

COLLECTIVE BARGAINING AGREEMENT (CBA)

Between the
City of Hollywood



And
**The Hollywood Professional
Fire Fighters,
Local #1375**



**October 1, 2025,
through
September 30, 2028**

Contents

ARTICLE 1: RECOGNITION	6
ARTICLE 2: PAYROLL DEDUCTION OF DUES	7
ARTICLE 3: NON-DISCRIMINATION.....	8
ARTICLE 4: PREVAILING RIGHTS	9
ARTICLE 5: POLICIES.....	10
ARTICLE 6: WAGES	11
ARTICLE 7: OVERTIME.....	14
ARTICLE 8: CALLBACK PAY	23
ARTICLE 9: SICK LEAVE	25
ARTICLE 10: UNUSED SICK LEAVE	26
ARTICLE 11: SHIFT EXCHANGE	27
ARTICLE 12: BEREAVEMENT LEAVE	28
ARTICLE 13: HOLIDAYS AND HOLIDAY PAY	29
ARTICLE 14: VACATIONS	30
ARTICLE 15: WORKERS' COMPENSATION/SUPPLEMENTAL COMPENSATION.	32
ARTICLE 16: APPENDICES AND AMENDMENTS	34
ARTICLE 17: SENIORITY	35
ARTICLE 18: HOURS OF WORK, KELLY DAY	37
ARTICLE 19: PROMOTIONS AND PROMOTIONAL PROCEDURES.....	38

ARTICLE 20: SAFETY & HEALTH	42
ARTICLE 21: VACANCIES – PROMOTIONS	46
ARTICLE 22: MANAGEMENT RIGHTS	47
ARTICLE 23: GRIEVANCE PROCEDURE AND ARBITRATION	48
ARTICLE 24: SEVERABILITY CLAUSE	53
ARTICLE 25: MANAGEMENT SECURITY.....	54
ARTICLE 26: CITY AND UNION REPRESENTATION	55
ARTICLE 27: SPECIAL LEAVE	56
ARTICLE 28: PENSION PLANS	58
ARTICLE 29: WORKING OUT OF CLASSIFICATION.....	68
ARTICLE 30: UNIFORMS AND LINENS.....	69
ARTICLE 31: HEALTH AND WELLNESS PLAN.....	70
ARTICLE 32: DISCIPLINARY ACTION.....	75
ARTICLE 33: PHYSICAL PLANT MAINTENANCE	77
ARTICLE 34: EMERGENCY RESCUE SERVICES & RESCUE ASSIGNMENT PAY	78
ARTICLE 35: HOLD HARMLESS	80
ARTICLE 36: EXPENSE ALLOWANCE.....	81
ARTICLE 37: TRANSFER AGREEMENT	82
ARTICLE 38: EMERGENCIES, FOOD & SUPPLIES.....	83
ARTICLE 39: SERVICES TO THE UNION	84

ARTICLE 40: MINIMUM STAFFING.....	86
ARTICLE 41: HAZARDOUS MATERIALS RESPONSE TEAM AND HAZ-MAT INCENTIVE PAY.....	87
ARTICLE 42: TUITION REIMBURSEMENT FOR EMPLOYMENT RELATED/REQUIRED CERTIFICATIONS AND DEGREE PROGRAMS	89
ARTICLE 43: TIME OFF FROM DUTY.....	91
ARTICLE 44: CAREER LADDERS.....	93
ARTICLE 45: LIGHT DUTY.....	98
ARTICLE 46: DRUG-FREE AND ALCOHOL-FREE WORKPLACE POLICY.....	100
ARTICLE 47: EQUAL OPPORTUNITY.....	106
ARTICLE 48: DURATION OF AGREEMENT.....	107
APPENDIX I – GRIEVANCE FORM.....	109
APPENDIX II – BASE PAY SALARY SCHEDULES.....	110
APPENDIX III – CAREER LADDERS.....	111
APPENDIX IV – HR POLICIES.....	112

EMPLOYEE ORGANIZATION AGREEMENT

This 2025-2028 Employee Organization Agreement (“CBA” or “Agreement”) is entered into by and between the City of Hollywood, Florida ("City") and the Hollywood Professional Fire Fighters, Inc., Local #1375, International Association of Firefighters (“IAFF” or "Union"). It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationships between the parties, to provide an orderly, prompt and peaceful means of resolving any misunderstandings or differences that may arise, and to set forth basic and full agreement between the parties concerning rates of pay wages, hours of employment, and other terms and conditions of employment. It is understood that the City is engaged in furnishing essential public services that vitally affect the health, safety, comfort and general well-being of the public, and both parties recognize the need for continuous and reliable service to the public.

Within the context of this Agreement, all uses of the terms “he, him, and his” shall be gender-neutral and freely interchangeable with the corresponding terms of “she, her, and hers.”

ARTICLE 1: RECOGNITION

- 1.1. The City recognizes the Union as the exclusive Bargaining Agent for all employees in the Agreement with respect to wages, hours, and all other terms and conditions of employment.
- 1.2. The Agreement shall include the positions as described in the job specifications as Fire Fighters (“FF”), Driver Engineers (“DE”), Lieutenants (“LT”), Captains (“CPT”), and Fire Prevention Officers (“FPO”) I, II and III. The Agreement shall exclude all Chief Officers and civilian employees.
- 1.3. Newly Created Positions:
 - a. If new positions are created within the City, that such positions satisfy the criteria specified in Section 1.3(b), and in the absence of any other specific agreement between the parties, the City and the Union agree to mutually petition the Public Employees Relations Commission (“PERC”) to have those positions included in the IAFF Agreement. If the petition is granted, the parties shall immediately begin impact bargaining to establish wages, hours, and working conditions for the new unit personnel.
 - b. The criteria referenced in Section 1.3(a) above shall require:
 - i. the positions be created for certified firefighters, emergency medical technicians, and/or paramedic personnel; and
 - ii. a substantial portion of the corresponding job responsibilities are based upon, but not limited to, the delivery of emergency and/or non-emergency care, treatment, transportation, and/or medical supervision to private citizens.

This provision shall not preclude the parties from mutually agreeing to include or exclude new positions on a case-by-case basis nor shall it be construed as a waiver by either party of any other petitioning rights that may exist under applicable law.
 - c. The parties agree that the above provisions shall only apply to newly created positions and shall not be applied to existing positions such as, but not limited to, marine safety officers and community service officers.

ARTICLE 2: PAYROLL DEDUCTION OF DUES

- 2.1. Upon receipt of written authorization from an employee covered by this Agreement, the City will deduct from the employee's pay the amount owed to the Union by such employee for dues. Former members of the bargaining unit who wish to remain dues paying members of the Union shall have their dues deducted from their pay in accordance with a memorandum of understanding between the City and the Union that shall become effective simultaneous with this agreement and shall thereafter remain on file in the City's Finance Department. The City will remit to the Union such sums within 30 days. Changes in the Union's membership dues rate will be certified to the City in writing over the signature of the authorized officer or officers of the Union and shall be done at least 30 days in advance of the effective date of such change. The City's remittance will be deemed correct if the Union does not give written notice to the City within two calendar weeks after remittance is received on its behalf, with reasons stated therefore, that the remittance is incorrect.
- 2.2. The Union will indemnify, defend, and hold the City harmless against any claim made and against any suit instituted against the City on account of any check-off of Union dues.
- 2.3. An employee may revoke in writing at any time his authorization for dues deduction. Dues revocation shall be processed through the Union. In the event of direct revocation by the employee to the City, the City will notify the Union as soon as is possible.
- 2.4. No deduction shall be made from the pay of any employee for any payroll period in which the employee's net earnings for that payroll period, after other deductions, are less than the amount of the dues to be checked off.

ARTICLE 3: NON-DISCRIMINATION

- 3.1. The City and the Union agree that the basic intent of this Agreement is to provide a fair day's work in return for a fair day's pay and to provide conditions of employment suitable to maintain a competent work force. The City and the Union agree that all provisions of this Agreement shall be applied to all employees covered by it and that the City and the Union affirm their joint opposition to any discriminatory practices in connection with employment, promotion or training, remembering that the public interest requires the full utilization of employee's skill and ability without regard to age, race, color, creed, national origin, sex, marital status, veteran's status, political affiliation, sexual orientation, gender identity, disability or religion. The parties also recognize that the City has established an internal procedure to investigate and resolve alleged cases of discrimination that is in addition to the existing and adequate procedures established by Broward County, the State of Florida, and the federal government. Accordingly, it is agreed that allegations of employment discrimination cannot be processed through the arbitration procedure contained in Article 23 of this Agreement.
- 3.2. Employees shall have the right to join the Union, to engage in lawful concerted activities for the purpose of collective bargaining, or other mutual aid and protection, to express and communicate any view, grievance, complaint, or opinion, within the bounds of good taste, relative to the conditions or compensation of public employment or its betterment, all free of any restraint, coercion, discrimination, intimidation or reprisal against any employee because of that employee's membership or lack of membership in the Union or by virtue of holding office or not holding office in the Union. This provision shall be applied to all employees by the City and the Union.

ARTICLE 4: PREVAILING RIGHTS

- 4.1. All rights, privileges and working conditions enjoyed by the employees at the present time, that are not included in this Agreement, shall remain in full force during the term of this Agreement unless changed by mutual consent of the parties.
- 4.2. Any employee using this Article as grievance justification shall bear the burden of proof that such rights, privilege or working conditions existed prior to implementation date of this Agreement.

ARTICLE 5: POLICIES

- 5.1. The parties have mutually agreed that Hollywood Fire Rescue Department Policy 103.4, shall form a part of this Agreement. and shall not be amended or abridged except by mutual consent or as otherwise provided in this Agreement.
- 5.2. Any new Fire Rescue Department Policy that affects wages, hours and/or terms and conditions of employment must be developed and agreed upon with the mutual consent of the parties. Thereafter, these new Policies shall form a part of the Fire Rescue Department Policy 103.4.
- 5.3. The Fire Chief or designee shall have the management right to create additional Policies that are outside the scope of Sections 5.1 and 5.2 and revise those Policies. If the Union contends that any New Policy created by the Fire Chief or designee conflicts with, or changes, or otherwise impacts upon the subjects referred to in Sections 5.1 and 5.2 or any other mandatory subject of bargaining, the Union shall have 14 days in which to demand bargaining. The demand shall be provided in writing to the Fire Chief (or designee), and it shall explain the Union's position on why the New Policy triggers bargaining and how it will impact on employee wages, hours and/or terms and conditions of employment. The 14-day period will begin when the Union President, or designee, officially signs or refuses to sign for the Union's copy of the New Policy. In such cases, the New Policy shall not become effective until the conclusion of the bargaining process.
- 5.4. The parties have mutually agreed that City Human Resource Administrative ("HR") Policies which have been adopted by the Fire Chief and therefore become Fire/Rescue Department Policy shall apply to bargaining unit members and form part of this agreement subject to the provisions of Sections 5.2 and 5.3 above for any such policies that affect wages, hours, or terms and conditions of employment.

ARTICLE 6: WAGES

- 6.1. Employees will be placed into the base pay salary levels, attached as Appendix II, based on their years of service, and will continue to either remain in their current salary level or advance through the salary levels as determined by total years of service on the employee's anniversary date (e.g., a FF with five years of service will remain in the same salary level on his next – sixth anniversary date; and will advance one level on his seventh anniversary date). No employee's base pay may exceed the maximum base pay rate for the employee's pay classification.
- 6.2. When an employee is promoted, the employee's years of service will remain the same; his base pay salary will increase to that of his new job classification based on those years of service. Thereafter his anniversary his pay will remain the same or increase as determined by the years of service for that classification's salary levels.
- 6.3. As noted in the base pay salary schedules, attached as Appendix II, the following pay increases shall be made to the base pay salary schedules: Effective in the first full pay period on or after January 1, 2026, each level of base pay shall be increased by 4%; effective the first full pay period on or after October 1, 2026, each level of base pay shall be increased by 4%; and effective the first full pay period on or after October 1, 2027, each level of base pay shall be increased by 4%.
- 6.4. The City and the Union agree to re-open this article upon request to re-negotiate the four percent (4%) wage increase in FY28 upon the city receiving its certified taxable value for tax year 2027 (FY 2028) from the Broward County Property Appraiser's Office.
- 6.5. Employees may be paid additional assignment/incentive pay as set forth in Section 6.5; Article 34: Emergency Rescue Services & Rescue Assignment Pay; and Article 41: Hazardous Materials Response Team and HAZ-MAT Incentive Pay, provided however, that no employee shall be paid more than a total of 27% in any combination of assignment/incentive pays above the employee's base pay.
- 6.6. An employee's base salary will remain the same when moving laterally from shift to non-shift; new pay ranges and steps will be created for the pay tables when this occurs.

6.7. All degrees earned after July 9, 2013, must be from an accredited college or university, as recognized by the United States Department of Education (“ED”). However, final approval shall be as determined by the Fire Chief (“FC”).

At the employee's option, eligible members will receive one of the following City educational incentive payments:

- a. Any individual who receives an Associate’s Degree in Fire Science Technology, Emergency Medicine Technology, Fire Protection, Management, Business Administration, Nursing, Architecture, Chemical Engineering, Chemistry, Civil Engineering, Electrical Engineering, Health Administration, Public Management, Public Safety Administration, Physical Therapy, Public Administration, Emergency Management, Emergency Medical Service or Urban & Regional Planning, will receive a 5% increase to the employee’s base pay; or
- b. Any individual who receives a Bachelor’s Degree in Fire Science, Fire Protection, Management, Business Administration, Nursing, Architecture, Chemical Engineering, Chemistry, Civil Engineering, Electrical Engineering, Health Administration, Public Management, Public Safety Administration, Physical Therapy, Public Administration, Emergency Management, Emergency Medical Service or Urban & Regional Planning, will receive a 7.5% increase to the employee’s base pay. Employees who prior to May 6, 2015, were receiving the 7.5% increase for a Bachelor’s Degree not listed herein, shall continue to receive the increase; or
- c. Effective May 6, 2015, any individual who receives a Master’s Degree in Fire Science, Fire Protection, Management, Business Administration, Nursing, Architecture, Chemical Engineering, Chemistry, Civil Engineering, Electrical Engineering, Health Administration, Public Management, Public Safety Administration, Physical Therapy, Public Administration, Emergency Management, Emergency Medical Service or Urban & Regional Planning, will receive a 10% increase to the employee’s base pay. Employees who, prior to May 6, 2015, received the 10% increase for a Master’s Degree not listed herein, shall continue to receive the increase.
- d. The FC, in his/her sole discretion, may agree to accept a degree not listed herein if the degree is in a job-related field of study. However, the FC’s

decision to accept or not accept another degree shall not be grievable under the grievance article of this Agreement.

- e. Additionally, eligible members will receive Educational Incentive Payment from the State Insurance Commissioner's Trust Fund (pursuant to F.S. 633.422), which is separate and apart from the education incentive pay provided above and for which a different standard is used.
- 6.8. A member shall be entitled to recover, without penalty to the City, funds due to the member by reasons of error in the implementation or administration of the City pay plan and other applicable regulations affecting pay. This shall be done in conjunction with the employee's next paycheck whenever possible.

ARTICLE 7: OVERTIME

- 7.1. When it is necessary for the City to require employees to work more than their regularly assigned shifts, such time worked shall be considered overtime (“OT”) and shall be paid for at the rate of 1.5 times regular rate of pay.
 - a. 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 exceptions 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.
 - b. The FC, in his sole discretion, shall determine whether to “excuse” an employee’s sick leave, but in no case shall sick leave be “excused” unless the employee provides to the FC, immediately upon the employee’s return to work, a doctor’s note verifying that the employee was unable to report to work because of a medical condition.
- 7.2. If an employee arriving early at his assigned workplace is assigned to a Fire Department duty prior to his normally scheduled starting time, he shall be considered on duty and entitled to all rights and privileges including OT pay for all actual time worked. These early assignments shall include, but not be limited to station relocation, emergency responses, and any other assigned details. Provisions of Article 8: Callback Pay, shall not apply for early assignments.
- 7.3. Subject to the limitations described in Article 43: Time Off from Duty, employees shall have the option of receiving either OT pay or comp time for OT worked both to be computed at time and one half.
- 7.4. Upon completion of a detail or an alarm after the change of shift, a reasonable period, not to exceed 30 minutes, shall be considered as paid time for the purposes of cleansing and changing. Determination of need for and length of time to be made by the Company Officer as defined in Article 44.
- 7.5. The City and the Union agree that the OT list used for offering OT assignments and extra duty work details shall be administered as follows:
 - a. On January 1 of each year, members will be inserted into the OT list based on seniority, top to bottom from most seniority to least seniority, and each

member's number of OT hours worked will be set at zero; and

- b. As members work OT hours, the list will be adjusted based on the number of OT hours worked, top to bottom from the lowest number of OT hours worked to the highest number of OT hours worked; in the case of a tie, the member who worked OT more recently will be placed below the other member; if the OT worked most recently by both was on the same day, the member with the most seniority will be placed above the other member; and
 - c. "OT Assignments" shall be generally defined as those work assignments that are used to supplement routine daily staffing levels on emergency apparatus and that are based out of fire stations. "Extra duty work details" shall be generally defined as those work assignments that are pre-scheduled and that are based upon specific events or work sites (i.e. Firewatch details, EMS coverage at festivals, etc.). The FC, or his designee, shall determine whether a work assignment shall be considered an OT assignment or an "extra duty work detail." Pre-scheduled extra duty work details will be administered and offered to members in the same manner as OT assignments. OT and extra duty work details will only be offered to personnel who are regularly assigned to perform the related job functions. Members' eligibility for types of OT assignments will be determined by mutual consent of the Union and the FC; and
 - d. Routine OT assignments will be limited to 12 hours in duration; the duration of OT assignments that result from hurricanes or other extreme emergencies will be at the discretion of the FC; and
 - e. The City and the Union agree that, in addition to rank, OT assignments and extra duty work details may be offered based upon Emergency Medical Technicians ("EMT") certification, paramedic licensure, fire inspector certification and/or departmental HAZ-MAT certification; and
 - f. 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.
- 7.6. In accordance with the provisions of the Fair Labor Standards Act of 1938 ("FLSA"), Section 7(k), effective at the beginning of the pay period starting on October 1, 2012, the City claimed the limited exemption permitted therein and

established a work period consisting of 21 calendar days for all members of the bargaining unit.

- 7.7. To maintain the efficient operation of the department and to ensure personnel morale, the following provisions shall apply for holiday scheduling:
 - a. Requests for utilization of wellness hours, comp time, blood time, and/or personal leave shall be denied if granting such requests necessitates that replacement personnel be ordered to report for duty in an involuntary status; and
 - b. To accommodate requests for utilization of comp time, blood time, and personal leave on contractually recognized holidays, the Fire Department may begin scheduling personnel for voluntary OT assignments up to 10 calendar days prior to the date of said holiday.
- 7.8. 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

8.1. Callback to Work While Off Duty:

- a. All shift employees of the bargaining unit who are called back to work while off duty or are required to attend a fire department related function authorized by the FC or his designee, shall be paid a minimum of three hours pay at the OT rate (except as may be limited by Article 7: OT Section 7.1(a)). If the employee is required to stay beyond the three hours, he shall be paid at the OT rate for all additional time. If the period of callback time is for three hours or less and is contiguous with the start of a regular work schedule, the employee shall receive the minimum callback of three hours before reverting to regular pay at the start of his normal tour of duty.
- b. All non-shift employees of the bargaining unit who are called back to work while off duty or are required to attend a fire department related function authorized by the FC or his designee, shall be paid a minimum of three hours pay at the OT rate (except as may be limited by Article 7: OT Section 7.1(a)), unless the callback is contiguous with the start of the employees shift. If the employee is required to stay beyond the three hours, he shall be paid at the OT rate for all additional time. If the period of callback time is for three hours or less and is contiguous with the start of a regular work schedule, the employee shall receive the following minimum hours at the OT rate before reverting to the straight time rate at the beginning of the employee's scheduled work:
 - i. Reporting 90 to 180 minutes prior to their regular work schedule -- three hours; or
 - ii. Reporting 30 to 89 minutes prior to their regular work schedule -- two hours; or
 - iii. Reporting 1 to 29 minutes prior to their regular work schedule -- one hour.

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 employee's shift.

- 8.2. Off-duty employees who are subpoenaed as witnesses in Federal Courts, Circuit Court, Civil Courts, or by and on behalf of the City in Administrative Hearings, because of observations they may have made while on duty, shall be paid a minimum of three hours at the OT rate.
- 8.3. Off-duty employees who are requested to appear by or on behalf of the City or any of its departments or agencies for inquiries, investigations, or any other type of meeting as a result of observations they may have made while on duty, shall be paid a minimum of three hours at the OT rate, provided that the FC's Office is notified prior to the employee's appearance.
- 8.4. Where a witness or subpoena fee is received by a member for off-duty or on-duty appearance, such fee shall become property of the City, less travel fee.
- 8.5. Where a member is requested to appear during duty hours, as a subpoenaed witness he shall receive only his normal pay for responding to such summons. Such personnel shall respond to subpoena on as-needed basis to minimize waiting time and so as not to disrupt the operations of the department.
- 8.6. Only personnel who reside within Dade, Broward, and Palm Beach Counties shall be considered for immediate call back. Contacted personnel shall report within one and one-half hours.
- 8.7. For each of the contractually recognized holidays listed in Article 13: Holidays and Holiday Pay, the primary "on-call" fire inspector shall be paid "on-call" compensation. If a holiday's date of legal recognition is different than its date of calendar recognition, then on-call compensation shall be paid on both dates. On-call compensation shall consist of three hours pay at the OT rate and shall be in addition to any call back pay that may result from the provisions of Section 8.1(b). Call back pay for on-call inspectors shall commence when they are initially dispatched. If the inspector's "on scene" response time exceeds 60 minutes, then on call pay shall commence with the inspector's on-scene arrival.
- 8.8. 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

- 9.1. Sick leave accrued shall be according to current practice, with rate accrual specified as follows:
 - a. shift employees shall accrue sick leave at the rate of 5.54 hours per pay period.
 - b. 40-hour employees shall accrue sick leave at the rate of 4.62 hours per pay period.
- 9.2. 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. Sick time may be used for the following reasons:
 - a. for personal illness or to provide care for an immediate family member (as defined in Section 12.2) who is ill or injured; and
 - b. for personal visits to a hospital, medical laboratory, or licensed professional providing the employee with personal care, treatment, testing or counseling for medical, dental, chiropractic, or psychological needs, provided that the visit cannot otherwise be arranged during off duty hours; and
 - c. for personal leave in accordance with Article 43.
- 9.3. All illnesses and off-duty injuries that cause prolonged absence shall require a physician's explanation and release prior to return to duty. "Prolonged absence" shall be defined as two or more complete consecutive shifts for shift members and three or more complete consecutive days for 40-hour personnel.
- 9.4. In instances where a member uses unauthorized or unprotected sick leave and goes into an unpaid status, the employee may be subject to progressive disciplinary action.
- 9.5. Any employee who is absent from work due to a work-related or caused illness or injury, shall continue to accrue sick leave while he/she remains on a paid status.
- 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.
 - a. for purposes of this section, an 'occurrence' shall be defined as a continuous absence related to the same illness, injury, medical condition, or qualifying

family care event, regardless of duration. Consecutive shifts or workdays missed for the same qualifying reason shall constitute one occurrence. For example, an employee absent for 48 consecutive hours / two shifts due to for the same event shall be charged with one occurrence. Likewise, a single event equating to a partial shift shall also constitute one 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

10.1. All employees terminating their employment with the City, for any reason whatsoever (voluntary or involuntary), or who elect to cash out any accrued sick leave as provided in the Planned Retirement benefit in Article 28, shall be entitled to payment for unused sick leave. Except as otherwise provided in Sections 10.2 and 10.3 below, sick leave payment shall be based upon full years of service with the City and shall be subject to the following maximum limits:

- 80% -- members who receive a normal retirement based on age or years of service; or members who separate for any other reason with 20 or more years of service; or
- 40% -- members who separate with 10 or more but less than 20 years of service; or
- 20% -- members who separate with less than 10 years of service.

10.2. Employees who retire with a disability pension benefit shall be entitled for payment for unused sick leave as follows:

- a. members with less than 20 years of service shall receive payment for 80% of their unused sick leave for work related disabilities and 40% of their unused sick leave for non-work-related disabilities.
- b. members with 20 or more years of service will receive 80% of their unused sick leave for both work related and non-work-related disabilities.

10.3. All sick leave shall be paid at the employee's hourly rate that is in effect on the date the leave is cashed out.

ARTICLE 11: SHIFT EXCHANGE

The exchange time policy will be as follows:

- 11.1. There shall be no limit as to the number of time exchanges between employees. Time exchanges will not be permitted for personnel on extra duty work details.
- 11.2. Exchanges must be made within ranks and approved by the BC at least 48 hours in advance. Exchanges of time made between the ranks of "CPT" and "LT" shall be considered to have been made within rank. In the event of an emergency or other unforeseen combination of circumstances, the BC may, with the approval of a Division Chief or other person of higher rank, grant approval of requests submitted less than 48 hours in advance. Denials of such requests shall be exempt from the provision of Section 11.5 below.
- 11.3. Exchanges of time for eight hours or less on the day of will require verbal approval by the Shift Commander, or his designee, for the departing member to be relieved of duty and then must be entered into the Department's electronic scheduling program. The advance notice will not be required for exchange of time for 8 hours or less, unless the exchange of time is to start at the beginning of a shift or when the employee is to report for duty, in which case the shift commander via chain of command will be advised by the person standing in prior to 2300 hours the preceding calendar day.
- 11.4. With the approval of the BC, a Firefighter in his/her initial probationary period may exchange time but only with personnel on the same shift.
- 11.5. Requests will be denied if in any way the exchange will interfere with the efficient operation of the Fire Department.
- 11.6. Employees will be notified in writing of the reasons why their request for an exchange was denied.
- 11.7. Individual shift exchange is not subject to the provisions of Article 23: Grievance Procedure and Arbitration.

ARTICLE 12: BEREAVEMENT LEAVE

- 12.1. Where there is a death in the immediate family of an employee member, that member shall be granted time off without loss of pay or benefits. For in or out of state burials, shift personnel shall be entitled to two shifts or 48 hours off and 40-hour personnel shall be entitled to 40 consecutive hours off.
- 12.2. Immediate family is described as: spouse, children, step-children, father, mother, step-father, step-mother, father-in-law, mother-in-law, brother, sister, step-brother, step-sister, brother-in-law, sister-in-law, grandparents, grandparents-in-law, aunt, uncle, domestic partners as defined by Broward County's registration of domestic partners or any other county/state registration of domestic partners, or with the City's approval, any person who has acted in such a capacity relative to the employee.
- 12.3. Consideration may be given for bereavement leave for other related family or any relative who is a legal resident of the employee's household at time of death.
- 12.4. The City reserves the right to require documentation supporting approval of bereavement leave after employee returns to work.
- 12.5. If additional time is required, provisions for emergency leave and the appropriate repayment of such time will be available at the FC's discretion.

ARTICLE 13: HOLIDAYS AND HOLIDAY PAY

13.1. The following legal holidays shall be observed in the manner indicated in Sections 13.2 and 13.3, below:

New Year's Day
Martin Luther King Jr.'s Birthday
President's Day
Memorial Day
Independence Day (Fourth of July)
Juneteenth
Labor Day
Veteran's Day
Thanksgiving Day
The day after Thanksgiving
Christmas Eve
Christmas Day
New Year's Eve

13.2. All shift personnel who are in employment status at the time a holiday occurs shall be granted 12 hours holiday pay. Such holiday pay shall be paid in the first pay received in November.

13.3. All non-shift personnel, including recruits, who are in employment status at the time a holiday occurs shall be granted 12 hours of holiday leave. Non-shift employees shall then utilize holiday leave in an amount equal to the hours in their normally scheduled workday on the actual date of the holiday. All remaining hours of holiday leave shall be paid in the same manner described in Section 13.2 above.

ARTICLE 14: VACATIONS

14.1. Eligibility and Process:

- a. All regular full-time employees are eligible for paid vacation following their first employment anniversary date.
- b. All vacation hours accrued may be used as paid time off, except that the max that can be used in one calendar year is 312 hours for shift personnel, and 220 hours for non-shift personnel. The time must first be accrued before it is available for use. 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. 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.
- c. Except as provided in Section 14.1(b), all employees shall return to duty on their shift or regular duty assignment upon expiration of their vacation hours.
- d. The Department shall be solely responsible for establishing the vacation selection procedure and will work collaboratively with the union in establishing procedures.
- e. Any employee who is absent from work due to work-related or caused illness or injury, shall continue to accrue vacation leave time for an absentee period while he/she remains on a paid status. If the employee retires due to the injury or illness, or terminates for any reason, he shall receive payment for all vacation time that accrued before the injury or illness up to the maximum as described in section 14.6 below.

14.2. Annual accrual of vacation time shall be determined by an employee's regular weekly hours of work and his seniority with the City. Annual accruals shall be prorated and credited to an employee's account on a bi-weekly basis in accordance with Sections 14.3 and 14.4.

14.3. Non-shift employees shall accrue vacation time as follows:

- a. 4.23 per pay period - employees with 1 – 3 full years of service; or
- b. 5.08 per pay period hours - employees with 4 - 10 full years of service; or
- c. 6.31 per pay period hours - employees with 11 - 15 full years of service; or
- d. 6.92 per pay period– employees with 16 – 20 full years of service; or

- e. 8.46 per pay period– employees with 21 or more full years of service.
- 14.4. Shift employees shall accrue vacation time as follows:
- a. 8.31 per pay period - employees with less than 10 full years of service; or
 - b. 9.23 per pay period - employees with 10 or more full years of service.
- 14.5. Employees shall have the option of converting up to 72 hours of their annual vacation leave accrual into a lump sum payment. Converted annual leave shall be paid in the last pay period of November and calculated at the employee's hourly rate that is in effect at that time.
- 14.6. The maximum number of hours that can be sold back at time of separation is 462 hours. Any hours more than 462 hours must be used or will be lost at time of separation.

ARTICLE 15: WORKERS' COMPENSATION/SUPPLEMENTAL COMPENSATION

- 15.1. An employee, on becoming eligible for Workers' Compensation benefits on account of a job-related injury or illness, shall receive supplemental compensation from the City for a period of up to 16 weeks. The amount of supplemental compensation shall be the difference between the employee's gross pay (including educational incentive, but excluding expense allowance, other premiums and OT) which the employee would otherwise receive and the amount of the employee's weekly workers' compensation benefit. Effective May 6, 2015, such employees will no longer receive a separate benefit check from the City's third-party administrator. As a result, employees will no longer be paid a separate supplemental compensation check under this section but will instead receive a full paycheck (based on gross pay as stated above) from the City on a bi-weekly basis for a period of 16 weeks while in workers' compensation status under this Article. Subsequently, at the end of the 16-week period, unless there is an extension of supplemental pay as provided for in Section 15.2, any employee still in workers' compensation status under this section will receive a check from the City's third-party administrator in the amount provided under the workers' compensation law.
- 15.2. Except as provided in Section 15.3 below, the supplemental benefit will be extended beyond the 16 weeks for as long as the employee is unable to perform the employee's regular job duties, or until the employee is medically released to perform light duty work assignments, or until the employee receives a disability retirement pension, whichever occurs first. 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.
- 15.3. The City shall be given an opportunity at the end of 16 weeks, and every 8 eight weeks thereafter, to review the grant of supplemental compensation. The City agrees that an extension of the supplemental compensation will not be denied unless the City determines that the employee has engaged in fraud or malingering, or that there are conflicting medical opinions regarding the employee's ability to return to work. Should the City Manager ("CM"), or his designee, upon fair and equitable review, fail to extend the benefit provided by Section 15.2, the employee

shall be given at least one week's written notice prior to curtailment of the employee's benefits with copy to the Union; provided, however, that if the employee files an appeal of this decision pursuant to Section 15.4 below, the supplemental compensation shall be continued until such time as the arbitrator makes a determination. In the event the arbitration finds in favor of the City, the employee shall make a mutually satisfactory arrangement to pay back the supplemental compensation received after the date the City had initially determined to stop such payment.

- 15.4. The City's decision not to extend such benefits shall be subject to the grievance and arbitration provisions of this Agreement starting at Step 3 of the grievance and arbitration procedure. The parties further agree that should such a dispute go to arbitration, the arbitration procedure shall be expedited, and the arbitrator shall be requested, by both parties, to make a prompt award without a written opinion.

ARTICLE 16: APPENDICES AND AMENDMENTS

All appendices and amendments to this Agreement shall form a part of this Agreement.

ARTICLE 17: SENIORITY

- 17.1. The City shall prepare a seniority list which also includes seniority in rank of all members of the Fire Department and post the same during the month of October each year. Any objection to this list must be filed with the FC within thirty days of posting.
- 17.2. Seniority shall be determined in the following manner:
 - a. rank; and
 - b. total time in rank; ties shall be broken in favor of the member(s) who ranked higher on the promotional eligibility list from which the promotions were made; and
 - c. time in service with the Fire Department; ties shall be broken by earliest date of application for employment in the Fire Department.
- 17.3. Seniority shall be used in determining:
 - a. the order of vacation selections; and
 - b. lay-offs and/or reductions in personnel.
- 17.4. In the event of a personnel reduction, the employee with the least Fire Department seniority shall be laid off first with no regard to rank. In the event of a personnel reduction in ranks, the employee with the least seniority in that rank shall be reduced first. Recalls shall be determined by time in service with the Fire Department; the last person laid off will be the first person recalled.
- 17.5. If an employee fails to successfully complete a promotional probationary period or requests to be returned to his lower rank while serving a promotional probationary period, then all of his or her seniority in the lower rank shall be restored.
- 17.6. Seniority will be lost upon termination, resignation, or failure to report when recalled from layoff. Seniority will accrue during approved leave of absence, sickness or disability.
- 17.7. When a member returns to a previously held rank, their current and prior periods of service within that rank shall be "bridged" so that the member's credited seniority reflects a full and combined period of service. For proper slotting on departmental seniority lists, the date of the member's most recent entry into the

rank in question shall be manually adjusted to reflect a date that is consistent with the full bridged period of service within that rank.

ARTICLE 18: HOURS OF WORK, KELLY DAY

- 18.1. Shift personnel shall work 46.6 hours per work week, generally scheduled each workweek as 24 hours on duty, followed by 48 hours off duty.
- 18.2. A "Kelly Day" shall be combined with the 24/48 schedule (above), which grants time off every sixth shift, resulting in the 46.6-hour work week.
- 18.3. In the case of a Kelly Day added to a vacation period, it shall be construed to mean three consecutive calendar days off. When Kelly Days fall within or are contiguous with periods of scheduled annual leave, they will be administered in the same manner as annual leave. Therefore, members shall be relieved of all mandatory OT and emergency callback responsibilities upon the conclusion of their last tour of duty prior to entering the periods of Kelly Day/annual leave; these responsibilities will be resumed upon the members' return to normally scheduled duty. Nonetheless, during times of hurricanes and/or other large-scale emergencies, members on annual leave may be required by the FC to make themselves available for emergency callback to support departmental operations; the FC has sole authority to approve exceptions.
- 18.4. Those personnel whose classifications or regular assignments are based upon a forty hour per week schedule shall not have the practice of a Kelly Day.
- 18.5. Shift personnel who are temporarily or permanently assigned to a non-shift schedule will be slotted into the appropriate non-shift pay status, with all related benefit adjustments, within two pay periods of the assignment.
- 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 to circumvent this policy (i.e. 47 hours on duty, one hour off duty via exchange-of- time, and 24 more hours of duty). Under emergency circumstances, the Fire Chief or designee may waive this provision.

ARTICLE 19: PROMOTIONS AND PROMOTIONAL PROCEDURES

- 19.1. No Fire Department promotional examination shall be administered when that test has been used before. The Office of Human Resources shall obtain a new test for each examination administered. Under no circumstances shall the test be opened prior to the seating of candidates for the examination. Examination sheets (including both question-and-answer sheets) shall contain only a number for identification purposes. No candidate shall affix his/her name to the answer sheet or examination question sheet(s).
- 19.2. Written Examinations:
- a. The City agrees to provide sufficient funds to secure new tests from any recognized testing agency, excluding the State Fire College and the Community Colleges. The tests, consisting of 100 questions, shall be delivered to the examiner on the day of the examination. An advance information sheet shall be provided and posted for all promotional examinations. The sheet shall list the reference material from which the test is taken, and shall be posted when the examination is ordered, and at least 120 days prior to the examination. Members will be given a minimum of 30 days in which to enroll ("sign up") for a promotional examination.
 - b. Unless specifically exempted by the automatic attainment provisions of Article 44: Career Ladders, all promoted positions within the Agreement will be filled through the administration of written examinations, except for the promoted position of FPO III which may be filled by an administrative Test and Evaluation ("T&E") exam. No oral examination shall be administered for promotional purposes or advancement. Written exams shall be administered on a biannual basis with the resultant eligibility lists becoming effective 30 days after certification and shall remain in effect for a period of two years. Eligibility for a particular exam will be based upon a candidate's applicable seniority as of the effective day of the list and not the date of administration.
 - c. A representative of the Union shall be permitted to observe the following steps of the promotional testing process: transfer and distribution of testing materials, examination, grading of the test, and challenge review.

19.3. Test scores shall be calculated and carried to two decimal places and posted accordingly. Such scores shall reflect and list separately, written test grade, plus any applicable educational points (see Section 19.4 below), plus seniority credit points to be added to the minimum passing grade as follows (up to a maximum of twenty years):

for the first six months	0 points	for the 11 th full year	13.5 points
for the second six months	1 point	for the 12 th full year	14.0 points
for the second full year	3 points	for the 13 th full year	14.5 points
for the third full year	5 points	for the 14 th full year	15.0 points
for the fourth full year	7 points	for the 15 th full year	15.5 points
for the fifth full year	8 points	for the 16 th full year	16.0 points
for the sixth full year	9 points	for the 17 th full year	16.5 points
for the seventh full year	10 points	for the 18 th full year	17.0 points
for the eighth full year	11 points	for the 19 th full year	17.5 points
for the ninth full year	12 points	for the 20 th full year	18.0 points
for the tenth full year	13 points		

Seniority points for a particular exam shall be based upon a candidate's applicable seniority as of the projected effective date of the eligibility list and not the date of administration.

After the written score, any applicable educational points, and all applicable seniority points have been added to achieve a final combined score, any resulting tie scores will be broken by giving preference to members in the following order:

- a. Highest score on written test, excluding seniority and education points.
- b. Greatest longevity in the Fire Department.
- c. Earliest date of application for employment with the Fire Department.

19.4. Any member who is testing for a promotional position and who is receiving the education incentive provided for in Sections 6.6(a), 6.6(b) or 6.6(c), will have three additional "educational points" added to the member's minimum passing grade.

19.5. Promotion shall be made in the order of finish in promotional examinations for the position of DE only (Rule of One). However, only those candidates who have demonstrated sufficient practical skills by successfully completing the DE skills

sign-off sections of the Fire/Rescue Department's Procedures Manual shall be considered as eligible for promotion. Candidates who have failed to complete the DE skills sign-off sections shall be considered ineligible for promotion and shall be passed over on the list. Subsequent completion of the skills sign-off sections of the procedure's manual shall render a candidate eligible for future promotional opportunities should such opportunities occur but shall have no retroactive application. Skills signoffs shall be effective for a maximum period of two years before requiring a renewed skills demonstration with corresponding signoffs.

19.6. Promotions shall be made from among the top three eligible on the appropriate eligibility list for all other promotional positions within the Agreement (Rule of Three). Consideration for appointment or rejection shall be based upon personnel performance and the material within the candidate's personnel file. Any promotional candidate who is passed over for promotion in favor of a candidate holding a lower position on the same eligibility list may request an explanation of the reason(s) as to why he or she was passed over. Such request must be in writing and forwarded directly to the FC. The FC, or designee, shall make a written response in a timely manner. Following receipt of the FC's response, the passed over candidate shall then have 10 calendar days in which to file an appeal with the Civil Service Board.

19.7. Eligibility Lists:

a. A candidate's name shall remain on the eligibility list until its expiration date unless it is removed due to appointment. Eligibility lists shall remain in effect for a maximum period of two years and shall not be extended. Successor eligibility lists shall become effective upon the expiration of the preceding eligibility list and shall, thereafter, remain in effect for a maximum period of two years.

b. If the FC can reasonably predict the full retirement and/or separation of a sufficient number of bargaining unit members so as to effectively exhaust a promotional eligibility list prior to its normal date of expiration, he/she shall initiate the posting and administration of a new promotional eligibility examination, subject to limitations contained herein.

- c. “Reasonably predict” shall mean as evidence based on judgment developed by reviewing:
 - i. the dates on which members would attain 33 years of career service; and
 - ii. the dates on which members would attain eight years of participation in the Deferred Retirement Option Program “DROP” or in the Planned Retirement benefit; and
 - iii. the dates for which members have submitted written announcements of their impending resignation and/or retirement.
- d. “Effectively exhaust” shall mean to:
 - i. utilize the final candidate on the DE eligibility list; or
 - ii. reduce all other eligibility lists to less than three candidates.

If a new eligibility list is created prior to the actual expiration or full utilization of the existing list, then the new list shall be appended to the end of the existing list to form a combined list. Upon reaching their normal expiration date, all rankings from the prior existing list will be dropped from the combined list so that only rankings from the new list shall remain. When applicable, candidates may hold two ranks.

ARTICLE 20: SAFETY & HEALTH

- 20.1. The City agrees to provide the highest applicable standards of safety and health that are reasonably attainable in the Fire Department in order to prevent or eliminate as much as possible: accidents, deaths, injuries, and illness in the Fire Department.
- 20.2. The parties agree that they will conform to and comply with applicable laws as to safety, health, sanitation and working conditions required by federal, state and local law, as well as the Hollywood Fire Department Health & Safety Committee Bylaws.
- 20.3. There shall be a six-member joint Safety and Health Committee composed of three members appointed by the Union, and three members appointed by the FC. The Committee shall meet quarterly (once each three months) or at such other times as shall be mutually agreed upon. The Committee shall establish such procedures necessary for its function and purpose, not inconsistent with any other established Departmental or City procedures.
- 20.4. The purpose of the Safety and Health Committee shall be to:
 - a. Inspect facilities, apparatus, equipment, and clothing and forward any recommendations agreed upon to the FC, with copies to the CM. The FC shall take such action on the recommendations as he determines to be immediately necessary and shall consider all other recommendations.
 - b. Review all accidents and injuries suffered in the line of duty.
- 20.5. The City shall furnish such safety equipment and other apparatus as current practice. Only personnel who have been trained and certified by the manufacturer or applicable agency shall be assigned to perform scheduled maintenance or repairs on self-contained breathing apparatus and personal protection devices. Regular preventive maintenance shall continue to be performed as per current practice.
- 20.6. At no cost to the employee, the City shall provide jointly approved (by both the City and the Union) prescription eyepieces (both lenses and lens holders) for use in conjunction with self-contained breathing apparatus masks. Before receiving an

issued eyepiece, an employee must obtain a lens prescription at his own expense. A copy of this prescription shall be attached to a written request and forwarded to the FC's Office.

20.7 Each employee shall complete an annual City sponsored comprehensive wellness preventative physical at the Employee Health Center (EHC). The comprehensive wellness preventative physical shall be in accordance with the National Fire Protection Association (NFPA) 1582. The purpose of the NFPA 1582 physical is to reduce the likelihood of suffering a preventable line-of-duty death. It is available at no cost to members and provides a baseline health assessment to determine whether members are likely to incur a debilitating injury or medical event in the course of performing duties as a first responder and involves identifying rare life-threatening medical conditions or a condition that could quickly become life-threatening in the course of providing emergency services. Members identified by the provider as falling within this definition will be allowed light duty status pending follow-up treatment from the provider. Members on light duty status will be required to follow up on any identified concerns and may get a second opinion at their own cost. During this period, it is the member's responsibility to communicate with the designated health care provider and supply the necessary information and follow-up care. If members fail to follow up during this period, they will need to request an extension. For members that fail to follow up or request an extension, the health care provider may have to restart the physical process due to expired data, and that may result in the member being removed from light duty status until the identified health issue is resolved. Most identified health conditions are completely treatable and can result in the members being allowed to remain fully operational. Only a pass/fail result will be provided to the city from the provider and individual test results will be between the member and the EHC.

- a. The mandatory components of the comprehensive wellness preventative physical in accordance with the National Fire Protection Association (NFPA) 1582 are the following:
 - i. Comprehensive Medical Exam: Physical Exam, Vital Signs, Vision and Hearing, Consultation and Review, Personalized Health Plan, and
 - ii. Fitness Analysis: Physical Performance Assessment, Metabolic

Analysis with Body Fat, Nutritional Recommendations, Personal Exercise Program, and

iii. Laboratory Analysis: Comprehensive Metabolic Panel, Complete Blood Count, Total Lipid Panel, Thyroid Panel, Diabetes Test, and

iv. Ultrasound Imaging: Thyroid, Liver, Pancreas, Gallbladder, Kidneys, and

v. Cardiopulmonary: Pulmonary Function Test, EKG.

b. While the comprehensive wellness preventative physical has mandatory components in accordance with the NFPA 1582, each physical will be individualized and additional voluntary preventative screenings, interventions, and immunizations may be prescribed as recommended by the provider or requested by the member in accordance with the guidelines such as a CT Calcium Score, Chest X-Ray, Skin Cancer Screening, Breast, Colon, Prostate Cancer Screenings, Immunizations and additional labs after an exposure or for high risk individuals based upon occupation, gender and age.

20.8. Any employee seeking a light duty assignment because of the findings from the comprehensive wellness preventative physical must make those findings available for review by the FC and the City's Risk Manager. All reviews will be conducted in a manner that provides the highest possible levels of medical confidentiality.

20.9. The current provisions for employees engaging in on-duty physical exercise shall be continued. The parties recognize and agree that these provisions are an expressly required incident of employment and produce a substantial direct benefit to the City. In recognition of this direct benefit, the parties further agree that any injuries that result from participation in such activities shall be compensable under the provisions of F.S.440.092.

20.10. The City and the Union affirm their joint advocacy of a Drug-Free Workplace. To that end, the parties recognize that the health issue of substance abuse by employees will continue to be addressed in a proactive manner through the Departmental Policies.

20.11. The City shall offer Hepatitis-C screenings, to be administered at the individual option of each employee. The City shall first offer baseline screenings for all employees and, thereafter, on an "as needed" basis for new hires and following

significant communicable disease exposures involving blood products.

20.12. 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 21: VACANCIES – PROMOTIONS

When a budgeted vacancy occurs in any unit position (except entry level firefighter), it shall be filled as soon as possible, but no more than 30 calendar days following the official severance of the vacating department member from the Fire Department. If there is no valid promotional person on the promotional/eligibility list, then this timeframe shall not apply. Filling of all promotional vacancies is to be in accordance with the promotional procedure adopted by this Agreement.

ARTICLE 22: MANAGEMENT RIGHTS

- 22.1. Except as provided in this Agreement, it is the right of the City solely and exclusively to determine the purpose of each of its constituent agencies, set standards of service to be offered to the public, and exercise control and discretion over operations, including the right to sub-contract. It is also the right of the City to direct its employees, to hire, promote, demote, assign work, transfer employees, relieve its employees from duty because of lack of work or for other legitimate reason, to discipline, suspend, discharge for just cause, to establish the number and starting time of shifts, work week, work day; to control and regulate the use of all equipment and other property of the City and to require employees to observe Departmental Policies. The exercise of the above rights does not preclude employees or their representatives from conferring or raising grievances about the practical consequences that decisions on these matters may have on terms and conditions of employment.
- 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 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

- 23.1. The parties recognize Chapter 447, Part II, of the Florida Statutes, subsection 447.401; that under this statute, the parties shall negotiate a grievance procedure, and those procedures as set forth under the aforementioned statutes shall apply to all parties; that the parties further recognize that disputes will occur, and in that frame establish the following procedures in an effort to provide a harmonious avenue in which to resolve differences between the parties. This grievance procedure shall be the sole and exclusive method of resolving disputes relating to the application and interpretation of this Agreement.
- 23.2. Any grievance (defined as a claim reasonably and suitably founded on a violation of the terms and conditions of this Agreement and/or the Civil Service System), shall systematically follow the steps outlined below as the grievance procedure. Any grievance filed shall refer to the provision or provisions of this Agreement alleged to have been violated, shall adequately set forth the facts pertaining to the alleged violation or violations, and shall include the corrective action or actions requested by the aggrieved party. The parties agree that failure on the part of any party to properly provide the information described in this section will deem the grievance waived.
- 23.3. When a grievance arises, the aggrieved party shall have 14 calendar days from the events giving rise to the grievance, or where the grievant knows or should have known of such events, to process the grievance to the first step. The parties agree that the time frames described in the following steps may be extended at any time by mutual written consent of the parties involved, excluding the initial filing of the grievance.

Step 1: The aggrieved employee, or union, shall present their written grievances to the appropriate BC or Division chief within their chain of command. Discussion will be informal for the purpose of settling differences in the simplest and most direct manner. The chief officer receiving the grievance shall reach a decision on the matter and communicate, in writing, to the Union within seven calendar days from the date of the informal discussion, with a copy to the aggrieved employee.

Step 2: If the aggrieved employee, or the Union, is not satisfied with the decision rendered at the first step, the aggrieved employee, or the Union, shall present the grievance to the FC, or his designee, within seven calendar days from receipt of the decision rendered at the first step. The FC, or his designee, shall acknowledge receipt of the grievance by stamping it in with the time and date, with a copy to the Union. Upon receiving the grievance, the FC or his designee shall obtain the facts concerning the alleged grievance and shall, within seven calendar days following receipt of the grievance, conduct a meeting between himself, the aggrieved employee, and his Union representative. The FC, or his designee, shall notify the Union, in writing with a copy to the aggrieved employee of his decision, not later than seven calendar days following the meeting date.

Step 3: If the grievance is not settled at the second step, the aggrieved employee, or the Union, shall within seven calendar days from receipt of the decision rendered at Step 2, forward the grievance to the office of the CM. Receipt of the grievance by the CM shall be in the same manner as described in Step 2 (stamped in with time and date), with a copy to the Union. The CM or designee shall meet with the aggrieved party and his Union representative, within 10 calendar days after receiving the grievance. The CM or designee shall furnish a copy of his decision, in writing, to the Union, with a copy to the aggrieved employee, within seven calendar days after the meeting.

Step 4: If the Union is not satisfied with the decision rendered at Step 3, then only the Union may, within 10 calendar days from the receipt of the CM's decision, submit the grievance to arbitration under the Rules of the American Arbitration Association. The award of the arbitrator shall be final and binding on the part of the Union, the aggrieved employee(s), and the City.

- 23.4. A grievance not advanced to the next step within the time limit provided shall be considered resolved by the last decision rendered. Failure on the part of the BC and/or Deputy/Division Chief to answer within the time limit provided in Step 1 will enable the Union to advance the grievance to the next step. Failure on the part of the City or Fire Administration to answer within the time limit provided in Step 2

and Step 3 will cause the grievance to be considered resolved in favor of the grievant and all parties will abide by the "suggested correction" on the grievance form. In any event, forfeiture (failure of either party to adhere to established time limits) will not establish a precedent for future grievance.

- 23.5. The City and the Union shall mutually agree in writing as to the statement of the grievance to be arbitrated prior to the arbitration hearing, and the arbitrator, therefore, shall confine his decision to the grievance thus specified. In the event the parties fail to agree on the statement of the grievance to be submitted to the arbitrator, the arbitrator will confine his consideration and determination to the written statement of the grievance presented in Step 2 of the grievance procedure. The arbitrator shall have no authority to change, amend, add to, subtract from or otherwise alter or supplement this Agreement or any part of or amendment thereto. The arbitrator shall have no authority to consider or rule upon any matter that is stated in this Agreement not to be subject to arbitration or that is not a grievance as defined in this Agreement; nor shall this collective bargaining agreement be construed by the arbitrator to supersede applicable laws in existence at the time of signing this Agreement, except to the extent as specifically provided herein.
- a. In matters of discharge, suspension or demotion, the City shall bear the burden of proof to demonstrate that the action taken is consistent with existing disciplinary practices or progressive discipline. In such cases, the arbitrator shall have no authority to modify or alter the discipline imposed or otherwise substitute his judgment for that of the City. If, however, that burden of proof is not satisfied, the arbitrator shall have full authority to modify the action within the arbitrator's best judgment.
 - b. Each party shall bear the expense of its own witnesses and its own representatives. The arbitrator's bill shall be paid by the party that does not prevail.
- 23.6. Where a grievance is general in nature, in that it applies to several members rather than a single member, the grievance shall name each of the aggrieved members, shall be signed by the Union representative and be presented directly

to the FC. If the grievance is directly between the Union and the City, the grievance shall be signed by the Union President or his designee and presented directly to the FC. Time limits provided for the submission of an individual grievance at Step 1 of Section 3 of this Article shall be applicable to these general or Union grievances. Grievances not resolved by the Chief at Step 2 shall thereafter follow the procedure as outlined in Step 3 of Section 23.3.

- 23.7. Probationary employees shall have the right to utilize the grievance and arbitration procedure, except to appeal matters of any form of disciplinary action, including termination. Employees on "promotional probation" shall have the right to utilize the grievance and arbitration procedure, except to appeal matters of demotion to rank previously held immediately prior to the promotion.
- 23.8. If the Union determines at any step in the proceedings, that the grievance should not be pursued any further for some reason, such as lack of merit, the aggrieved employee may not then individually pursue the grievance. However, if the aggrieved employee wishes to appeal the dropping of his grievance by the Union to the proper authorities within the Union, the City shall grant the aggrieved employee a time extension not to exceed 45 calendar days, as needed to process his appeal before the Union.
- 23.9. If a non-Union member unit employee wishes to process a grievance, he shall request assistance from the Union. If the Union denies assistance based on the employee's status as a non-dues paying member of the Union, then the employee may process the grievance individually as all members have the right to a fair and equitable grievance procedure administered without regard to membership or non-membership in any union. If the Union denies assistance, it will do so in writing with a copy to the City. Upon such notification, the City shall thereafter conduct all official communications directly with the aggrieved employee.
- 23.10. If the City calls an off-duty member as a witness, or for a deposition concerning any matter before the arbitrator, the member shall be entitled to call back rates as set forth in Article 8: Call Back Pay. The Union shall be responsible for any payment due its witnesses or representatives. On-duty personnel called by either side as a witness shall remain in pay status while appearing at the hearing. Such personnel shall respond to subpoena on as-needed basis to minimize waiting time

and so as not to disrupt the operations of the department. Hearing shall be held in hearing rooms provided by the City, in City facilities other than City Hall, at no charge to the Union.

23.11. A copy of the grievance form shall form a part of this Agreement and shall be marked as Appendix I.

23.12. The parties agree that in accordance with current practice, both the City and the Union will have the option of mechanically recording (through audio or video tape) all steps of the grievance procedure, including the arbitration hearings.

23.13. All the aforementioned time requirements for proper processing of a grievance shall commence upon the documented receipt of the grievance by the involved party and shall conclude when that party advances the grievance (in conjunction with any appropriate response) to the next point in the procedure.

A grievance shall be advanced to the next point in the process by (a) hand delivery or (b) certified mail, return receipt requested. Hand deliveries will be documented by a date-stamped photocopy or by a dated signature of the recipient. Grievances delivered via certified mail shall be considered properly advanced as of their postmark date but shall not be considered to have been received by the next party until the actual date of delivery or date of refusal of delivery.

23.14. Allegations of employment discrimination cannot be processed through the grievance procedure outlined in this Article and should be processed through the appropriate local, state and/or federal agencies (e.g., Equal Employment Opportunity Commission (“EEOC”), Florida Commission on Human Relations (“FCHR”), etc.).

ARTICLE 24: SEVERABILITY CLAUSE

- 24.1. If any provisions of this Agreement, or the application of such provision, shall be rendered or declared invalid by any court of competent jurisdiction, the remaining parts or portions of this Agreement shall remain in full force and effect. The parties shall meet at a reasonable time to renegotiate a replacement provision.
- 24.2. If any provision of this Agreement, or the application of such provision conflicts with existing mandatory federal or state Laws, or existing mandatory provisions of the City Charter, such provisions shall be renegotiated and the appropriate mandatory provisions shall prevail.
- 24.3. If any provision of this Agreement, or the application of such provision, is increased or modified by action of the state legislature, the parties agree to immediately reopen negotiations on that provision and that both parties agree to negotiate in good faith to reach an expedient resolution. If after holding a reasonable number of meetings and no agreement has been reached, both parties agree to commence impasse resolution proceedings.

ARTICLE 25: MANAGEMENT SECURITY

- 25.1. The Union and its members agree that during the life of this Agreement, they shall have no right to engage in any work stoppage, slow-down or strike, or similar activities, the consideration for such provision being the right to a resolution of disputed questions. The City shall have the right to discharge or otherwise discipline any or all employees who violate the provisions of this Article. The only question that may be raised in any proceeding, grievance, judicial or otherwise, contesting such action is whether the provision preventing work stoppage, slow-down, strike or similar activities was violated by the employee to be discharged.
- 25.2. Unless otherwise permitted by this Agreement or by past practice, the Union, its representatives, agents, any other authorized person acting on behalf of the Union and all members agree that the following "other unlawful acts" are expressly prohibited:
- a. Distributing literature in any area where public employees work; and
 - b. Soliciting for support of an employee's organizational activities during working time unless permitted by this Agreement.
- 25.3. The Courts having jurisdiction may enforce the provisions of this section by injunction and contempt proceedings, if necessary. A public employee who is convicted of a violation of any provision of this Article may be discharged or otherwise disciplined by the City.

ARTICLE 26: CITY AND UNION REPRESENTATION

- 26.1. The City shall be represented by the CM, or designee, in all matters of collective bargaining. The City agrees to notify the Union of any changes in designee, whenever such changes are made.
- 26.2. The Union shall be represented by the Union President, or designee, in all matters of collective bargaining. The Union agrees to notify the CM (or designee) and the FC of any change in representatives, whenever such changes are made.
- 26.3. Negotiations entered with people other than those as defined, regardless of their position or association with the City or the Union, shall be deemed unauthorized in committing or in any way obligating the City or the Union.

ARTICLE 27: SPECIAL LEAVE

- 27.1. An employee who incurs a Family and Medical Leave Act (FMLA) qualifying event and has exhausted all other leave remedies available may upon written request be granted an unpaid leave of absence. The initial period for the leave of absence shall not exceed six months. Upon further written request, the FC may extend the leave up to an additional six months. The total combined leave of absence shall not exceed 12 months. Upon return, the employee shall present a letter from his/her physician stating that the employee is fit to return to full, unrestricted duty if the special leave was taken for his own medically disabling condition. This leave shall not be available for a FMLA qualifying event unless and until the employee has used all applicable leave eligible under the FMLA, as provided in Section 27.6 below.
- 27.2. The temporary disability of pregnancy shall be treated in the same manner as any other temporary medical disability.
- 27.3. Except as provided in Section 27.6 below, the length of time that the employee is on an approved disability leave of absence may not be charged to any accrued paid leaves.
- 27.4. During special leave, the employee shall not accrue vacation or sick leave or be entitled to any other benefits of employment other than health and life insurance as set forth in Article 31. Employee's sick and vacation leave balances earned and unused at the start of disability leave shall remain frozen, to be resumed upon the employee's return to duty. Additionally, seniority will continue to accrue as if the employee remained in full duty status.
- 27.5. Employees who have an FMLA qualifying event must comply with the HR Policy on Family Leave (HR-050), except as provided in this section regarding use of accrued leaves. An employee on Family Leave must use unused accrued leave,

including sick leave, vacation leave, compensatory leave, and/or blood time during the Family Leave, except that a shift employee may choose to leave up to 232 hours (200 hours for non-shift employees) of sick leave, or a combination of sick and vacation leave, in their accrual bank(s) to be used upon his/her return from Family Leave.

ARTICLE 28: PENSION PLANS

- 28.1. Pension benefits for members of the bargaining unit shall be governed by the Fire Pension Plan set forth in Chapter 33 of the City's Ordinances, as amended by City Ordinance No. O-2026-XX. Except as provided for in Sections 28.2, 28.3 and 28.4 28.7 below, the City will maintain the existing Pension Plan Ordinance provisions regarding benefits and contributions for bargaining unit employees for the duration of this Agreement which can be found in the online library here: https://codelibrary.amlegal.com/codes/hollywood/latest/hollywood_fl/0-0-0-35270#JD_33.095
- 28.2. The monthly retirement benefit for a Tier 1 and Tier 2 members shall equal 3.4% of average final compensation for each year of credited service earned on and after the first full pay period after the ordinance is amended.
- 28.3. A member's normal retirement date shall be 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.
- 28.4. Effective the first full pay period after the ordinance is amended, each Tier 1 member shall be required to make regular contributions to the Fund in the amount of 9.85% of his or her compensation and each Tier 2 member shall be required to make regular contributions to the Fund in the amount of 11.35% of his or her compensation.
- 28.5. The Summary Plan Description (SPD) of the Hollywood Firefighters Pension Fund can be found here: [Hollywood Fire - Plan Administration Services](#).
- 28.6. This SPD has been updated through Ordinance **XXX**, dated **XXX**. This SPD is only a summary of the Plan. If there is any conflict between the booklet and the statute or rules and regulations adopted by the Board of Trustees setting forth the Plan's provisions, the pension ordinance, statute, rules and regulations will apply.
- 28.7. The Hollywood Firefighters Pension Fund website contains additional information on the pension plan, revisions which have been made to the plan with actuarial impact statements and staff summaries. Their website can be accessed here: [Hollywood Fire - Plan Administration Services](#).

ARTICLE 29: WORKING OUT OF CLASSIFICATION

- 29.1. The City agrees that there will be no working out of classification for any Fire Department rank or position.
- 29.2. If a rank or position is vacant due to sickness, injury, Kelly-Day or vacation, and it becomes necessary that that rank or position be filled for the Fire Department to function adequately, off-duty personnel of the needed rank or position will be called in accordance with the present system of OT.

ARTICLE 30: UNIFORMS

30.1. Uniforms Issued:

- a. The City shall establish the following minimum uniform sets for all bargaining unit personnel: one long-sleeved dress shirt, one pair of dress trousers, one black necktie, one leather belt, six short sleeved and/or long-sleeved (any combination thereof) tee-shirts, one ballcap, one pair of mechanics gloves, one sun protection hat, one winter jacket or equivalent, and one pair of City issued footwear.
- b. In addition to the above minimum set of uniforms issued:
 - i. Non-shift personnel shall receive four short-sleeved polo shirts, three pairs of dress trousers, and two pairs of EMT-style trousers; and
 - ii. Shift personnel shall receive four EMT-style trousers; and
 - iii. May request two jumpsuits.
- c. Uniform items will be replaced on an “as needed” basis, as determined by the FC or designee. Once issued, uniform articles will not be reissued.

30.2. The City shall repair or replace members' personal prescription eyeglasses that are damaged, destroyed, or lost in the line of duty, up to a maximum cost of \$175.00 each. The City reserves the right to require documentation supporting the value of the damaged or lost prescription eyeglasses. The City will not be responsible for repairing or replacing members' personal prescription eyeglasses that become damaged, destroyed, or lost due to members' own negligence, nor for any non-prescription sunglasses for any reason. For purposes of this section, line of duty shall not include leisure time or recreational activities, horseplay or any other such incidents.

ARTICLE 31: HEALTH AND WELLNESS PLAN

- 31.1. The City shall provide group health coverage for its regular, full-time employees and dependents (dependents to include domestic partners as defined by Broward County's registration of domestic partners or any other county/state registration of domestic partners). The City offers two plan options currently named Open Access Plus plan (OAP) and Open Access Plus In-Network plan (OAPIN).

The City will contribute 80% of the premium for employees electing single or dependent coverage on the OAP plan and the employee will be responsible for contributing 20% of the premium. Thereafter, the 80% / 20% cost sharing arrangement shall continue in effect with the dollar value of the contributions being subject to premium changes in future plan years.

For the OAPIN plan, the City will continue to contribute 100% of the premium for employees electing single coverage. For employees adding dependents, the City will continue to contribute 90% toward the premium and the employee will be responsible for 10%.

Primary Care Co-Pay Office Visits on the OAP plan will remain \$25.00.

Primary Care Co-Pay Office Visits on the OAPIN plan will remain \$30.00.

Thereafter, the 90% / 10% cost sharing arrangement shall continue in effect with the dollar value of the contributions being subject to premium changes in future plan years.

Each employee shall have the option of undergoing an annual physical examination through the employee's physician as provided by the City's health insurance coverage.

- 31.2. The Health Reimbursement Account (HRA) for each employee, in the following amounts shall be made available to each employee in each new calendar year, which will be based on the number of dependents the employee has on the City's health plan: \$400 for single coverage; \$600 for single plus one dependent; and \$1000 for single plus two or more dependents. Employees who are not covered by City health insurance shall have access only to the single coverage amount in an

HRA. The annual amount shall be available on a “use it or lose it” basis to use for IRS approved medical expenses, with unused amounts being returned to the health fund for use in funding FSA accounts the next year. The HRAs shall be subject to all applicable requirements and limitations set forth in federal laws and regulations. The HRA funding is contingent upon the employee their biometrics at the City’s Employee Health Clinic (EHC) or obtaining an annual HAZ-MAT physical. The goal of the City of Hollywood Wellness program is to foster knowledge where employees “know their numbers” to help employees be healthier, better healthcare consumers and reward employees for being engaged in their health, active, healthy, and completing annual preventive exams. The City encourages this by offering HRA incentives for employees who complete their biometric screening at the City’s EHC, along with a provider follow-up to review. This program will be voluntary and offered to all active employees enrolled in the City’s medical plan. Biometric screening must be completed in one calendar year to receive the HRA incentive for the following calendar year. All new hires will have the ability to earn the incentive after they complete their initial waiting period. “Biometric Screening” is defined as an evaluation of Weight Measurement/BMI, Height, Weight, Blood Pressure, Cholesterol, and Blood Sugar/Glucose.

- 31.3. Employees shall not be permitted to transfer membership or enrollment from the health or dental benefits plan to another except during the yearly group open enrollment period.
- 31.4. The City shall provide three dental insurance plans, a Low, a High and a Buy-Up for its regular full-time employees and such dependents meeting eligibility requirements thereof at a total cost not to exceed \$19.00 per employee per month. Any contribution requirements in excess of \$19.00 per employee per month will be borne by the participating employee. The calendar year benefit maximum for each employee and eligible dependent is \$2,000 on the Low and High Plans and \$3,000 for each employee and eligible dependent on the Buy-Up Plan.
- 31.5. Employees hired on or after March 20, 2019, shall have the option of continuing under the City’s health plan upon retirement (except for the HRA); however, they shall be responsible for the entire cost of the health plan premium. Employees hired prior to March 20, 2019, shall have the option of continuing under the City’s health plan upon retirement (except for the HRA) with no cost for single coverage, however they shall pay for the full cost of dependent coverage.

- 31.6. The City shall continue to provide a term life insurance policy in the face amount of \$100,000.00 with double indemnity provision, for each employee; said term shall be for the term of active employment of the employee and shall cease upon the employee's termination of service for any reason.
- 31.7. Firefighter's Bargaining Unit Group Life and Health Benefits Plan:
- a. The City and the Union agree that upon written notice to the City of not less than 90 days, the Union may elect to permanently withdraw all members of this bargaining unit from the City's Life Insurance and Health and Dental Benefits Plans and form their own plan.
 - b. The Union agrees that all presently participating retirees of this bargaining unit will be part of and covered by the new Firefighter's Bargaining Unit Group Life and Health Benefits Plan (including otherwise eligible dependents); that such present and future retirees shall not participate in or be covered by the City's Life and Health Group Benefits Plans.
 - c. The City and the Union agree that:
 - i. The City shall contribute \$65.41 bi-weekly toward single coverage for those members of the bargaining unit;
 - ii. The City shall contribute \$90.84 bi-weekly toward dependent coverage for those members of the unit who have opted for such dependent coverage;
 - iii. The City shall make no contribution whatsoever toward premiums for retirees and their dependents under the Firefighter's Bargaining Unit Life and Health Group Benefits Plan;
 - iv. Monies contributed by the City for group health and life insurance coverage shall not be used for any other purpose.
 - d. All members of the bargaining unit shall be equally assessed with any administrative costs associated with maintaining and executing the Firefighter's Bargaining Unit Group Health and Life Insurance Plan.
 - e. The City shall make deductions at no cost to the Firefighter's Life and Health Trust upon proper authorization. The City shall remit to the Union Trust Fund such sums within the same time and the same manner as it does Union dues.
- 31.8. The Union shall be notified of and invited to participate in discussions on matters relating to insurance coverage for the bargaining unit.
- 31.9. The City and the Union agree that upon entering into an unpaid, authorized leave

of absence from the City, excluding a Military Leave, the employee shall have the option of continuing his coverage under the City's health program, or the Union's health insurance program if the Union exercised its option under Section 31.8, provided that the employee shall pay the full cost for such coverage including such portion that had been previously paid by the City; if the employee had dependent coverage in effect, such coverage shall likewise be continued, at the employee's option, with no contribution whatsoever by the City to the cost.

- 31.10. Surviving spouses and eligible dependents of deceased members will be eligible to continue their existing coverage under the Health Group Benefits Plan by paying to the City in monthly installments the full premium cost of the appropriate coverage. The City shall bear no cost whatsoever for the continuation of said coverage.
- 31.11. The City cares about the well-being of all employees on and off the job and provides a comprehensive Employee Assistance Program ("EAP"). EAP offers covered employees and family members free and convenient access to a range of confidential and professional services to help address a variety of problems that may negatively affect employee or family member's well-being. For this Agreement, coverage includes 10 free face-to-face or telephonic visits with a specialist, per person, per issue, per year, including online material/tools and webinars.
- 31.12. In recognition of the importance of mental health well-being, the City shall offer shift employees 48 hours and non-shift employees 20 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 Section 43.3. These paid hours must be used within the fiscal year in which they were earned or will be lost.

ARTICLE 32: DISCIPLINARY ACTION

- 32.1. The Union and the City agree that the most effective means of maintaining discipline is through the promotion of cooperation, of sustained good working relationships, and of the self-discipline and responsible performance expected of mature employees. In those cases where specific corrective action becomes necessary, the disciplinary measures taken should have a constructive effect. Disciplinary action will be taken for the sole purpose of correcting offending employees and problem situations and maintaining discipline and morale among other employees.
- 32.2. When an employee is alleged to have violated any policy, the employee shall be officially charged in writing by his supervisor, a Battalion Chief, Division Chief, Deputy Fire Chief, or the FC, within 90 calendar days:
- a. of the date of the alleged offense; or
 - b. of the date the immediate supervisor knows or should have known of the alleged offense; or
 - c. where the matter has been referred for investigation, to an outside agency (including Hollywood Police Department and any other City agency or department that has proper investigative jurisdiction), of the date of completion of the investigation; date of completion shall be documented by party or agency conducting the investigation; or
 - d. where the matter has been referred to internal fact finding, the time may be mutually extended.

Once an employee has been officially charged in accordance with the above, the FC, or his designee, shall render a final disciplinary action within 45 calendar days. The City and the Union may mutually agree to extend this period by up to 15 days for a total review period of up to 60 days.

- 32.3. Subject to the CM's (or designee) sole discretion and approval, whenever the imposed discipline is in the form of a suspension without pay, the employee may request to forfeit annual leave equal to the suspension, in lieu of the loss of pay; if

the employee requests this option, such approval shall be conditioned upon full waiver of all rights to appeal the suspension.

- 32.4. Employee suspensions without pay will not be served until at least 14 calendar days after the final date of notification. If the employee chooses to appeal a suspension through the grievance and arbitration procedure or through the civil service procedure, the suspension will be held in abeyance until the appropriate appeal process has been concluded.
- 32.5. The City agrees to furnish the Union with a copy of any written disciplinary action notice issued to any employee in the Bargaining Unit.
- 32.6. Employees shall receive copies of all documents filed in the employee's personnel folders in the FC's office or in the City's HR Department.

ARTICLE 33: PHYSICAL PLANT MAINTENANCE

- 33.1. The City will utilize non-unit personnel to maintain lawns and shrubbery at all Fire Stations.
- 33.2. The City will utilize non-unit personnel for the performance of custodial duties in the Fire Department Administrative Offices.
- 33.3. Unit members will continue to perform:
 - a. housekeeping duties in and around fire stations including routine policing for trash, fallen branches, and/or other forms of debris in fire station parking lots, lawns, grounds, rock gardens and other exterior areas around the fire station; and
 - b. routine upkeep and preventive maintenance to Fire Department equipment and apparatus in the same manner that was in effect prior to the implementation of this language.
- 33.4. The City will not require unit personnel to perform major maintenance and repairs (i.e., construction, carpentry work, painting, etc.) to City buildings and properties.

ARTICLE 34: EMERGENCY RESCUE SERVICES & RESCUE ASSIGNMENT PAY

- 34.1. All unit personnel who are certified EMT must continue to ensure, as a condition of continued employment, current and valid:
- a. EMT Certification; and
 - b. All State of Florida related certifications including:
 - i. CPR Certification; and
 - ii. EVOG Certification; and
 - iii. Florida Ambulance Driver's Standards.
- 34.2. Effective October 1, 2022, all unit personnel who are certified and licensed as State Licensed Paramedics shall be paid a (7%) pay incentive above their base pay, as a condition of continued employment (except as provided in Section 34.6), the employee's:
- a. Paramedic Certification and licensure by the State of Florida is maintained current and valid; and
 - b. All State of Florida related certifications are maintained current and valid, including:
 - i. CPR Certification; and
 - ii. EVOG Certification; and
 - iii. Florida Ambulance Driver's Standards.
 - c. Employees assigned as Captain 105 and/or EMS Captain shall be paid an additional 10% assignment pay incentive above their base pay. Employees temporarily assigned for a minimum of six hours shall receive the 10% assignment pay incentive above their base pay for the remainder of that shift.
 - d. Employees assigned as a Rescue FF or Rescue LT shall be paid an additional 5% assignment pay incentive above their base pay. Employees temporarily assigned for a minimum of six hours shall receive the 5% assignment pay incentive above their base pay for the remainder of the shift.

- 34.3. The Fire Chief or his designee may assign any unit member to Rescue for any time period based solely on the needs of the Department. Any Fire Department Apparatus may be dispatched on any emergency medical call based solely on the needs of the department.
- 34.4. On an annual basis or as otherwise agreed by the Department and the Union, the Department shall offer all State of Florida required re-certification courses, at no charge to the employee.
- 34.5. The Training Division will endeavor to schedule such re-certification courses (Section 34.4) during duty hours whenever possible; individuals unable to attend these courses during duty hours due to vacations, exchanges of time or absenteeism will have to attend such courses on a non-duty, non-paid status. All new hires shall be required to become EMT certified before completing probation and maintain such certification as a condition of continued employment. Additionally, new hires shall be required to attain a Paramedic certification within four years of date of hire. All new hires shall be required to maintain their Paramedic licensure throughout their employment with the City.
- 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 35: HOLD HARMLESS

- 35.1. The City agrees to incorporate by reference into this Agreement, the provisions of Florida Statutes 768.28(9)(a) as presently constituted or as may hereafter be amended by the state legislature.
- 35.2. The City agrees to maintain a public official and employees' liability insurance policy as well as a casualty insurance policy, which will provide, among other classes of coverage, the defense of the employees, or will provide the same type of coverage through self-insurance. The option of self-insurance will remain the decision of the City.

ARTICLE 36: EXPENSE ALLOWANCE

In recognition of the personal costs that may be incurred by employees as a result of their employment for the following expenses, employees shall continue to receive an annual expense allowance in the amount of \$300.00 payable in the first pay period in December of each year:

- fuel, oil, automobile insurance (personal injury protection, collision, uninsured motorist, and/or comprehensive insurance) when personal vehicles are used for the convenience of the department; and
- required telephone service for the purpose of emergency callback; and
- other incidental expenses (i.e., equipment, tools, accessories, etc.).

ARTICLE 37: TRANSFER AGREEMENT

- 37.1. In the event of the transfer of the Department or any of its related functions to any other private or governmental entity, the City will require that entity to employ the City's displaced personnel for a minimum period of three years at such wages and benefit levels as they receive from the City at the time of transfer. The City shall give the Union 90 days' written notice of such transfer. This provision shall apply only to this bargaining unit's personnel.
- 37.2. If the Department expands and/or extends its related functions into other geographic areas or governmental jurisdictions and hires additional personnel as a result, the City agrees to give hiring preference to any eligible individuals that have been directly displaced because of such expansion and/or extension. To be eligible for hiring preference, individuals must:
- a. be an employee of the other governmental agency at the time of expansion/extension; and
 - b. suffer a lay-off or other termination of employment because of the other governmental agency's yielding of service responsibilities; and
 - c. be cross trained as a state certified firefighter and as a state licensed paramedic.

The criteria for a preferential hiring eligibility list will be mutually developed and agreed upon by the Union and the City.

- 37.3. Eligible applicants for entry-level firefighter positions in the Department will be given preferential hiring consideration. To be eligible, an applicant must:
- a. successfully complete the normal civil service testing procedures; and
 - b. be cross trained as a state certified firefighter and as a state licensed paramedic; and
 - c. have been laid off from a normal full-time firefighter and/or paramedic position from a governmental service provider within Broward County during the preceding two-year period.

Eligible applicants will be considered for entry-level employment in their testing order of finish prior to the consideration of any non-eligible applicants.

ARTICLE 38: EMERGENCIES, FOOD & SUPPLIES

- 38.1. During a hurricane warning, on duty members shall be allowed sufficient time to secure their local (Broward, Palm Beach, and Dade counties or as otherwise determined by the FC) personal residences. Members will be relieved by the officer in charge at such time as their relieving members report for duty.
- 38.2. In the event of a hurricane or other unusual emergency conditions, the City shall provide food and necessary supplies unless prevented from doing so due to actual emergency conditions. The quality and quantity shall be consistent with levels currently utilized by members. Authorization to purchase food and supplies shall be coordinated via the FC or designee.
- 38.3. If emergency conditions require increased levels of staffing, the City shall have fold-away sleeping cots with blankets available for the extra personnel.
- 38.4. Employees of the bargaining unit shall contribute to an organized mess at the stations as per current practice. The City shall not be responsible for collecting contributions or contributing to such mess.

ARTICLE 39: SERVICES TO THE UNION

- 39.1. Upon request, and except to the extent that any of the following records are available online, the City agrees to provide via e-mail one copy each to the Union without charge:
- a. City Commission agenda; and
 - b. Specifically requested backup material on City Commission items; and
 - c. minutes of the commission meetings; and
 - d. proposed budget, final budget, budget statement, mid-year budget statement and recommendations, year-end financial statement; and
 - e. City-wide administrative orders and regulations and/or personnel policy procedures relating to Fire Personnel; and
 - f. Four copies of the Fire Rescue Department Policies and updates; and
 - g. Updates to the City Charter and Code of Ordinances.
- 39.2. Annually, the City shall provide each member eight hours of “use it or lose it” Union Time Pool leave to be donated to the Union Time Pool.
- 39.3. The Union Time Pool shall be used only for Union business by the Union President, or such individuals approved by the Union President.
- 39.4. Requests for time off utilizing Time Pool hours, as approved by the Union President, shall be entered, by 1200 hours the day before the time off requested. Union Time Pool requests shall be honored and charged on an hour for hour basis. Requests made after 1200 hours for unforeseen events shall be considered on a case-by-case basis.
- 39.5. If at the end of the fiscal year the Union time Pool is not fully depleted, the balance of hours shall be maintained and carried forward to the following year.
- 39.6. The City will permit the Union President or his designee, plus not more than four additional members of the unit to attend, on City time, meetings in negotiation on the agreement between the City and the Union.
- 39.7. The City will permit the Union President or his designee, plus one additional member of the unit, to attend the following meetings on City time: commission meetings/workshops; budget meetings/workshops; meetings involving the City’s life and health group benefits plan; fire pension board meetings; and meetings of

the civil service board. The Union President or his designee shall be permitted up to 10 minutes of presentation time during the public testimony period of labor, employee, and/or fire service-related issues being heard by the City Commission during all commission meetings and/or workshops.

- 39.8. Attendance at grievance proceedings, disciplinary sessions or counseling sessions called by the City, for which a Union representative is requested, shall be permitted on City time.
- 39.9. The City will issue one 8½ x 11 sized copy of the printed Agreement to each member of the bargaining unit. The City shall then provide the Union with 25 additional printed copies and one PDF copy.

ARTICLE 40: MINIMUM STAFFING

- 40.1. The City recognizing that firefighting is a hazardous occupation, and that staffing has a direct relationship to the safety and well-being of the employees, agrees to maintain staffing in accordance with 40.2.
- 40.2. All in-service rescue apparatus shall be staffed by three member crews which shall include at least two paramedics and one LT. All in-service engine companies shall be staffed by a minimum of three members, which shall include one CPT, one DE, and one FF. All in-service aerial apparatus shall be staffed by a minimum of two members, at least one of whom shall be a DE.

**ARTICLE 41: HAZARDOUS MATERIALS RESPONSE TEAM AND HAZ-MAT
INCENTIVE PAY**

41.1. The parties recognize that the City provides a hazardous materials response (HAZ-MAT) team. To that end, and in recognition of added training and responsibilities, and to provide the necessary trained and qualified personnel, the fire department hazardous materials service and certification plan is hereby adopted.

41.2. The HAZ-MAT team shall be appointed by the Fire Chief in his sole discretion. All members of the HAZ-MAT team shall, prior to appointment, possess a state HAZ-MAT technician certification. Unit members appointed to the HAZ-MAT team shall receive an assignment pay of 5% above their base pay as HAZ-MAT certification pay. No more than 50 employees may be paid this HAZ-MAT assignment pay, except that the FC shall maintain the discretion to seek funding for more than 50 employees if additional HAZ-MAT members are required to meet a contractual obligation of the Fire Department with another agency.

There will always be a minimum of five team members, 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.

41.3. To receive HAZ-MAT certification pay, members must meet the following criteria:

- a. Members must attend and successfully pass the most current IAFF “Training for Hazardous Materials Response: Technician” course available, as recognized by the State of Florida Bureau of Fire Standards for hazardous materials technician training; and
- b. In lieu of the IAFF course, members may pass an equivalent course as recognized and accepted by the State of Florida Bureau of Fire Standards and mutually agreed upon by the FC and Union; and
- c. Members must successfully pass the State of Florida Hazardous Materials Technician Exam; and
- d. In lieu of the above, members who have previously satisfied all minimum requirements for a level I or a Level II Haz-Mat certification, as they were

defined prior to August 14, 2006, will be considered to be a Hazardous Materials Technician; and

- e. Members must have successfully passed the department sponsored Haz-Mat physical.
- 41.4. Members wishing to attend any of the above courses and/or classes shall submit a written request to the FC. Upon approval by the FC, the City shall pay the costs of the above courses and/or classes per past practice.
- 41.5. Any HAZ-MAT certified personnel, who have not been regularly assigned to the HAZ-MAT Team by the Fire Chief, who are temporarily assigned for a minimum of six hours of their assigned shift to a HAZ-MAT designated apparatus by a chief officer shall receive the 5% HAZ-MAT assignment pay above their base pay for the remainder of that shift.
- 41.6. Any condition or impairment of health caused by a documented exposure to hazardous materials shall be presumed to have been accidental and to have been suffered in the line of duty.
- 41.7. The City shall comply with all federal, state, and/or county requirements regarding health and safety standards for hazardous materials team members. Programs for physical examinations and medical surveillance shall be established at no cost to the employee. Any employee who refuses to participate in such programs will be ineligible for HAZ-MAT certification pay.
- 41.8. The City and the Union recognize and agree that the field of HAZ-MAT mitigation is a dynamic field in emergency operations. Access to schooling, methods of operation and all such components are subject to change, modification and improvement on a constant basis. Therefore, the criteria set forth in the preceding sections is subject to review and change by mutual consent of the FC and the Union to conform to current methods of operation as adopted by the Broward County HAZ-MAT Committee, the availability of appropriate schooling and the ability to access such schooling and other changes in criteria necessary to the operation of a HAZ-MAT unit. Changes dictated by the above will be implemented as deemed necessary by the parties and should not be construed as affecting the intent of this article.

**ARTICLE 42: TUITION REIMBURSEMENT FOR EMPLOYMENT
RELATED/REQUIRED CERTIFICATIONS AND DEGREE PROGRAMS**

- 42.1. Members shall be reimbursed at the standard state rate for all costs related to mandatory EMT, paramedic, and/or fire inspector courses taken from accredited educational institutions or from curriculum approved by the Bureau of Fire Standards and Training at the Florida State Fire College. Fire Inspector courses must have been previously approved by the FC. Entry level FF or Fire Inspectors who are hired while already enrolled in such a course will be reimbursed on a pro-rata basis. No reimbursement will be made for promotional materials or courses completed prior to date of hire. Any employees who took advantage of the tuition reimbursement benefits provided in this Article shall be obliged to remain in the employ of the City for a minimum of 24 months following the conclusion date of any course for which the City has made payment. In the event any Employee shall voluntarily terminate his/her employment with the City prior to 24 months following the conclusion date of any course for which the City has made payments hereunder, then said employee shall repay to the City all tuition and book costs reimbursed to him/her for that course.
- 42.2. Members who are directed by the department to take classes or courses shall be reimbursed pursuant to current practice.
- 42.3. Members are eligible to be reimbursed for non-mandatory job-related coursework and books as determined by the FC or designee.
- a. Members shall be limited to a maximum total of \$3,000.00 each fiscal year for tuition reimbursement costs effective October 1, 2022.
 - b. To be eligible to participate in educational reimbursement, a newly hired member must have achieved permanent status by successfully completing the probationary period.
 - c. Members must receive "satisfactory" or better Employee Performance Evaluations prior to beginning the coursework.
 - d. Employees who receive benefits under this program, who voluntarily leave the City's employment within two years of receiving such benefit, shall be responsible for reimbursing the City for the entire cost of the benefit.

- e. The FC makes the determination of whether requested credit for coursework is job-related.
- f. Members will be eligible for City reimbursement for the costs of books and tuition in the following manner:
 - i. To be considered for reimbursement, all coursework must be approved in writing by the FC prior to beginning coursework; and
 - ii. Members desiring reimbursement must submit a written request for approval from the FC; and
 - iii. When a member completes the approved coursework, it is the member's responsibility to submit copies of grades and tuition receipts to the FC or designee for processing. The FC or designee will process the reimbursement without undue delay barring any unforeseen circumstances. The reimbursement procedure for related courses will consist of the following:
 1. 100% reimbursement when a grade of "C-" or higher is earned; or
 2. 0% reimbursement when a grade of "D+" or lower is earned; or
 3. 100% reimbursement for a grade of "Pass" for pass/fail courses; or
 4. 0% reimbursement for a grade of "Fail" for pass/fail courses; or
 5. If the accredited institution only gives credit or no credit, a "Credit" grade will be accepted as satisfactory completion with 100% reimbursement; or
 6. If the accredited institution only gives credit or no credit, a "No Credit" grade will not be accepted as satisfactory completion and will result in 0% reimbursement; or
 7. Employees receiving aid or who have scholarship(s) as well as employees qualifying for benefits under the G.I. Bill or other State or Federal programs are eligible for reimbursement under this policy. However, financial assistance received from scholarships or State or Federal sources must be applied before this City reimbursement benefit may be utilized for remaining qualifying costs.

ARTICLE 43: TIME OFF FROM DUTY

- 43.1. Maximum comp time accrued will be limited to 93.2 hours; any time accrued in excess will be paid at the OT rate of pay. Employees shall not forfeit any accrued comp time.
- 43.2. "Blood Time" previously accrued will continue to be utilized according to past practices, however, no further "blood time" may be accrued effective October 1, 2011.
- 43.3. Each calendar year, an employee may utilize up to 72 hours of sick leave as personal leave so long as the sick leave hours have been accrued prior to submitting the request for the leave.
- 43.4. Each year, shift employees will receive 48 hours of wellness leave and non-shift employees will receive 20 hours of wellness leave as referenced in Section 31.13. These hours must be used each fiscal year (Oct. 1 – Sept. 30) or will expire every September 30.
- 43.5. Comp Time, Personal Leave, and Wellness Leave requests shall be used in the following manner, unless otherwise stated above:
 - (a) pre-scheduled leave - must be utilized for a minimum of three hours; additional time must be used for one-hour increments; all requests must be entered into the electronic time-keeping system, Telestaff, at least 48 hours in advance; and the requested leave must be accrued prior to submitting the request; and
 - (b) requested un-scheduled leave - 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; unscheduled leave must be reported in the same manner as sick leave; unscheduled leave requests will be denied if the request creates the need for overtime pay.

- (c) requests by shift employees for utilization of comp time, personal leave, and wellness leave will be honored in the order they are received by the appropriate Chief and will be subject to the following limitations: one CPT, one LT, two DE and three FF. Thereafter, approval of additional requests for utilization will be at the discretion of the FC or his designee.
 - (d) Non-shift leave requests for time off will be honored in the order they are received by the appropriate Chief and will be subject to each division's operational need as deemed necessary by the applicable Division Chief.
- 43.6. Comp time, blood time, personal leave, and wellness leave requests may be submitted no more than 30 days prior to the proposed date of utilization. The granting of requests will be considered in the order of priority listed below. Within each of the listed categories, requests will be considered in the order in which they are received by the appropriate BC:
 - a. pre-scheduled comp time, personal leave and wellness leave requests that fall within the rank limitations defined in Section 43.5; and
 - b. any additional pre-scheduled comp time, personal leave, or wellness leave requests that exceed item (a) above will be considered together with all other comp time and blood time requests; and
 - c. unscheduled personal leave requests will be considered last.
- 43.7. 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 - Sept 30) and must be used within the fiscal year accrued. Hours that are not used by Sept 30 will be lost. The use of these hours will follow the procedures described in 43.5 and 43.6.
- 43.8. Before submitting a request for time off duty, the employee must first have accrued the requested leave before it is available for use.
- 43.9. 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 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 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; and
- 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; and
- c. Any remaining time still owed after the first and second option listed above shall be classified as "approved leave without pay".

43.10. 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

44.1. Purpose and Process:

- a. The Fire Department provides essential public services that require distinctly different qualifications for proficient performance. Accordingly, Career Ladders are hereby established for each of these areas of service.
- b. All promotions and appointments shall be in accordance with the minimum prerequisites established herein.
- c. Members holding classified positions as of October 1, 2008, shall maintain their classification in accordance with the requirements in effect upon their date of promotion or appointment. Thereafter, they must meet the established prerequisites for promotion.
- d. Examinations will be carried out in accordance with Article 19: Promotions and Promotional Procedures.
- e. An outline of the bargaining unit Career Ladders, rank equivalencies, and salary classifications shall form a part of this Agreement as Appendix III.
- f. The "automatic" advancements referred to in Sections 44.4 and 44.5 below will be immediately obtained when the candidate for advancement satisfies the minimum requirements for the position of FPO II. For budgetary purposes, this entry level position FPO I will be considered to have been upgraded and not vacated. A vacancy shall be deemed to have occurred when an employee:
 - i. attains the rank of BC or higher; or
 - ii. separates from that division of the fire department; or
 - iii. completely separates from the fire department.

44.2. The following minimum requirements for each listed position must be met prior to the qualifying date for the appropriate Civil Service examination. After successfully passing the written examination, candidates will be required to complete a third party administered practical examination. For the purposes of this section, "experience" shall mean only that time spent in the City of Hollywood Fire Department, Operations Division, performing shift work.

a. Driver Engineer:

- i. three years' experience as a firefighter prior to the qualifying date of

the exam; and

- ii. beginning calendar year 2027, candidates may receive the following additional points added to their minimum passing grade:
 - 1 additional point for having the State of Florida Pump Operator Certification at time of enrollment for the exam; and
 - 1 additional point for having the State of Florida Aerial Operations Certification (BFST703/ATPC703) at time of enrollment for the exam.

b. Fire LT:

- i. one year experience as a DE prior to the qualifying date of the exam; and
- ii. beginning with the 2027 exam (or before): candidates may receive the following additional points added to their minimum passing grade:
 - 1 additional point for having State of Florida Certified Fire Officer I Certification at time of enrollment for the exam; and
 - 1 additional point for having the State of Florida Certified Fire Instructor 2 at time of enrollment for the exam; and
 - 1 additional point for having the State of Florida Incident Safety Officer Certificate at time of enrollment for the exam.

c. CPT:

- i. one year experience as a Lieutenant; and
- ii. Beginning calendar year 2027: candidates may receive the following additional points added to their minimum passing grade:
 - 1 additional point for having State of Florida Certified Fire Officer II Certification at time of enrollment for the exam; and
 - 1 additional point for having the State of Florida Certified Fire Inspector I at time of enrollment for the exam; and
 - 1 additional point for having the State of Florida Health and Safety Officer Certificate at time of enrollment for the exam.

44.3. Vacancies in an FPO I position shall be filled by employees meeting the following minimum requirements, upon the recommendation of the appropriate Deputy Chief

and appointment by the FC. Regular written examinations will not be required. For the purposes of this section, "experience" shall mean only that time spent in the City of Hollywood Fire Department, Operations Division, performing shift work:

- a. Members who have successfully completed their initial firefighter probationary period and are in good standing with the Department, may request in writing via Chain of Command to the Fire Chief a transfer to the Division of Fire Prevention and Life Safety. When determining if an employee is in good standing, the Fire Chief, or designee, shall consider such factors as employment attendance, disciplinary history, job performance, supervisory input, education, and other job-related factors. If said request is approved by the Fire Chief, the member will transfer at their current yearly rate of pay (minus all non-appropriate assignment incentives). If the member's current rate of pay is less than that of an "At Hire" FPO I, then the member's rate of pay will increase to the pay of an "At Hire" FPO I commensurate with the member's years of service as outlined within the CBA.
- b. All members transferring to the Division of Fire Prevention and Life Safety will enter at the rank of FPO I. The transferring members will have the lowest seniority within the rank of FPO I among existing members of the Division of Fire Prevention and Life Safety but will maintain their overall seniority within the Department. Members requesting transfer to the Division of Fire Prevention and Life Safety must first possess a Broward County Board of Rules and Appeals (BORA) Fire Inspector card and also possess a State of Florida Fire Safety Inspector I certification prior to entering the Division. Both the BORA card and the State of Florida Fire Safety Inspector I certifications shall be current and not expired.
- c. If at any time, the member wishes to transfer back to their previously assigned Division, they shall make such request in writing to the Fire Chief, and if approved, the member will be transferred back into their previously assigned Division at the last rank held while in that Division. If the member is eligible for a promotion within either the Operations, Logistic, or Training Division while currently working within the Division of Fire Prevention and Life Safety (e.g. Driver, Lieutenant, or Captain), they shall have the option to transfer to said position at their new rank within the appropriate Division

- at the rate of pay commensurate with that outlined within the current CBA.
- d. After exhausting all internal efforts (following a period of 30 days of internal recruitment), the City shall have the right to hire candidates into the position of entry level FPO I, with the intent that such Member shall serve the City in a capacity within the Fire Prevention Division only. These members will be exempt from any medical certificate requirements otherwise required by this Agreement.
 - e. All members entering the Division of Fire Prevention and Life Safety will be subject to a one calendar year probationary period beginning on their first day within the Division.
- 44.4. An FPO II position shall be automatically obtained following attainment of the minimum requirements. For this section, "experience" shall mean only that time spent in the City of Hollywood Fire Department, Division of Fire Prevention and Life Safety:
- a. two years' experience as a FPO I; and
 - b. have maintained Broward County, and State of Florida Fire Inspector Certificates; and
 - c. already be serving in the position of FPO I; and
 - d. successfully complete the FPO II Task book, which will be assigned to an FPO I upon completion of their first year as an FPO I.
- 44.5. A vacancy shall be deemed to have occurred in the Training Division when an employee (a) obtains the rank of BC or higher (b) separates from that division of the fire department, or (c) completely separates from the fire department.
- a. A Company Officer who holds a State of Florida Paramedic certification with all associated certifications and has a minimum of one year's experience, shall fill vacancies within the Training Division. Selection shall be based upon a recommendation of the appropriate Division Chief and appointment by the FC. For the purposes of this section, "experience" shall mean only that time spent in the City of Hollywood Fire Department, Operations Division.
 - b. Upon selection by the FC a Company Officer shall comply with the following requirements:
 - i. Within three months of appointment obtain certification as an American Heart Association ("AHA") Cardiopulmonary Resuscitation

- (“CPR”) Instructor; and
- ii. Within 18 months of appointment have a certification as a Florida Training Instructor; and
- iii. Within two years of appointment have a certification as a Florida Live Fire Instructor.

Failure to maintain any required licenses and/or certifications will result in the Company Officer being transferred back to the Operations Division.

- 44.6. The following minimum requirements for the listed position must be met prior to the qualifying date for the appropriate Civil Service examination. For the purposes of this section, "experience" shall mean only that time spent in the City of Hollywood Fire Department, Division of Fire Prevention and Life Safety:
 - a. FPO III – must currently hold the position of FPO II; must maintain Broward County, and State of Florida Fire Inspector Certificates and be a certified “fire plans examiner” as defined by the Broward County Board of Rules and Appeals.
- 44.7. Members who are promoted in accordance with Sections 44.3, 44.4, and 44.5 above are subject to the following conditions:
 - a. Failure to maintain the minimum requirements for a particular position will result in a demotion in rank to the position held immediately prior to promotion.
 - b. The minimum requirements specified for the lower position must be met and/or satisfied within one year of said demotion or the member will be subject to further demotion.
 - c. Members demoted in rank must re-qualify for promotion in accordance with all normally applicable procedures.
- 44.8. Members may apply for transfer to any vacant divisional position for which they have all established prerequisites in accordance with Article 19. All divisional transfers shall be made by appointment of the FC or his designee. Denial of transfer request shall not be subject to the grievance procedure.
- 44.9. The parties recognize that all members holding the rank of "LT" or "CPT" are "Company Officers." To serve the needs of the department, the FC or his designee may assign any company officer to any apparatus.
- 44.10. During all emergency situations, personnel will perform in only those capacities for which they have proper background, training, and experience. Under no

circumstances will any fire department personnel (including all chief officers except the FC) serve as an Incident Commander or other form of on-scene command authority for direct combat operations unless such personnel have prior experience within the Operations Division of the Hollywood Fire Department in a rank and/or position commensurate with the responsibilities they are expected to assume. This provision is intended to protect the health and safety of on-scene personnel but is not intended to restrict personnel from performing their normal job responsibilities or from providing other non-command support services.

Example: A member holding the rank of firefighter is assigned to a given non-Operations Division, advances through the career ladder, and attains the rank equivalency of Division Chief. Despite being a chief officer, said member could NOT function in a combat capacity above the normal role of a firefighter. Likewise, if that same member had entered said non-Operations Division while holding the rank of DE or combat LT he or she could not function in a combat position higher than those same capacities when called out for an emergency.

ARTICLE 45: LIGHT DUTY

- 45.1. At the exclusive direction of the City, a member who is unable to perform in their normal work assignment may be permitted or required to work in a “light duty” capacity. The member must properly present any required medical releases and/or forms from their attending physician. The City reserves the right to have the member evaluated by a physician prior to assignment, and re-evaluated periodically, but no later than after one year of a light duty assignment, at the City’s expense. If the City’s medical authority differs from the employee’s attending physician, a third health care provider will be commissioned to evaluate the employee. The decision of the third-party health care provider will be binding and paid for by the City. Employees with work related injuries/illnesses will be given preference for light duty assignments.
- 45.2. The City may assign light duty personnel to any fire department related activity at any fire department work site provided that such activities are within the member’s physical limitations, as determined in Section 45.1. Light duty personnel shall work an administrative 40-hour work schedule designated by the FC.
- 45.3. Shift personnel who are assigned light duty and are assigned to a non-shift schedule while on light duty will be slotted into the appropriate non-shift pay status, with all related benefit adjustments, within two pay periods of the assignment.
- 45.4. Upon receiving a medical release back to full duty, non-shift personnel shall resume their normal work schedule.
- 45.5. Upon receiving a medical release back to full duty, shift personnel shall resume their normal work schedule at the earliest opportunity that is consistent with the following:
 - a. After receiving a release to full duty, members will continue to work a normal light duty schedule until their return to a normal shift assignment; and
 - b. No member shall be required to make their initial return to shift assignment on a weekend or contractual holiday.
- 45.6. The provisions of this article shall not preclude an eligible employee from pursuing and/or receiving a disability retirement pension. When appropriate, employees applying for a disability retirement pension may continue to perform in a light duty

capacity. In case of any conflicts with this provision, Article 28 - Pension Plan shall prevail.

- 45.7. Shift personnel who incur a non-work-related illness or injury and who are assigned to a light duty assignment on a non-shift schedule (whose shift pay remains unchanged) shall utilize eight or 10 hours of holiday leave (based on their assigned work schedule) on each contractually recognized holiday that occurs during the employee's light duty assignment, provided the employee is in an off duty status during the holiday.

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

The City and the Union recognize that employee substance and alcohol abuse is a serious problem and has an adverse impact on City government, the image of City employees, the general health, welfare, and safety of City employees, and the public at large. Accordingly, the City and the Union recognize HR-012 – Drug Free Workplace, effective August 4, 2025, and HR-038-City Vehicle Drivers Policies, effective July 18, 2024, 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 47: EQUAL OPPORTUNITY

The City and the Union are committed to ensuring equal employment opportunity and non-discrimination for all employees while recognizing the rights and dignity of all persons. The parties further recognize their responsibility to ensure that all employees are provided with equal opportunity for employment and/or promotion.

ARTICLE 48 – PROBATIONARY PERIOD

- 48.1. The standard probationary period for employees shall be:
- a. One year from the completion of the recruit training program, or
 - b. Six months from the date of promotion, or
 - c. Six months from the date the Fire Chief extends the probation.
- 48.2. Any Department member who cannot perform his or her assigned duties during a probationary period due to injury or illness shall have that probationary period extended for a period equal to that of the injury or illness. This provision will apply only to absences of more than six (6) duty shifts for shift members or ten (10) duty days for forty-hour (40) personnel.
- 48.3. An employee who incurs a temporary medical disabling condition during a probationary period and is granted an unpaid leave of absence as indicated above, shall have his/her probation suspended at that point. Upon the return to work, the probationary period shall be resumed so that the appropriate total of either 12 or six months is spent in probationary status.

ARTICLE 49: DURATION OF AGREEMENT

- 49.1. This Agreement shall be effective on October 1, 2025, and shall remain in full force and effect until September 30, 2028.
- 49.2. Specific provisions as to effective dates, found in any of the various articles of this Agreement, shall not be affected by the provisions of Section 48.1. In case of conflict, the specific Article provisions shall prevail.
- 49.3. This Agreement shall automatically be renewed from year to year thereafter unless either party shall have notified the other, in writing, by January 1, 2028, that it desires to modify the Agreement with negotiations to begin thirty days thereafter or such other date as is mutually agreed upon. The terms and conditions of employment reflected in this Agreement shall remain in full force and effect until replaced by either:
 - a. a subsequently ratified replacement agreement; or
 - b. actions resulting from the provisions of F.S. 447.403.

EXECUTION OF AGREEMENT

THIS AGREEMENT, having been duly ratified by vote of the members of the Bargaining Unit covered hereunder, and the City Commission of the City of Hollywood, is hereby executed with the signatures affixed hereto.

DATED this _____ day of _____, 2026.

WITNESSES:

As to Local 1375

WITNESSES:

As to the City

**HOLLYWOOD PROFESSIONAL
FIREFIGHTERS, LOCAL #1375,
INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS**

By: _____
President

Date: _____

**CITY OF HOLLYWOOD, a municipal
corporation of the State of Florida**

By: _____
Mayor

Attest: _____
City Clerk

 Approved: _____
City Manager

Approved: _____
Finance Director

APPROVED AS TO FORM:

City Attorney

APPENDIX I – GRIEVANCE FORM

TO: _____
(Name of organization)

FROM: _____
(Last Name) (First Name) (Middle Name)

RANK: _____ UNION CARD NUMBER _____

FIRE DEPARTMENT ASSIGNMENT: _____

SUBMIT THE FOLLOWING GRIEVANCE WHICH OCCURRED ON: _____
(Date)

(Location)

AGAINST: _____

AS A VIOLATION OF: _____

THE FACTS PERTAINING TO SAID GRIEVANCE ARE AS FOLLOWS:

SUGGESTED CORRECTION:

(Signature of Station Steward or
Union Official)

(Signature of Employee)

(Date)

ACTION TAKEN

By the Union: (Approval to Process) _____ Date: _____
Submitted to Step 1 -- (Date) _____

FIRST STEP: (No Satisfaction) _____ Date: _____
Submitted to Step 2 – (Date) _____

SECOND STEP: (No Satisfaction) _____ Date: _____
Submitted to Step 3 – (Date) _____

THIRD STEP: No Satisfaction) _____ Date: _____
Submitted to Step 4 – (Date) _____

FOURTH STEP: AWARD OF ARBITRATION _____

APPENDIX II – BASE PAY SALARY SCHEDULES

Fiscal Year 2026

Effective 01/05/2026 (4% Adjustment)

Years of Service	FF	DE	LT	CPT
At Hire	\$65,704.51	\$67,018.46		
1	\$69,646.78	\$71,039.56		
3	\$73,129.12	\$74,591.55	\$89,572.68	\$91,364.14
5	\$80,442.03	\$82,050.70	\$98,529.94	\$100,500.55
7	\$87,681.82	\$89,435.26	\$107,397.64	\$109,545.59
9	\$94,696.36	\$96,590.08	\$115,989.45	\$118,309.25
11	\$101,325.11	\$103,351.38	\$124,108.71	\$126,590.89
14	\$106,391.36	\$108,518.96	\$130,314.15	\$132,920.43
16	\$111,710.92	\$113,944.91	\$136,861.06	\$139,566.45

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$72,013.58	\$77,414.28	
1	\$76,334.40	\$82,059.13	\$90,265.05
3	\$80,151.12	\$86,162.10	\$94,778.30
5	\$88,166.23	\$94,778.30	\$104,256.13
7	\$96,101.19	\$103,308.35	\$113,639.19
9	\$103,789.28	\$111,573.02	\$122,730.32
11	\$111,054.53	\$119,383.13	\$131,321.44
14	\$116,607.25	\$125,352.28	\$137,887.52
16	\$122,437.62	\$131,619.89	\$144,781.88

6%
5%
10%
9%
8%
7%
5%
5%

Incentives	Increase
Associate Degree *	5.0%
Bachelor's Degree *	7.5%
Master's Degree *	10.0%
Paramedic	7.0%
HazMat (up to 50)	5.0%
Rescue Cpt (up to 6)	10.0%
Rescue Assignment	5.0%
Assigned to non-shift	5.0%
SWAT/Medic (up to 6)	\$1,000.00 Annually
	\$38.46 Bi-Weekly
FTO (up to 18)	\$1,000.00 Annually
	\$38.46 Bi-Weekly

6%
5%
10%
9%
8%
7%
5%
5%

*Only one educational incentive will be added to an employee's base salary.

**Cap increased effective October 1, 2022 to 27%

Fiscal Year 2026

Effective 01/05/2026 (4% Adjustment)

Shift (2423.20 hours)

Years of Service	Firefighter-FF	Driver/Engineer-DE	Fire Lieutenant - LT	Captain - CPT
At Hire	\$65,704.51	\$67,018.46		
	\$27.11	\$27.66		
1	\$69,646.78	\$71,039.56		
	\$28.74	\$29.32		
3	\$73,129.12	\$74,591.55	\$89,572.68	\$91,364.14
	\$30.18	\$30.78	\$36.96	\$37.70
5	\$80,442.03	\$82,050.70	\$98,529.94	\$100,500.55
	\$33.20	\$33.86	\$40.66	\$41.47
7	\$87,681.82	\$89,435.26	\$107,397.64	\$109,545.59
	\$36.18	\$36.91	\$44.32	\$45.21
9	\$94,696.36	\$96,590.08	\$115,989.45	\$118,309.25
	\$39.08	\$39.86	\$47.87	\$48.82
11	\$101,325.11	\$103,351.38	\$124,108.71	\$126,590.89
	\$41.81	\$42.65	\$51.22	\$52.24
14	\$106,391.36	\$108,518.96	\$130,314.15	\$132,920.43
	\$43.91	\$44.78	\$53.78	\$54.85
16	\$111,710.92	\$113,944.91	\$136,861.06	\$139,566.45
	\$46.10	\$47.02	\$56.48	\$57.60

All 2080 Hours Annually

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$72,013.58	\$77,414.28	\$0.00
	\$34.62	\$37.22	\$0.00
1	\$76,334.40	\$82,059.13	\$90,265.05
	\$36.70	\$39.45	\$43.40
3	\$80,151.12	\$86,162.10	\$94,778.30
	\$38.53	\$41.42	\$45.57
5	\$88,166.23	\$94,778.30	\$104,256.13
	\$42.39	\$45.57	\$50.12
7	\$96,101.19	\$103,308.35	\$113,639.19
	\$46.20	\$49.67	\$54.63
9	\$103,789.28	\$111,573.02	\$122,730.32
	\$49.90	\$53.64	\$59.00
11	\$111,054.53	\$119,383.13	\$131,321.44
	\$53.39	\$57.40	\$63.14
14	\$116,607.25	\$125,352.28	\$137,887.52
	\$56.06	\$60.27	\$66.29
16	\$122,437.62	\$131,619.89	\$144,781.88
	\$58.86	\$63.28	\$69.61

Fiscal Year 2027

Effective 10/1/2026 (4% Adjustment)

Years of Service	FF	DE	LT	CPT
At Hire	\$68,332.69	\$69,699.20		
1	\$72,432.65	\$73,881.14		
3	\$76,054.28	\$77,575.21	\$93,155.59	\$95,018
5	\$83,659.72	\$85,332.72	\$102,471.14	\$104,520
7	\$91,189.09	\$93,012.67	\$111,693.54	\$113,927
9	\$98,484.21	\$100,453.69	\$120,629.03	\$123,041
11	\$105,378.11	\$107,485.44	\$129,073.06	\$131,654
14	\$110,647.01	\$112,859.71	\$135,526.72	\$138,237
16	\$116,179.36	\$118,502.70	\$142,335.50	\$145,149

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$74,894.13	\$80,510.85	
1	\$79,387.77	\$85,341.50	\$93,875.65
3	\$83,357.16	\$89,608.58	\$98,569.43
5	\$91,692.88	\$98,569.43	\$108,426.38
7	\$99,945.24	\$107,440.68	\$118,184.76
9	\$107,940.85	\$116,035.94	\$127,639.53
11	\$115,496.71	\$124,158.45	\$136,574.30
14	\$121,271.54	\$130,366.37	\$143,403.02
16	\$127,335.12	\$136,884.69	\$150,573.16

Fiscal Year 2027

Effective 10/1/2026 (4% Adjustment)

Shift (2423.20 hours)

Years of Service	Firefighter-FF	Driver/Engineer-DE	Fire Lieutenant - LT	Captain - CPT
At Hire	\$68,332.69	\$69,699.20		
	\$28.20	\$28.76		
1	\$72,432.65	\$73,881.14		
	\$29.89	\$30.49		
3	\$76,054.28	\$77,575.21	\$93,155.59	\$95,018.70
	\$31.39	\$32.01	\$38.44	\$39.21
5	\$83,659.72	\$85,332.72	\$102,471.14	\$104,520.57
	\$34.52	\$35.21	\$42.29	\$43.13
7	\$91,189.09	\$93,012.67	\$111,693.54	\$113,927.42
	\$37.63	\$38.38	\$46.09	\$47.02
9	\$98,484.21	\$100,453.69	\$120,629.03	\$123,041.62
	\$40.64	\$41.45	\$49.78	\$50.78
11	\$105,378.11	\$107,485.44	\$129,073.06	\$131,654.53
	\$43.49	\$44.36	\$53.27	\$54.33
14	\$110,647.01	\$112,859.71	\$135,526.72	\$138,237.25
	\$45.66	\$46.57	\$55.93	\$57.05
16	\$116,179.36	\$118,502.70	\$142,335.50	\$145,149.11
	\$47.94	\$48.90	\$58.74	\$59.90

All 2080 Hours Annually

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$74,894.13	\$80,510.85	\$0.00
	\$36.01	\$38.71	\$0.00
1	\$79,387.77	\$85,341.50	\$93,875.65
	\$38.17	\$41.03	\$45.13
3	\$83,357.16	\$89,608.58	\$98,569.43
	\$40.08	\$43.08	\$47.39
5	\$91,692.88	\$98,569.43	\$108,426.38
	\$44.08	\$47.39	\$52.13
7	\$99,945.24	\$107,440.68	\$118,184.76
	\$48.05	\$51.65	\$56.82
9	\$107,940.85	\$116,035.94	\$127,639.53
	\$51.89	\$55.79	\$61.37
11	\$115,496.71	\$124,158.45	\$136,574.30
	\$55.53	\$59.69	\$65.66
14	\$121,271.54	\$130,366.37	\$143,403.02
	\$58.30	\$62.68	\$68.94
16	\$127,335.12	\$136,884.69	\$150,573.16
	\$61.22	\$65.81	\$72.39

1

Fiscal Year 2028

Effective 10/1/2027 (4% Adjustment)

Years of Service	FF	DE	LT	CPT
At Hire	\$71,065.99	\$72,487.17		
1	\$75,329.96	\$76,836.39		
3	\$79,096.45	\$80,678.22	\$96,881.81	\$98,819.4
5	\$87,006.10	\$88,746.03	\$106,569.99	\$108,701.0
7	\$94,836.65	\$96,733.17	\$116,161.29	\$118,484.0
9	\$102,423.58	\$104,471.83	\$125,454.19	\$127,963.0
11	\$109,593.24	\$111,784.86	\$134,235.98	\$136,920.0
14	\$115,072.89	\$117,374.10	\$140,947.79	\$143,766.0
16	\$120,826.54	\$123,242.81	\$148,028.92	\$150,955.0

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$77,889.89	\$83,731.29	
1	\$82,563.29	\$88,755.16	\$97,630.68
3	\$86,691.45	\$93,192.92	\$102,512.21
5	\$95,360.59	\$102,512.21	\$112,763.43
7	\$103,943.05	\$111,738.31	\$122,912.15
9	\$112,258.48	\$120,677.38	\$132,745.11
11	\$120,116.58	\$129,124.79	\$142,037.27
14	\$126,122.41	\$135,581.03	\$149,139.14
16	\$132,428.53	\$142,360.08	\$156,596.09

Fiscal Year 2028

Effective 10/1/2027 (4% Adjustment)

Shift (2423.20 hours)

Years of Service	Firefighter-FF	Driver/Engineer-DE	Fire Lieutenant - LT	Captain - CPT
At Hire	\$71,065.99	\$72,487.17		
	\$29.33	\$29.91		
1	\$75,329.96	\$76,836.39		
	\$31.09	\$31.71		
3	\$79,096.45	\$80,678.22	\$96,881.81	\$98,819.45
	\$32.64	\$33.29	\$39.98	\$40.78
5	\$87,006.10	\$88,746.03	\$106,569.99	\$108,701.39
	\$35.91	\$36.62	\$43.98	\$44.86
7	\$94,836.65	\$96,733.17	\$116,161.29	\$118,484.51
	\$39.14	\$39.92	\$47.94	\$48.90
9	\$102,423.58	\$104,471.83	\$125,454.19	\$127,963.28
	\$42.27	\$43.11	\$51.77	\$52.81
11	\$109,593.24	\$111,784.86	\$134,235.98	\$136,920.71
	\$45.23	\$46.13	\$55.40	\$56.50
14	\$115,072.89	\$117,374.10	\$140,947.79	\$143,766.74
	\$47.49	\$48.44	\$58.17	\$59.33
16	\$120,826.54	\$123,242.81	\$148,028.92	\$150,955.07
	\$49.86	\$50.86	\$61.09	\$62.30

Non-Shift

Years of Service
At Hire
1
3
5
7
9
11
14
16

All 2080 Hours Annually

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$77,889.89	\$83,731.29	\$0.00
	\$37.45	\$40.26	\$0.00
1	\$82,563.29	\$88,755.16	\$97,630.68
	\$39.69	\$42.67	\$46.94
3	\$86,691.45	\$93,192.92	\$102,512.21
	\$41.68	\$44.80	\$49.28
5	\$95,360.59	\$102,512.21	\$112,763.43
	\$45.85	\$49.28	\$54.21
7	\$103,943.05	\$111,738.31	\$122,912.15
	\$49.97	\$53.72	\$59.09
9	\$112,258.48	\$120,677.38	\$132,745.11
	\$53.97	\$58.02	\$63.82
11	\$120,116.58	\$129,124.79	\$142,037.27
	\$57.75	\$62.08	\$68.29
14	\$126,122.41	\$135,581.03	\$149,139.14
	\$60.64	\$65.18	\$71.70
16	\$132,428.53	\$142,360.08	\$156,596.09
	\$63.67	\$68.44	\$75.29

APPENDIX III – CAREER LADDERS

Bargaining Unit Career Ladders

Combat/Rescue Division	Training	Fire Prevention & Life Safety Division
Captain/Rescue Captain	Captain	FPO III
↑	↑	↑
Lieutenant	Lieutenant	FPO II
↑		↑
Driver Engineer		FPO I
↑		
Firefighter		