of the Fire Chief."

Added wellness hours to provision 7.7 to follow the same request procedures as comp time, blood time and/or personal leave.

Updated provision 7.8 by removing overtime process language and adding, "The Fire Administration's overtime distribution policy and procedure shall not be altered, amended, or replaced unless mutually agreed upon in writing by both the

Union and the Fire Administration.”

ARTICLE 8: CALLBACK PAY

Added language to 8.1b. stating, “This graduated schedule of call back pay shall not apply to fire prevention officers during the performance of pre-scheduled early inspections, in which case they shall be paid on an hour-for-hour basis if it is contiguous with the start of the employees shift.”

Added language in 8.8 stating, “On any day that is not a holiday, a Fire Prevention Officer who is assigned to be “on-call,” shall be paid on-call compensation in the form of one hour of straight compensatory time for each day assigned on-call.”

ARTICLE 9: SICK LEAVE

Changed provision 9.2 to read, “Employees shall be charged a minimum of three hours of sick leave per use, and any additional sick time thereafter will be charged on an hour-for-hour basis.

Added unauthorized or unprotected leave to provision 9.4 and that an employee may be subject to progressive disciplinary action.

Added provisions 9.6 and 9.7, which state:

9.6 Any Employee who abuses sick pay benefits such as 5 or more occurrences within a rolling 12-month period for unauthorized or unprotected conditions, patterned absences, failure to follow notice requirements or whose reasons for absence are falsified may be subject to progressive disciplinary action.

Added 9.6a which defines “occurrence”.

9.7 Members who complete thirteen (13) consecutive pay periods without the use of sick leave, excluding FMLA leave, usage shall be eligible to sell back up to twenty-four (24) hours of accrued sick leave at their straight-time rate of pay. If a bargaining unit member uses no sick leave for the immediately following thirteen (13) pay periods, the bargaining unit member has the option to sell back an additional twenty-four (24) hours of accrued sick leave.

a. To qualify, the employee must maintain a minimum sick leave balance of

two-hundred eighty-eight (288) hours at the time of sell-back and may not reduce their balance below this threshold because of the sell-back.

- b. This incentive may be exercised no more than twice per year, for a maximum total sell-back of forty-eight (48) hours annually.

ARTICLE 10: UNUSED SICK LEAVE

Language clean-up.

ARTICLE 11: SHIFT EXCHANGE

Language Clean-up.

ARTICLE 13: HOLIDAYS AND HOLIDAY PAY

Language Clean-up.

ARTICLE 14: VACATIONS

Clarified 14.6 to state, “more than” instead of “in excess”.

ARTICLE 15: WORKERS' COMPENSATION/SUPPLEMENTAL COMPENSATION

Added the following language in provision 15.2, “. If a member reaches Maximum Medical Improvement (MMI) and is unable to perform the essential duties of their job classification, the member must apply for disability retirement within 14 calendar days of reaching MMI for the supplemental compensation to continue.”

ARTICLE 18: HOURS OF WORK, KELLY DAY

Changed language regarding large-scale emergencies in provision 18.3 removing, “...are encouraged to voluntarily” to “...may be required by the FC to make themselves available for emergency callback in order to support departmental operations; the FC has sole authority to approve exceptions.”

Added provision 18.6 -

Members shall not be permitted to work more than forty-eight consecutive hours of scheduled duty. Members who work forty-eight consecutive hours must be off-duty at least twelve hours before returning to work. It is the member’s responsibility to inform their immediate supervisor if the provisions of this policy would be violated due to

overtime assignments, extra-duty work details, exchanges-of-time, or any other reason. Members shall not manipulate their schedules in order to circumvent this policy (i.e. forty-seven hours on duty, one hour off duty via exchange-of- time, and twenty-four more hours of duty). Under emergency circumstances, the Fire Chief or designee may waive this provision.

ARTICLE 19: PROMOTIONS AND PROMOTIONAL PROCEDURES

Language Clean-up.

Changed provision 19.2a regarding days to post advance information sheet for promotional examinations from 180 days to 120 days.

Changed provision 19.2b regarding lists becoming available after a promotional examination certification from 45 to 30 days.

Removed provision 19.8 which stated, "All members who have signed up for a promotional examination will be provided a hard copy of the Procedures Manual This shall be a one-time occurrence for each member. From that point forward, the member will be responsible for keeping his/her manual current.

ARTICLE 20: SAFETY & HEALTH

Updated provision 20.7 which now requires an annual wellness physical in accordance with the National Fire Protection Association (NFPA) 1582 instead of it being optional; listed the mandatory components of a wellness physical and steps to follow should a member fail and removed former language regarding physicals.

Removed provision 20.8 regarding voluntary preventative healthcare wellness exams.

Added provision 20.12 which states, "When a member of the Department has come in direct contact with a patient who has a contagious disease, or has been exposed to a contagion, the member shall immediately notify their supervising officer. That officer shall then follow current procedures. If a member is exposed during the member's tour of duty, it shall be presumed that the member acquired said disease due to that exposure if the member contracts it during the incubation period.

ARTICLE 22: MANAGEMENT RIGHTS

Language Clean-up.

Added provisions 22.2 and 22.3 which state:

22.2 The above rights of the City are not all-inclusive but indicate the type of matters or rights that belong to and are inherent in the City in its capacity as management. Any of the rights, powers, and authority the City had prior to entering into this CBA are retained by the City except as specifically abridged, delegated, granted or modified by this Agreement.

22.3 If the City fails to exercise any one or more of the above functions from time to time, this will not be deemed a waiver of the City's right to exercise any or all of such functions.

ARTICLE 23: GRIEVANCE PROCEDURE AND ARBITRATION

Changed the words, “aggrieved employee” to “union” in Step 4 and added that the arbitrator award shall be final and binding on the part of not only the union but also the aggrieved employee.

Changed the word, “Employee Organization” to “Union” in 23.5.

Added language in provision 23.7 which states employees shall have the right to utilize the grievance and arbitration procedure, except to appeal matters of not only termination but also any form of disciplinary action.

Updated language in 23.9 to allow for non-dues paying members the ability to process grievances individually so all members have the right to a fair and equitable grievance procedure administered without regard to membership or non-membership in any union.

ARTICLE 24: SAVINGS CLAUSE

Changed article name to Severability Clause.

ARTICLE 27: SPECIAL LEAVE

Moved provision 27.5 to a different article.

ARTICLE 28: PENSION PLANS

Removed several specific plan provisions and made reference to the Fire Pension Plan in Chapter 33 of the City's Code of Ordinances, the Summary Plan Description and the Pension Fund Website.

Changed the benefit accrual rate for Firefighters who separate from service, enter the DROP, or enter the RPRB to 3.40% of Average Final Compensation for each year of Credited Service earned on and after October 1, 2025, for both Tier 1 and Tier 2 members.

Changed the normal retirement date to the earlier of the first day of the month following the attainment of age 50 and the completion of ten years of credited service or upon the completion of 21 years of credited service, regardless of age.

Changed the member contribution rate effective the first full pay period after the ordinance is amended, to 9.85% for Tier 1 members and 11.35% for Tier 2 members.

ARTICLE 30: UNIFORMS AND LINENS

Removed “And Linens” from article title so article new title is “Uniforms”.

Removed “jumpsuits.” From 30.1a and added “or equivalent” after winter jacket.

Added shift personnel may request two jumpsuits and removed the word “dress shirt” and replaced it with “polo shirt”.

Removed “wristwatch” from 30.2

ARTICLE 31: HEALTH AND WELLNESS PLAN

Language clean-up.

Added definition of Biometric Screening.

ARTICLE 32: DISCIPLINARY ACTION

Updated the charging date for discipline from 45 to 90 days.

Referred to days being “calendar” days.

ARTICLE 34: EMERGENCY RESCUE SERVICES & RESCUE ASSIGNMENT PAY

Language clean-up.

Added the following provisions:

34.6 An employee's base salary will remain the same when there is a lateral move from the line to the bureau. New ranges/steps will be created if needed when this occurs.

- 34.7 Employees assigned to non-shift will receive 5% incentive pay allowance, excluding employees assigned to non-shift due to FMLA, Workers Compensation, Administrative Duty, Light Duty etc.
- 34.8 Members assigned to the SWAT Medical Team (up to 6) will receive a \$1,000 annual incentive pay allowance pro-rated on a per pay period basis.
- 34.9 Members assigned as Field Training Officers (up to 18) will receive a \$1,000 annual incentive pay allowance pro-rated on a per-pay period basis.

ARTICLE 36: EXPENSE ALLOWANCE

Language clean-up.

ARTICLE 39: SERVICES TO THE UNION

Changed the language "Rules and Regulations" to "Fire Rescue Department policies".

ARTICLE 42: TUITION REIMBURSEMENT FOR EMPLOYMENT

RELATED/REQUIRED CERTIFICATIONS AND DEGREE PROGRAMS

Changed 42.1 to read, members shall be reimbursed "at the standard state rate".

Added books are eligible to be reimbursed in 42.3.

ARTICLE 43: TIME OFF FROM DUTY

Added that unscheduled leave requests will be denied if the request creates the need for overtime pay in provision 43.5b.

Added provision 43.9 which states the following:

A member believing they have just cause for relief from duty due to an unforeseen emergency may request time off. The Battalion Chief or appropriate Division Chief shall grant said time off if at all possible, without seriously affecting the emergency operation of the Department. Immediately upon returning to work, the member shall apply in writing directly to the Fire Chief or designee to have the leave classified as "Emergency Leave."

Emergency leave shall be considered for a combination of unforeseen events which require a member's immediate attention while the member is on duty or when such events occur just prior to a scheduled duty tour so as to preclude the utilization of other remedies available to the member. If classified as Emergency Leave by the Fire Chief, the Deputy Chief or designee shall coordinate and schedule the time to be repaid in the following order:

- a. The member shall utilize accrued leave.
- b. At the convenience of the Department, any remaining time still owed after the first option listed above may be repaid by working an equal number of hours on the member's shift (i.e. Kelly Day, Vacation Day) or another shift occurring within thirty (30) days of the conclusion of the emergency at hand.
- c. Any remaining time still owed after the first and second option listed above shall be classified as "approved leave without pay".

If leave is not approved by the Fire Chief or designee as "Emergency Leave", all time off may be considered "Approved Leave without Pay". Additionally, if the leave is not approved, that does not preclude the member from being in violation of Fire Rescue Department Policies, Absent from Duty or Reporting for Duty Late.

ARTICLE 44: CAREER LADDERS

Added language in 44.2 requiring candidates after successfully passing the written examination to complete a third party administered practical examination and defined years of experience needed for eligibility and additional points added to the passing grade.

Added language in 44.3 regarding the process to transfer to the Fire Prevention Bureau and requiring a one-year probationary period.

Added language in 44.4 requiring the FPO II to have successfully completed the Task Book before obtaining the position.

ARTICLE 46: DRUG-FREE AND ALCOHOL-FREE WORKPLACE POLICY

Removed antiquated drug testing procedure and testing levels and added language stating the City and the Union recognize HR-012 – Drug Free Workplace, and HR-038-City Vehicle Drivers Policies and, as such, the City and the Union support the City’s policy for testing those individuals who are mandated to be tested under the guidelines of the City’s Policies in compliance with Florida Statute §440.101 – 440.102.

ARTICLE 48 – PROBATIONARY PERIOD

New Article created specifying the standard one-year probationary period and extension/suspension of probationary periods

ARTICLE 49: DURATION OF AGREEMENT

Updated dates to 2025 through 2028