



Agenda Report

2725 Judge Fran Jamieson
Way
Viera, FL 32940

New Business - Support Services Group

J.5.

7/22/2025

Subject:

Ratify, Re: Labor Agreements between Brevard County and International Association of Firefighters (IAFF) Local 2969 Rank and File and Supervisory Units

Fiscal Impact:

Projected fiscal impact resulting from changes to Article 13 - Wages would add the following costs to current Fire Rescue payroll for budgeted unit member positions:

| | |
|----------|------------------------|
| FY24-25: | \$ 8,793,931.57 |
| FY25-26 | \$ 8,754,585.18 |
| FY26-27 | \$ 5,137,148.27 |
| Total: | \$22,685,665.02 |

These projected fiscal impacts include the cost of retroactive pay for Year1 and the transport incentive.

Dept/Office:

Office of Human Resources

Requested Action:

It is requested that the Board of County Commissioners ratify the tentatively agreed upon modifications to the various articles in the IAFF collective bargaining agreements presented herewith and authorize the County Manager to execute the 3-year labor agreements as provided for by 447.309, Florida Statutes.

Summary Explanation and Background:

The County and Brevard County Professional Firefighters Association, Local 2969 ("Union") began negotiations for both the Rank and File and Supervisory contracts on January 12, 2024. After twenty sessions and an impasse proceeding, the negotiating teams were able to successfully reach a tentative agreement ("TA") for the Rank and File Collective Bargaining Agreement and Supervisory Unit Collective Bargaining Agreement. Union leadership submitted these Agreements for ratification by the Union membership. The Union vote concluded on July 15, 2025 and the results were overwhelmingly positive. For the Rank and File Unit, 358 voted Yes and 4 voted No. For the Supervisory Unit, 12 voted Yes and 1 voted No.

The mutual goal of the negotiations was to find a way to improve wages and working conditions for bargaining unit personnel working for Brevard County Fire Rescue. The challenge in reaching this goal was finding a way to increase wages to competitive levels within the County's unique budget limitations.

A brief summary of the Fire Assessment over the past 17 years provides important history leading to the new Agreements. In 2008, the Board made a conscious decision to draw down Brevard County Fire Rescue (BCFR)

reserve funds by reducing the recommended Fire Assessment rate by 15%. The Fire Assessment rates were to be re-addressed in the FY2012 budget, however due to the economic recession, the original time frame to spend reserves was extended through deferment of capital and CIP projects. As a result, BCFR's reserve fund went from a high of \$14M in FY2009 to less than \$2M in FY2018.

In 2018, the Board approved a 6% Fire Assessment increase in year one followed by annual adjustments equal to the increase in CPI or 3% (whichever was less) until 15% was reached. The Fire Assessment was adjusted to maintain appropriate reserve funds and to fund operating expenses and capital replacement programs. This was the first increase to the Fire Assessment since its inception in 2006.

In 2020, the Board approved \$11.1M in non-recurring CARES funding, which was allocated to fund Emergency Medical Services (EMS) transport costs including new and replacement equipment.

In 2021, the Board approved a Fire Assessment increase generating \$7.27M annually. Additionally, the Board allocated \$8.4M (\$1.2M annually) in non-recurring ARPA funds to augment fire requirements over a seven-year period. The combination of these actions generated \$8.47M annually to the department, or the equivalent of a 33% increase to the Fire Assessment (29% Fire Assessment and 4% ARPA).

In May, 2025, the Board approved a Fire Assessment increase generating an additional 14.2M annually in order to provide for substantial increases in wages and allow for continued support of BCFR capital and infrastructure projects. In addition, the proposed budget provides the complimentary general fund allocations to ensure compliance with the existing cost sharing formula (55% fire operations and 45% EMS).

Since 2018, the County has taken numerous significant steps to increase revenue to support BCFR and allow the department to address capital, infrastructure, and wages.

Due to the proactive action of the Board in May, 2025, additional funding became available and the County was able to augment the prior offers made throughout negotiations in a fiscally responsible manner. As a result, the parties tentatively agreed to a 3-year contract with substantial wage increases in each year. Below is a summary of the average increases by unit member positions:

| <i>Average Increases (Includes Step)</i> | | | |
|--|---------------|---------------|---------------|
| | Year 1 | Year 2 | Year 3 |
| Paramedic | 18.47% | 8.62% | 10.44% |
| Firefighter EMT | 21.10% | 16.00% | 6.82% |
| Fire Medic 2 | 16.48% | 17.00% | 5.96% |
| Lieutenant Fire Medic | 12.03% | 14.12% | 10.97% |
| Lieutenant EMT | 16.62% | 15.41% | 11.96% |
| Fire Prevention Inspectors | 26.17% | 20.95% | 11.93% |
| Assistant Fire Marshal | 29.83% | 18.33% | 7.88% |
| District Chiefs | 12.49% | 9.73% | 9.97% |

These increases allow for both competitive starting pay for entry level positions and strengthens top out pay for long-term BCFR employees.

The County offered to begin a new Transport Incentive for unit members who are permanently assigned to stand-alone rescue units. This will be implemented as early as the first full pay period of October, 2025.

In addition to the changes in the respective wage articles described above, other important updates to the contracts were agreed upon. A full summary is attached; however, some notable items include:

- In Article 40, "Pay Seniority" is established. This allows for experienced individuals to be hired at a comparable step (up to step 5) rather than requiring applicants with qualified experience to be hired at step 0. This is expected to help recruitment of skilled professionals.
- In Article 50, testing for nicotine is being removed from the random drug testing program. In conjunction with this change, Article 68 (Rank and File) and Article 65 (Supervisory) were updated to allow the Department to require nicotine testing at annual physicals and/or to determine eligibility for benefits under the Firefighter Cancer Bill (§112.1816, Florida Statutes), the Heart and Lung Bill (112.18, Florida Statutes) or as otherwise required under Florida Law. This does not change the requirement set forth in Florida law that firefighters must be tobacco free to at least 1 year prior to being hired.
- In Article 65 (Rank and File) and 63 (Supervisory), language was added to establish a specific anti-hazing policy. This reflects a commitment to promoting a safe and healthy environment and cultivating a culture that fosters respect for the dignity and rights of staff.
- In Article 70 (Rank and File) and 67 (Supervisory) retroactive pay going back to October 1, 2024 is established for unit members who are employed with the Department at the time the agreements are approved.

Staff in Human Resources, IT and County Finance will collaborate and implement the new wages, retroactive pay and the Transport Incentive as quickly as possible. Initially, the step and wage adjustments for Year 1 will be updated in the system so the increase in wages can begin. The second step will be to calculate and complete the retroactive pay with a goal of completing it within 60 days of the contract approval. Thereafter the Transport Incentive will be created and implemented in the beginning of Year 2 which begins on October 1, 2025.

Over the past year and a half, the negotiating teams met numerous challenges but were not distracted from the overriding goal. Due to the hard work of everyone involved and with the Board's support, we were able to find common ground that allowed the parties to reach 3-year contracts and bring positive change. Moving forward, the County will continue to explore opportunities to drive further progress and support the mission of being a leader in the professional fire rescue community.

Clerk to the Board Instructions:

Please provide a copy of the Clerk's Memo to Human Resources.



July 23, 2025

M E M O R A N D U M

TO: Melissa Powers, Human Resources Director

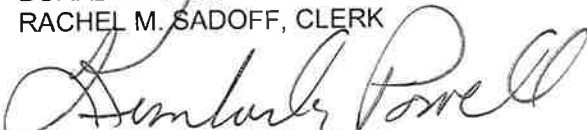
RE: Item J.5., Ratify the Labor Agreements between Brevard County and International Association of Firefighters (IAFF) Local 2969 Rank and File and Supervisory Units

The Board of County Commissioners, in regular session on July 22, 2025, ratified the tentatively agreed upon modifications to the various articles in the IAFF Collective Bargaining Agreements presented herewith; and authorized the County Manager to execute the 3-year Labor Agreements as provided for by 447.309, Florida Statutes. Enclosed is the fully-executed copy of each Agreement.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS
RACHEL M. SADOFF, CLERK



Kimberly Powell, Clerk to the Board

/sj

Encls. (2)

cc: County Manager
Finance
Budget

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

Article 1 - UNION RECOGNITION

- No changes

Article 2 – COMPLIANCE WITH EMPLOYMENT LAWS

- No changes

Article 3 – MANAGEMENT RIGHTS

- No changes

Article 4 – GOVERNING DOCUMENTS

- No changes

Article 5 – PREVAILING RIGHTS

- No changes

Article 6 – UNION ACTIVITIES

6.08 Union Time Pool. Changed amount of leave deducted from dues paying members annually from 1 hour to 2. Changed the Union's right to request an additional 0.5 hours of annual leave deducted from dues paying members from once to twice annually.

Article 7 – DUES DEDUCTION

- No changes

Article 8 – BULLETIN BOARDS

No Changes

Article 9 – COPIES OF IMPORTANT DOCUMENTS

No Changes

Article 10 – LICENSE AND QUALIFICATIONS

- No changes

Article 11 – PRECEPTOR

11.01 & 11.02 Change "Preceptors" to "The Preceptor"

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

Article 12 – PHYSICAL EXAMINATIONS

- No changes

Article 13 – WAGES

New language to implement the Transport Incentive:

13.05 N. Brevard County Fire Rescue is instituting a Transport Incentive Program effective no earlier than the first full pay period after the beginning of year 2 of this contract (10/1/2025) and no later than the first full pay period of December, 2025.

Eligibility: All EMTs and Paramedics permanently assigned by involuntary transfer or permanently assigned by bid as defined by Article 43 Transfers and Bids to a standalone ambulance and rescue units operated by Brevard County Fire Rescue are eligible for participation in this program.

i. Incentive Rate:

1. Qualified Paramedics shall receive \$1 per hour increase over base pay for each hour worked.
2. Qualified Emergency Medical Technicians (EMTs) shall receive \$0.50 per hour increase over base pay for each hour worked.

ii. Personnel who are temporarily assigned to a standalone station for overtime, on shift trade/exchange, floated from, floated to, or temporarily assigned in any other manner shall not be eligible for the transport incentive.

iii. The Fire Chief or, designee shall reserve all rights to deem who is qualified for the incentive(s).

For purposes of this section, a Standalone Transport Rescue Unit is defined as any full-time permanent emergency medical services transport unit that is not housed with a Brevard County Fire Rescue owned and/or operated fire suppression unit (e.g. fire engine or ladder truck) and operates on a 24-hour basis.

13.11 Step Plans

The agreed upon Step Plans are attached as an Appendix. A summary of the average increases by unit member position is below:

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

| <i>Average Increases (Includes Step)</i> | | | |
|--|---------------|---------------|---------------|
| | Year 1 | Year 2 | Year 3 |
| Paramedic | 18.47% | 8.62% | 10.44% |
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| Fire Medic 2 | 16.48% | 17.00% | 5.96% |
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| Fire Prevention Inspectors | 26.17% | 20.95% | 11.93% |
| Assistant Fire Marshal | 29.83% | 18.33% | 7.88% |
| District Chiefs | 12.49% | 9.73% | 9.97% |

Article 14 – HOURS OF WORK

- No changes

Article 15 – CALL BACK PAY

- No changes

Article 16 – OVERTIME

16.02 Annual or Sick time requests changed from 06:00 to 05:30 to allow more time for staffing.

Article 17 – COMPENSATORY TIME

- No changes

Article 18 – SHIFT EXCHANGES

- No changes

Article 19 – ANNUAL LEAVE

- No changes

Article 20 – SICK LEAVE

- No changes

Article 21 – HOLIDAYS

- No changes

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

Article 22 – ADMINISTRATIVE LEAVE

- No changes

Article 23 – MILITARY LEAVE

- No changes

Article 24 – JURY DUTY

- No changes

Article 25 – VOTING

- No changes

Article 26 – EMERGENCY LEAVE

- No changes

Article 27 – MATERNITY/PATERNITY LEAVE

- No changes

Article 28 – LEAVE OF ABSENCE WITHOUT PAY

28.05 Language was added to clarify the option to use current leave bank to supplement pay group health and optional coverages while on a leave of absence.

Article 29 – INJURY BENEFITS

- No changes

Article 30 – RESERVED

- No changes

Article 31 – LIGHT DUTY

New language to clarify leave payout upon separation while a unit member is on light duty:

31.06 If a unit member receives a payout due to a separation of employment their accrued leave banks and hourly rate will be adjusted back to their 24/48-hour shift schedule to fulfill the payout. If a unit member qualifies and requests annual leave sell back while on light duty their accrued leave banks and hourly rate will be adjusted back to their 24/48-hour shift schedule to fulfill the sell back request only.

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

Article 32 – COURT APPEARANCES

- No changes

Article 33 – LEGAL REPRESENTATION

- No changes

Article 34 – FORMAL INVESTIGATION INTERVIEW

- No changes

Article 35 – DISCIPLINE AND DISCHARGE

- No changes

Article 36 – DEMOTIONS

- No changes

Article 37 – REDUCTIONS IN FORCE

37.03 Language to clarify payout upon separation.

Article 38 – INFORMATION TO THE UNION

- No changes

Article 39 – GRIEVANCES AND ARBITRATION

- No changes

Article 40 – SENIORITY

New language allows for experienced individuals to be hired at a comparable step (up to step 5) rather than requiring applicants with qualified experience to be hired at step 0. This is expected to help recruitment of skilled professionals.

40.01 E. Establish definition of “Pay Seniority”.

40.04 Establish the parameters of placing applicants with prior experience in an initial step above step 0, but no higher than step 5.

Article 41 – PROBATIONARY EMPLOYEES

- No changes

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

Article 42 – FLOATER POSITIONS

- No changes

Article 43 – TRANSFERS AND BIDS

- No changes

Article 44 – WORK OUT OF CLASS

- No changes

Article 45 – PROMOTIONAL OPPORTUNITIES

45.01 Examination points updated:

| | |
|---------------------|-----------|
| Written Exam- | 15 points |
| Tactical Skill- | 35 points |
| Assessment process- | 30 points |
| Interview/resume- | 20 points |

45.02A. Lieutenant requirements.

Requirement of at least 4 years of continuous years of service with BCFR (changed from 5 years) and 3 years as a firefighter in the State of Florida (changed from 5) to be eligible for the position of Lieutenant.

45.09 Promotion from the Eligibility List

- The Fire Chief has the discretion to select from the top 7 qualified candidates on the promotional list. Previously, it this discretion was applicable to the top 5 qualified candidates.

45.10 A. and 45.10 B.

A new test date can be posted and a new promotional list can certified prior to expiration if the old promotional list has less than 3 remaining candidates.

Article 46 – OUTSIDE EMPLOYMENT

- No changes

Article 47 – EDUCATION

- No changes

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

Article 48 – TRAINING

- No changes

Article 49 – HEALTH AND WELLNESS PROGRAM

- No changes

Article 50 – SUBSTANCE ABUSE TESTING

Removes references to nitotine/tobacco throughout the article in order to eliminate those substances from the random testing program. In conjunction with this, refer to the changes made to the Anti-Tobacco Policy (Article 65).

Updates language throughout the Article to remove references to “shall be terminated” and replace with “subject to discipline up to and including termination”. This allows for due process and the ability for the Department to assess each case involving substance abuse/drug testing independently on its own merits.

In Article 50.18, language is added to require a unit member to report within 24 hours of entering into a drug or alcohol rehabilitation program in order to allow the Department to provide support, staffing coverage and avoid unreported absences.

Article 51 – EMPLOYEE ASSISTANCE

- No changes

Article 52 – HEALTH AND WELFARE (INSURANCE)

- No changes

Article 53 – HEALTH AND SAFETY

- No changes

Article 54 – UNIFORMS AND EQUIPMENT

- No changes

Article 55 – REIMBURSEMENT FOR DAMAGED PERSONAL EFFECTS

55.01 Updates the amount of reimbursement for personal items for watches (increased from \$50) and cell phones (increased from \$100) as follows:

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

| Item | Maximum Contribution by County |
|----------------|---|
| Watch | \$ \$100.00 |
| Eyeglasses | \$100.00 for frame; \$50.00 for each lens |
| Contact Lenses | \$20.00 for each lens |
| Retainers | \$40.00 |
| Dentures | \$120.00 |
| Cell Phone | \$200.00 |

In addition, the following section was added:

55.05 Reimbursement for damaged personally owned property detailed in 55.01 is limited to two (2) incidents in a calendar year unless otherwise approved by the Fire Chief. Item must be inoperable; in the case of an insurance deductible the reimbursement will be the actual cost of the deductible for the same unit up to the maximum allowable amount. Proof of purchase shall be provided to the department within 14 days following the incident.

Article 56 – MILEAGE ALLOWANCE

- No changes

Article 57 – RESERVED

- No changes

Article 58 – SECURITY

- No changes

Article 59 – SUSPENSION OF AGREEMENT DURING EMERGENCIES

- No changes

Article 60 – PROHIBITION OF STRIKES

- No changes

Article 61 – NON-DISCRIMINATION

- No changes

Article 62 – RESERVED

- No changes

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

Article 63 – SEVERABILITY

- No changes

Article 64 – PRE-EMPLOYMENT AGREEMENT

64.03 2. Add “CJIS”

Article 65 – VIOLENCE IN THE WORKPLACE

The following anti-hazing policy language was added:

65.06 Anti-Hazing.

As part of its commitment to promoting a safe and healthy environment for all staff, including unit members, and cultivating a culture that fosters respect for the dignity and rights of all its employees, the County does not tolerate hazing activities by any employees and/or unit members.

No unit member shall initiate, participate in, or be witness to any act that inflicts or intends to inflict physical or mental harm or discomfort or which may demean, disgrace, coerce, intimidate or degrade any person, regardless of location, intent, or consent of participant(s).

Participating in acts of hazing or failure to report acts of hazing shall be subject to discipline up to and including termination.

Article 66 – DAMAGE TO COUNTY PROPERTY

- No changes

Article 67 – SPECIAL OPERATIONS TEAM

- No changes

Article 68 – ANTI-SMOKING POLICY

In conjunction with changes to Article 50, Article 68 was updated to allow the Department to require nicotine testing at annual physicals and/or to determine eligibility for benefits under the Firefighter Cancer Bill (§112.1816, Florida Statutes), the Heart and Lung Bill (112.18, Florida Statutes) or as otherwise required under Florida Law. This does not change the requirement set forth in Florida law that firefighters must be tobacco free to at least 1 year prior to being hired.

Article 69 – FINANCIAL HARDSHIP

- No changes

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Rank and File Agreement Negotiations**

Article 70 – DURATION OF AGREEMENT

Duration dates updated to reflect a 3-year contract for the period of October 1, 2024 through September 30, 2027.

Language establishing that wage adjustments set forth in Article 13, including the Year 1 step and longevity, shall be retroactive for October 1, 2024 for unit members employed by the County as of the date of ratification. Retroactive payments are intended to be completed within 60 days after ratification.

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Supervisory Agreement Negotiations**

Article 1 – UNION RECOGNITION

- No changes

Article 2 – COMPLIANCE WITH EMPLOYMENT LAWS

- No changes

Article 3 – MANAGEMENT RIGHTS

- No changes

Article 4 – GOVERNING DOCUMENTS

- No changes

Article 5 – PREVAILING RIGHTS

- No changes

Article 6 – UNION ACTIVITIES

6.08 Union Time Pool. Changed amount of leave deducted from dues paying members annually from 1 hour to 2. Changed the Union's right to request an additional 0.5 hours of annual leave deducted from dues paying members from once to twice annually.

Article 7 – DUES DEDUCTION

- No changes

Article 8 – UNION COMMUNICATIONS

- No changes

Article 9 – COPIES OF IMPORTANT DOCUMENTS

- No changes

Article 10 – LICENSE AND QUALIFICATIONS

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Supervisory Agreement Negotiations**

- No changes

Article 11 – RESERVED

- No changes

Article 12 – PHYSICAL EXAMINATIONS

- No changes
-

Article 13 – WAGES

13.11 Step Plans. New step plan will be attached as an Appendix.

Article 14 – HOURS OF WORK

- No changes

Article 15 – PROHIBITION OF STRIKES

- No changes

Article 16 – ADDITIONAL COMPENSATION

16.03 Lump sum payments for time worked as District Chief other than his/her primary assigned shifts were updated as follows:

| Additional Shift | Amount of Pay |
|------------------|---------------|
| 1/12 shift | \$79.50 |
| 2/12 shift | \$159.00 |
| 3/12 shift | \$238.50 |
| 4/12 shift | \$318.00 |
| 5/12 shift | \$397.50 |
| Half Shift | \$477.00 |
| 7/12 shift | \$556.50 |
| 8/12 shift | \$636.00 |
| 9/12 shift | \$715.50 |
| 10/12 shift | \$795.00 |
| 11/12 shift | \$874.50 |
| Full shift | \$954.00 |

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Supervisory Agreement Negotiations**

Article 17 – COMPENSATORY TIME

- No changes

Article 18 – SHIFT EXCHANGES

- No changes

Article 19 – ANNUAL LEAVE

- No changes

Article 20 – SICK LEAVE

20.07 B. Time to notify Telestaff or Staffing Office of the need to use sick leave changed from 6:00 hours to 5:30 hours. This was agreed to in the prior contract but the language was not updated in the final version.

Article 21 – HOLIDAYS

- No changes

Article 22 – ADMINISTRATIVE LEAVE

- No changes

Article 23 – MILITARY LEAVE

- No changes

Article 24 – JURY DUTY

- No changes

Article 25 – VOTING

- No changes

Article 26 – EMERGENCY LEAVE

- No changes

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Supervisory Agreement Negotiations**

Article 27 – MATERNITY/PATERNITY LEAVE

- No changes

Article 28 – LEAVE OF ABSENCE WITHOUT PAY

28.05 Language was added to clarify the option to use current leave bank to supplement pay group health and optional coverages while on a leave of absence.

Article 29 – INJURY BENEFITS

- No changes

Article 30 – Reserved

- No changes

Article 31 – LIGHT DUTY

31.01 Provides discretion to the Fire Chief to offer additional hours of work for members on a 24/48 schedule and moved to a 40-hour schedule.

31.04 Clarifies the hourly rate for members who work a 24/48 schedule but are placed on light duty due to pregnancy or workers compensation.

31.05 Clarifying accrual of sick leave and annual leave while on light duty.

31.06 Clarifying leave payout for members who separate while on light duty.

Article 32 – COURT APPEARANCES

- No changes

Article 33 – LEGAL REPRESENTATION

- No changes

Article 34 – INVESTIGATIONS

- No changes

Article 35 – DISCIPLINE AND DISCHARGE

- No changes

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Supervisory Agreement Negotiations**

Article 36 – DEMOTIONS

- No changes

Article 37 – REDUCTIONS IN FORCE

- No changes

Article 38 – INFORMATION TO THE UNION

- No changes

Article 39 – GRIEVANCES AND ARBITRATION

- No changes

Article 40 – SENIORITY

These changes allow for experienced individuals to be hired at a comparable step (up to step 5) rather than requiring applicants with qualified experience to be hired at step 0. This is expected to help recruitment of skilled professionals.

40.01 E. Establish definition of “Pay Seniority”.

40.04 Establish the parameters of placing applicants with prior experience in an initial step above step 0, but no higher than step 5.

Article 41 – PROBATIONARY EMPLOYEES

- No changes

Article 42 – NON-DISCRIMINATION

- No changes

Article 43 – TRANSFERS AND BIDS

- No changes

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Supervisory Agreement Negotiations**

Article 44 – WORK OUT OF CLASS

- No Changes

Article 45 – PROMOTIONAL OPPORTUNITIES

45.01 Examination points updated:

| | |
|---------------------|-----------|
| Written Exam- | 15 points |
| Tactical Skill- | 30 points |
| Assessment process- | 20 points |
| Interview/resume- | 35 points |

45.01 & 45.07 Change the word “vendor” to “agency”

45.02A. Captain requirements.

Requirement of at least 3 years of continuous years of service with BCFR as a Lieutenant (changed from 5 years) to be eligible for the position of Captain.

45.09 Promotion from the Eligibility List

- The Fire Chief has the discretion to select from the top 7 qualified candidates on the promotional list. Previously, it this discretion was applicable to the top 5 qualified candidates.

45.10 A. and 45.10 B.

A new test date can be posted and a new promotional list can certified prior to expiration if the old promotional list has 3 or less remaining candidates.

Article 46 – OUTSIDE EMPLOYMENT

- No changes

Article 47 – EDUCATION

- No changes

Article 48 – TRAINING

- No changes

Article 49 – HEALTH AND WELLNESS PROGRAM

- No changes

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Supervisory Agreement Negotiations**

Article 50 – SUBSTANCE ABUSE TESTING

Removes references to nitotine/tobacco throughout the article in order to eliminate those substances from the random testing program. In conjunction with this, refer to the changes made to the Anti-Tobacco Policy (Article 65).

Updates language throughout the Article to remove references to “shall be terminated” and replace with “subject to discipline up to and including termination”. This allows for due process and the ability for the Department to assess each case involving substance abuse/drug testing independently on its own merits.

In Article 50.18, language is added to require a unit member to report within 24 hours of entering into a drug or alcohol rehabilitation program in order to allow the Department to provide support, staffing coverage and avoid unreported absences.

Article 51 – EMPLOYEE ASSISTANCE

- No changes

Article 52 – HEALTH AND WELFARE (INSURANCE)

- No changes

Article 53 – HEALTH AND SAFETY

- No changes

Article 54 – UNIFORMS AND EQUIPMENT

- No changes

Article 55 – REIMBURSEMENT FOR DAMAGED PERSONAL EFFECTS

55.01 Updates the amount of reimbursement for personal items for watches (increased from \$50) and cell phones (increased from \$100) as follows:

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Supervisory Agreement Negotiations**

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Article 56 – MILEAGE ALLOWANCE

- No changes

Article 57 – RESERVED

- No changes

Article 58 – SECURITY

- No changes

Article 59 – SUSPENSION OF AGREEMENT DURING EMERGENCIES

- No changes

Article 60 – RESERVED

- No changes

Article 61 – SEVERABILITY

- No changes

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Article 62 – DAMAGE TO COUNTY PROPERTY

- No changes

Article 63 – VIOLENCE IN THE WORKPLACE

The following anti-hazing policy language was added:

63.06 Anti-Hazing.

As part of its commitment to promoting a safe and healthy environment for all staff, including unit members, and cultivating a culture that fosters respect for the dignity and rights of all its employees, the County does not tolerate hazing activities by any employees and/or unit members.

No unit member shall initiate, participate in, or be witness to any act that inflicts or intends to inflict physical or mental harm or discomfort or which may demean, disgrace, coerce, intimidate or degrade any person, regardless of location, intent, or consent of participant(s).

Participating in acts of hazing or failure to report acts of hazing shall be subject to discipline up to and including termination.

Article 64 – RESERVED

- No changes

Article 65 – ANTI-TOBACCO/NICOTINE POLICY

In conjunction with changes to Article 50, Article 65 was updated to allow the Department to require nicotine testing at annual physicals and/or to determine eligibility for benefits under the Firefighter Cancer Bill (§112.1816, Florida Statutes), the Heart and Lung Bill (112.18, Florida Statutes) or as otherwise required under Florida Law. This does not change the requirement set forth in Florida law that firefighters must be tobacco free to at least 1 year prior to being hired.

Article 66 – FINANCIAL HARDSHIP

- No changes

Article 67 – DURATION OF AGREEMENT

Duration dates updated to reflect a 3-year contract for the period of October 1, 2024 through September 30, 2027.

**Executive Summary
Tentatively Agreed Articles
IAFF, Local 2969
Supervisory Agreement Negotiations**

The parties have the option to request a re-opener on wages for Year 3. If requested, both parties may include two additional articles for the re-opener negotiations. Deadlines to request the re-opener and additional 2 articles are set forth in the Article.

Language establishing that wage adjustments set forth in Article 13, including the Year 1 step and longevity, shall be retroactive for October 1, 2024 for unit members employed by the County as of the date of ratification. Retroactive payments are intended to be completed within 60 days after ratification.

Collective Bargaining Agreement

Between

Brevard County Board of County Commissioners

And

Brevard County Professional Firefighters Local 2969



Contract Years 2024-2027

Supervisory Unit Agreement

*Collective Bargaining Contract Between
The Board of County Commissioners of Brevard County, Florida and
Brevard County Fire Rescue Association, Local 2969,
An Affiliate of the International Association of Fire Fighters (IAFF), AFL-CIO-CLC*

This Agreement is made by and between the BOARD OF COUNTY COMMISSIONERS OF BREVARD COUNTY, FLORIDA, (hereinafter referred to as **the County**) and the BREVARD COUNTY PROFESSIONAL FIREFIGHTERS, LOCAL 2969, AN AFFILIATE OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (IAFF), AFL-CIO-CLC (hereinafter referred to as **the Union,**) effective as of the date the Agreement is ratified by the parties in the manner prescribed by law.

Table of Contents

| | |
|--|----|
| ARTICLE 1 Union Recognition | 1 |
| ARTICLE 2 Compliance with Employment Laws..... | 2 |
| ARTICLE 3 Management Rights | 3 |
| ARTICLE 4 Governing Documents | 5 |
| ARTICLE 5 Prevailing Rights..... | 7 |
| ARTICLE 6 Union Activities | 8 |
| ARTICLE 7 Dues Deduction | 11 |
| ARTICLE 8 Union Communications | 13 |
| ARTICLE 9 Copies of Important Documents..... | 14 |
| ARTICLE 10 License and Qualifications | 15 |
| ARTICLE 11 Reserved | 17 |
| ARTICLE 12 Physical Examinations..... | 18 |
| ARTICLE 13 Wages..... | 19 |
| ARTICLE 14 Hours of Work | 22 |
| ARTICLE 15 Prohibition of Strikes | 23 |
| ARTICLE 16 Additional Compensation | 24 |
| ARTICLE 17 Compensatory Time..... | 26 |
| ARTICLE 18 Shift Exchanges | 27 |
| ARTICLE 19 Annual Leave..... | 29 |
| ARTICLE 20 Sick Leave | 34 |
| ARTICLE 21 Holidays..... | 39 |
| ARTICLE 22 Administrative Leave | 41 |
| ARTICLE 23 Military Leave | 42 |
| ARTICLE 24 Jury Duty | 43 |
| ARTICLE 25 Voting..... | 44 |
| ARTICLE 26 Emergency Leave | 45 |
| ARTICLE 27 Maternity/Paternity Leave | 46 |
| ARTICLE 28 Leave of Absence Without Pay | 47 |
| ARTICLE 29 Injury Benefits | 48 |
| ARTICLE 30 Reserved | 49 |
| ARTICLE 31 Light Duty | 50 |

| | |
|---|-----|
| ARTICLE 32 Court Appearances | 51 |
| ARTICLE 33 Legal Representation | 52 |
| ARTICLE 34 Investigations | 53 |
| ARTICLE 35 Discipline and Discharge | 54 |
| ARTICLE 36 Demotions | 57 |
| ARTICLE 37 Reductions in Force | 58 |
| ARTICLE 38 Information to the Union | 60 |
| ARTICLE 39 Grievances and Arbitration | 61 |
| ARTICLE 40 Seniority | 65 |
| ARTICLE 41 Probationary Employees | 67 |
| ARTICLE 42 Non-Discrimination | 68 |
| ARTICLE 43 Transfers and Bids | 69 |
| ARTICLE 44 Work Out of Class | 71 |
| ARTICLE 45 Promotional Opportunities | 72 |
| ARTICLE 46 Outside Employment | 77 |
| ARTICLE 47 Education | 78 |
| ARTICLE 48 Training | 81 |
| ARTICLE 49 Health and Wellness Program | 82 |
| ARTICLE 50 Substance Abuse Testing | 83 |
| ARTICLE 51 Employee Assistance | 95 |
| ARTICLE 52 Health and Welfare (Insurance) | 97 |
| ARTICLE 53 Health and Safety | 98 |
| ARTICLE 54 Uniforms and Equipment | 100 |
| ARTICLE 55 Reimbursement for Damaged Personal Effects | 102 |
| ARTICLE 56 Mileage Allowance | 103 |
| ARTICLE 57 Reserved | 104 |
| ARTICLE 58 Security | 105 |
| ARTICLE 59 Suspension of Agreement During Emergencies | 106 |
| ARTICLE 60 Reserved | 107 |
| ARTICLE 61 Severability | 108 |
| ARTICLE 62 Damage to County Property | 109 |
| ARTICLE 63 Violence in the Workplace | 110 |

| | |
|---|-----|
| ARTICLE 64 Reserved | 111 |
| ARTICLE 65 Anti-Tobacco/Nicotine Policy | 112 |
| ARTICLE 66 Financial Hardship..... | 113 |
| ARTICLE 67 Duration of Agreement..... | 114 |
| APPENDIX 1 Definitions..... | 115 |
| APPENDIX 2 Step Plans | |
| APPENDIX 3 Executed Duration Article | |

ARTICLE 1
UNION RECOGNITION

- 1.01 In accordance with the certification of the Public Employees Relations Commission in Case Number: RC-96-017 on November 12, 1996 the County recognizes the Union as the sole collective bargaining agent for the bargaining unit consisting of District Chiefs and Captains employed by Brevard County Fire Rescue, excluding the Fire Rescue Department Director, Deputy Fire Chief, Assistant Fire Chief, Fire Marshal, Fire Rescue Division Chief, Quality Assurance Officer, all employees included in certification 679, and all other employees employed by Brevard County.
- 1.02 Wherever the term "employee," "employees," "unit member" or "unit members" or "bargaining unit employees" may appear in this Agreement, the term shall mean those employees in the described bargaining unit.
- 1.03 Wherever the term "union" may appear in this Agreement, the term shall mean those employees covered in both the rank and file bargaining unit and the supervisory bargaining unit combined.
- 1.04 No other persons employed by the County are represented by the Union.
- 1.05 The Union recognizes that the County Manager and designees are the collective bargaining representatives for the County. The Union further recognizes its obligation to bargain solely and exclusively with the County Manager and/or designees, and to refrain from any direct negotiations with the legislative body of the County (County Commission) or any individual member of the County Commission.

ARTICLE 2
COMPLIANCE WITH EMPLOYMENT LAWS

The County agrees to adhere to all applicable federal and State laws, including the Fair Labor Standards Act (F.L.S.A.) and equal employment laws, as well as County policies prohibiting discrimination and retaliation. Should the County propose to change any current policy or practice applicable to Fire Rescue in order to comply with the provisions of Federal and State employment laws, the County will provide the Union sixty (60) days' notice of any proposed change prior to its implementation. Such notification shall also be accompanied with supporting documentation stating the basis for the change in a current practice, policy or specific provision of the Agreement.

ARTICLE 3
MANAGEMENT RIGHTS

3.01 Reservation of Rights.

The County reserves and retains all rights, powers, prerogatives and authority customarily exercised by management, except as expressly limited or modified by a specific provision of the Agreement.

3.02 The Union and the employees covered under this Agreement recognize and agree that the County has the exclusive right, except as specifically provided for in this Agreement, to manage and direct any and all of its operations. Accordingly, the County specifically, but not by way of limitation, reserves the exclusive right to:

- A. exercise complete and unhampered control to manage, direct, and totally supervise all employees of the County;
- B. decide the scope of service to be performed and the method of service;
- C. take whatever action may be necessary to carry out the mission and responsibility of the County in unusual and/or emergency situations;
- D. schedule and assign the work to the employees and determine the size and composition of the work force;
- E. determine the services to be provided to the public, and the maintenance procedure, materials, facilities, and equipment to be used, and to introduce new or improved services, maintenance procedures, materials, facilities, and equipment;
- F. to recruit, hire and/or otherwise determine the criteria and standards of selection for employment;
- G. determine the number, grade, and types of positions, in any pay plan which is or may be developed by the County;
- H. fire, demote, suspend or otherwise discipline for just cause;
- I. set procedures and standards to evaluate the job performance of all County employees;
- J. determine the allocation and content of job classifications and determine all training parameters for all bargaining unit positions, including persons to be trained and extent and frequency of training;
- K. modify operations, temporarily or permanently, in whole or part, whenever, in the sole discretion of the County, good business judgment makes such modification advisable;
- L. determine the number, location and operation of all departments and divisions thereof;
- M. establish, amend, revise and implement any program and/or procedures; modify the structure of any County division, function or any personnel amendment to or required by any function or department;

- N. control the use of equipment and property of the County;
- O. determine the number, the rank and the certification requirement of employees assigned to a particular unit or station.

- 3.03 The above rights of the County are not all inclusive but indicate the type of matters or rights, which belong to and are inherent in the County in its general capacity as management. Any of the rights, powers and authority that the County had prior to entering into this collective bargaining agreement are retained by the County.

The exercise of the above rights by the County does not preclude employees or their representatives from raising a grievance should decisions on the above matters have the practical consequence of violating the terms and conditions of this collective bargaining agreement.

- 3.04 If the County fails to exercise any one or more of the above functions from time-to-time, this will not be deemed a waiver of the County's right to exercise any or all of such functions. This provision shall not be selectively enforced to unlawfully discriminate against the union or any unit member.

ARTICLE 4
GOVERNING DOCUMENTS

- 4.01 The Fire Chief, or designee, shall retain the exclusive right to add to, delete, or modify Standard Operating Procedures/Guidelines, Departmental Rules and Regulations, General Orders or similar directives where such documents impact the standards of services to be offered to the public, exercise control or discretion over the organization, including the conduct of its members, impact its substantive benefits granted under the terms of this Agreement. The exercise of such rights shall not preclude unit members or their representatives from raising grievances should decisions on the above matters have the practical consequence of violating the terms and conditions of this Agreement. The procedures contained in Article 39: Grievance and Arbitration shall be utilized.
- 4.02 In the absence of life safety issues, any modifications including directives via email of Standard Operating Procedures/Guidelines or Departmental Rules and Regulations or General Orders, provided for under Section 4.01 above shall be provided to the Union, in writing, and posted at all work sites, at least thirty (30) days prior to the proposed implementation.
- 4.03 Brevard County Fire Rescue EMS Medical Protocols: Standards set forth by the Medical Director of the Department for the care and treatment of the acutely ill or traumatic patient take priority for all patient encounters/emergency medical service delivery. These procedures may only be carried out by a State Certified Paramedic and/or a State Certified EMT who are approved to do so by the Medical Director and Office of Emergency Medical Services for the Department. In the event of any conflict with documents set forth in 4.04, the EMS Protocols take priority over all documents listed in 4.04.
- 4.04 If any conflict(s) occur between this Agreement and Departmental Rules and Regulations, Standard Operating Procedures and Merit System Policies and Procedures, and other documents noted above in paragraph 4.01, this Agreement shall take precedence. The generally accepted hierarchy of application shall be:
1. The current collective bargaining agreement
 2. Merit System Policies and Procedures
 3. Countywide Administrative Orders and Policies
 4. Applicable departmental documents such as:
 - Rules and Regulations: Specifically, the Rules and Regulations for the governing of the Fire Rescue Department.
 - SOGs/SOPs: (Standard Operating Guidelines/Standard Operating Procedures) Published orders of a permanent nature, generally informational, setting forth the conduct concerning the specific circumstances or situations and having the effect and force of the Rules and Regulations.

- General Orders: Published orders of a permanent nature published to augment and supplement the Rules and Regulations for the governing of the Department and having the effect and force thereof.
 - Bulletins: Published orders of a temporary nature for a specific date or dates which expire after such date including temporary informational publications for the instruction, enlightenment, and notice of members.
- 4.05 Unit members shall comply with all Departmental Rules and Regulations, Standard Operating Procedures/Guidelines and other lawful orders and directives issued by the department or its agents.
- 4.06 Nothing in this Article shall preclude the Union from bargaining or the County from directing the workforce, as otherwise provided by law.
- 4.07 All appendices and amendments to this Agreement shall be lettered, dated, and signed by the Union President and the County Manager or his/her designee, and shall be part of this Agreement.
- 4.08 Any and all appendices, amendments and/or Memorandums of Understanding (MOUs) to this or previous agreements that conflict with this agreement shall expire with implementation of this contract.
- 4.09 Definitions section attached as Appendix 1.

ARTICLE 5
PREVAILING RIGHTS

All rights, benefits and working conditions enjoyed by the unit members at the time this Agreement takes effect, which are not included in this Agreement at the time of ratification, and are known to management, and which do not infringe upon Management Rights consistent with this Agreement or pursuant to Florida law, shall not be changed arbitrarily or capriciously. Any modifications to these benefits and working conditions, as defined by this Article, shall be provided to the Union, in writing, and posted at all work sites, at least thirty (30) days prior to the proposed date of implementation.

ARTICLE 6

UNION ACTIVITIES

6.01 Non-Discrimination

Neither the County nor the Union shall discriminate for or against any unit member by reason of his/her membership or non-membership in, or lawful activities on behalf of or in opposition to the Union.

6.02 Representatives: Conducting Union Business

Employee Union Representatives that are Executive Board members or alternates, as designated by the Union, will conduct business of the Union during non-working time to the maximum extent possible. Union representatives will be allowed a reasonable opportunity to investigate and process properly filed grievances and pre-disciplinary hearings on working time as approved by the Fire Chief, or designee. A representative may not utilize time during duty hours for any other Union related business or activity unless prior authorization is obtained from the Fire Chief, or designee.

6.03 Union Function Attendance

The Union President shall designate the unit member(s) who may be granted time off without pay, use annual leave, use shift exchanges or Union Time Pool at the Union's discretion to attend Union functions such as seminars, scheduled union meetings, schools and conventions provided adequate notice is given to and permission received from the Fire Chief, or designee, and such permission shall not be unreasonably withheld.

6.04 Union Negotiation Team

The Union shall designate the official Union negotiation's team members in writing. Up to two (2) Unit Members, designated by the Union, shall be compensated with their normal rate of pay and benefits for all regular hours while attending negotiations (i.e., negotiation sessions, mutually agreed upon caucus and pre- and post- session team meetings), provided negotiations are conducted during the Union Members normal regular shift. Other members of the Union negotiation team may use shift exchanges and annual leave. The Union Time Pool may be used, at the Union's discretion, to attend negotiations. At no time will this provision negatively impact the operational efficiency of the department.

6.05 Representatives: Executive Board Sessions

The Union may designate a maximum of nine (9) Executive Board members and/or appointed Union representatives for the purpose of attending regularly scheduled Executive Board sessions. The Union shall provide the Fire Chief and the Human Resources Director a listing by name and title of the designated individuals. This list

shall be provided annually by January 1st and shall be updated whenever the list is modified. Written notification of any regularly scheduled Executive Board sessions shall be provided to the Fire Chief, or designee, at least two (2) weeks in advance for an Executive Board member who will be required to attend while on duty, utilizing union time pool hours. For emergency Executive Board sessions, notice shall be provided as soon as possible prior to the session. At no time will this provision negatively impact the operational efficiency of the department.

6.06 Representatives: Grievances and Pre-Disciplinary Hearings

The Union shall designate, in writing, to the Fire Chief, or designee, those Union members who shall serve as Union representatives and Grievance and Pre- Disciplinary Hearing representatives. Said representatives may be allowed time off utilizing union time pool hours for grievance related and pre-disciplinary activities subject to the approval of the Fire Chief, or his/her designee.

6.07 Representatives: Labor Management Committee

The Union shall designate, in writing, to the Fire Chief, or designee, three (3) unit members who shall serve and be allowed time off utilizing union time pool hours as Union representatives to attend meetings with the County, scheduled by the Fire Chief, or designee, where either the Union or the County have labor management issues either party wishes to discuss. At no time will this provision negatively impact the operational efficiency of the department.

6.08 Union Time Pool

- A. In accordance with article 7.01, the County is authorized to, and charged with the duty to, deduct two (2) hours of annual leave from every dues paying members' leave bank and deposit it into the Union Time Pool during the first full pay period of the calendar year. The Union reserves the right to have the County deduct an additional 0.5 hours of annual leave twice annually. The request shall be in writing to the Fire Chief thirty (30) days prior to the requested deduction of time.

The Union agrees that it shall hold the County safe and harmless and shall indemnify the County against any claims or litigation made against the County or its personnel for donations to the Union Time Pool.

- B. Leave donations of either annual leave at 100% of hours donated or pro rata sick leave in accordance with Article 20.11 may be made by unit members who are otherwise eligible for leave payout upon separation (leaving in good standing) to the Union Time Pool. If the unit member who donates leave separates from employment the donation will be subject to the deduction of any money owed to the County for equipment not returned or for money owed to the County pursuant to an agreement/MOU with the County.

- C. The Time Pool may be drawn upon at the discretion of the Union President for use by a designated unit member(s), subject to the approval of the Fire Chief, or designee, in increments of quarter (1/4) hours to conduct the business of the Union. Denials of such leave shall be provided to the Union President in writing. Time Pool leave shall not be available for sell back. Time Pool leave in excess of 850 hours on January 1st of each year shall be lost. All requests for leave shall be in compliance with all other provisions of Article 19, including approval by the Deputy Chief, or designee.
- D. Any injury received or accident incurred by a Union member whose time is being paid for by the Union Time Pool, or while engaged in activities paid for by the Union Time Pool shall not be considered a line of duty injury, nor shall such injury or accident be considered to have been incurred in the course and scope of employment by the County within the meaning of Chapter 440, Florida Statutes, as amended. This section shall not include benefits obtainable through Florida Statutes 112.181.
- E. The Union President or designee shall validate any claims in question.

ARTICLE 7
DUES DEDUCTION

7.01 The County agrees to deduct from the pay of unit member dues and assessments as imposed on its members by the Union, in amounts certified to be current by the Treasurer of the Union. Dues, initiation fees and assessments shall be deducted from each unit member after the unit member requests such deductions in writing, on a form approved by the County and the Union. The one time ten-dollar (\$10.00) initiation fee will be deducted in addition to the new members' first payroll deduction. A signed dues deduction form received by the Office of Human Resources will be processed within thirty (30) days of receipt. Dues and assessments shall be deducted in each of 24 pay periods in a calendar year. No dues or assessments shall occur during the third pay period ending in each of two (2) months during the year.

- A. No deduction shall be made for fines or penalties.
- B. In the event the amount of funds to be deducted is changed, the Union agrees to notify the Office of Human Resources of such change, in writing, at least thirty (30) days in advance of the scheduled change, so as to permit the necessary administrative or technical adjustments.
- C. The County remittance will be deemed correct if the Union does not give written objection to the County within thirty (30) days after the remittance is sent. Such notice of objection must state in detail the basis for the claim that the remittance is incorrect.

7.02 Deduction Exemption

Unit members shall not have dues deducted in the final payroll period when they are known by the Office of Human Resources to be terminating their employment with the County.

Deductions shall not be withheld from the pay of a unit member for any payroll period in which the unit member's net earnings for the payroll period, after other deductions, is less than the amount of dues to be deducted.

7.03 Revocation

Any Union member may revoke his/her authorization to deduct Union dues by submitting the prescribed deduction revocation form to the Office of Human Resources. Human Resources will stop the deduction the next full pay period following receipt of the revocation authorization.

The County's Office of Human Resources shall forward a copy of the completed deduction revocation form to the Union within thirty (30) days of receipt from the member.

7.04 Indemnification

The Union agrees that it shall hold the County safe and harmless and shall indemnify the County against any claims or litigation made against the County or its personnel for deducting Union dues as the County relies upon signed authorization forms to fulfill this Agreement.

ARTICLE 8
UNION COMMUNICATIONS

- 8.01 The County agrees to furnish space on suitable bulletin boards in convenient places in each station and the Dispatch Center, as well as, an information link and page on the Fire Rescue resource page to be used by the Union. Alternately, the Union may provide a bulletin board, at its own expense. Such bulletin board shall not exceed twelve (12) square feet and shall be located in non-public, employee areas.
- 8.02 The Union shall limit its posting of notices and bulletins to these bulletin boards. Disagreements concerning the amount of space will be decided by the Fire Chief or designee.
- 8.03 Material placed on the bulletin boards or resource page by the Union shall contain a Union Officer's signature, initials or by some other means indicated it is Union sanctioned and shall not contain political or controversial matters, or material tending to directly or indirectly disparage or demean the County or any of its elected officials, employees or officials, or other Federal, State, or County agencies. Postings that violate this Article may be immediately removed by the Fire Chief or designee. The individual(s) responsible for the violation may be subject to progressive discipline.
- 8.04 Scope of Use: The Union may use the bulletin board space or email system as follows, provided that notices are not derogatory to the County. The County, through the Fire Chief, retains the exclusive right to determine when such notice is derogatory:
- A. Notices of Union meetings;
 - B. Results of Union elections or appointments;
 - C. Minutes of Union meetings;
 - D. Notices of Union recreation and social affairs;
 - E. Other notices of official Union business;
 - F. Other matters approved, in advance, and initialed by the Fire Chief, or designee;
- Removal of Improper Posting: The posting of any material, notices or announcements which may violate the provisions of this Article, shall entitle the Fire Chief to have said material removed, after contacting a Union Officer.
- 8.05 The County extends to the Union, the privilege to use the County computer system, including the contents of electronic communications, consistent with the requirements set forth in 8.03 and 8.04.

ARTICLE 9
COPIES OF IMPORTANT DOCUMENTS

- 9.01 The County agrees to provide and maintain one (1) copy of all current rules and regulations pertaining to Fire Rescue at each unit member's workstation. Said documents shall include documents referenced in Article 4 of this agreement.
- 9.02 The County shall provide copies of any changes to the above documents upon the adoption of said changes and distribute the changes at each unit member's workstation.
- 9.03 Both parties agree that, if available, electronic rather than hard copies may be substituted for all "documents" noted in this article.

ARTICLE 10
LICENSE AND QUALIFICATIONS

- 10.01 The Union agrees that it is a condition of employment that each unit member acquire and maintain the State and the County certifications or qualifications required for his/her given job classification.
- 10.02 A current copy of all required licenses and/or certifications shall be provided to the County by each employee and kept on file with the Professional Development section. Failure to obtain or retain the necessary State and/or County certifications or qualifications will result in automatic suspension, without pay, until the State and/or County certifications or qualifications are obtained or reinstated, but such suspension shall not exceed thirty (30) days. At the end of the thirty (30) day period after appropriate hearing, the suspension will be converted to a discharge, if the unit member cannot provide proof that such certifications/qualifications are reinstated or were not obtained for good cause, as determined in the sole discretion of the Fire Chief.
- 10.03 Unit members who have had their driver's license suspended, revoked, or restricted (except in accordance with F.S. 322.271(1)(c)) for any reason, shall either use annual leave, shift trades or in the sole discretion of Management, be placed on unpaid leave not to exceed thirty (30) days until his/her license has been reinstated or a work permit issued. Unit members must notify the Fire Chief or designee of the suspension, revocation, or restriction of their license. At the end of the thirty (30) day period, after appropriate hearing, the unpaid leave will be converted to a discharge, if the unit member cannot provide proof of a valid driver's license.
- 10.04 Unit members who have an Interlock Device restriction placed upon their license, as a result of an arrest or violation of a criminal statute or a statute falling under Title XXIII of the Florida Statutes, or a comparable statute of any other state shall either use annual leave or in the sole discretion of Management, be placed on unpaid leave not to exceed thirty (30) days until the restriction is removed. At the end of the thirty (30) days period, if the restriction has not been removed and after appropriate hearing, the leave/absence will be converted to a discharge.
- 10.05 The County will, when feasible, agree to modifications in the work schedule of a unit member to permit attendance at schools for the furtherance of training or education related to fire and medical services for courses which the County is unable to provide where there is no additional cost to the County and there is an adequate qualified unit member available to work the schedules as required.
- 10.06 The County, in good faith, will attempt to provide at least one opportunity for required training and/or courses, necessary to maintain a Unit member's State EMT or Paramedic license or any other department required certifications, licenses or credentials.

10.07 Unit members retain the right to recertify licenses, certifications or credentials through outside State approved courses at their own expense.

**ARTICLE 11
RESERVED**

ARTICLE 12
PHYSICAL EXAMINATIONS

12.01 Brevard County Fire Rescue agrees to provide an annual pulmonary and physical examination for all bargaining unit members required to wear a respirator that shall include, but not limited to:

- A. EKG
- B. Audio Screening Test
- C. Vision Test
- D. Chest X-Ray (optional)
- E. Blood Analysis (testing deemed necessary by the physician)
- F. Urinalysis
- G. Spirometer Test
- H. Non-nuclear exercise stress test with a baseline established at date of hire and conducted annually
- I. Skin cancer screening
- J. Ultrasound, or equivalent.

SOT1 and SOT2 personnel shall have Haz-Mat blood work drawn and tested every two (2) years. This blood work will mirror any State and/or Federal guidelines established at the time the blood work is drawn. A baseline will be established with the implementation of this contract.

- 12.02 Mandatory fitness for duty testing that is required by the department and completed by a County designated physician or medical authority shall be paid by the County.
- 12.03 Unit members will receive a one-time baseline Hepatitis C screening.
- 12.04 The examining physician shall be a licensed medical doctor qualified to provide professional medical expertise in the area of occupational safety and health and must provide the needed consistency required by O.S.H.A. The selection process for the physician shall include input from the Union.
- 12.05 The Assistant Fire Chief of Professional Development Section shall be responsible for the annual medical physical examination records in the unit member's medical file. The Department Health Officer and other senior Fire Rescue Department staff may access these records for medical related employment issues.
- 12.06 A unit member may obtain a copy of his/her annual physical through the contracted physician's office.
- 12.07 All employees required to wear a respirator must complete the department's approved annual physical in its entirety as specified in 12.01, by the department's designated vendor as a condition of continued employment.

ARTICLE 13

WAGES

- 13.01 All unit members who meet the overall performance evaluation level of at least "Successful" shall step in each year of the agreement during the first full pay period in October regardless of their step date, providing they have completed at least two (2) months in their current step. The step date is defined as their applicable hire or promotional date.

Unit members will not move to the next step or receive a COLA increase following the termination of this agreement if there is not a ratified or imposed collective bargaining unit agreement in place when the step is to occur. Any subsequent step movement shall be in accordance with the ratified contract language adopted after the step date or in accordance with any wage increase or decrease imposed by the Commission as a part of the F.S. Chapter 447 impasse resolution procedure. Should no impasse resolution be reached prior to 6 months following the start of negotiations both the union and County agree to proceed to expedited impasse hearing process completed no later than four (4) months prior to the expiration of this agreement or if agreed upon make a direct appeal to the BOCC for resolution

- 13.02 Unit members who began in the pay plan at a higher step than step 0 shall have their pay adjusted up from their original step forward.

The certification of Paramedic is recognized as incorporated into the Salary Step Plan for the ranks of Captain and District Chief. In the event a unit member is not certified as a Paramedic, the respective Salary Step shall be reduced in accordance to the Salary Step Plan that is in effect for Captains and District Chiefs.

- 13.03 The certification of Fire Officer 2 (FO2) is recognized as incorporated into the Salary Step Plan for the ranks of Captain and District Chief. In the event a supervisory unit member is not certified as an FO2, the respective Salary Step shall be reduced in accordance to the Salary Step Plan that is in effect. Those unit members who attained their FO2 certification prior to October 1, 2018 shall continue to receive the current FO2 incentive of \$0.36/hr., however once they attain their FO3 no further incentive shall be paid to those members until they achieve the FO4 certification. District Chief or Captains who currently hold or subsequently obtain Fire Officer 3 (FO3) certification shall receive \$.36 per hour increase above base pay per the current pay plan. District Chief or Captains who currently hold or subsequently obtain Fire Officer 4 (FO4) certification shall receive \$0.72/hr increase above base pay per the current pay plan, this incentive shall not be cumulative with the FO2 and/or FO3 incentive.

- 13.04 Certification as a Brevard County HazMat Incident Commander is recognized as incorporated into the Salary Step Plan for the ranks of Captain and District Chief. The respective Salary Step shall be reduced in accordance to the Salary Step Plan that is in

effect if a unit member fails to maintain their department certification. The Department shall provide within the framework of eighty (80) hours referenced in Article 48, Training, a maintenance program, which shall include the Brevard County HazMat Incident Commander incentive recertification. If a unit member fails to demonstrate proficiency there will be a thirty (30) day grace period for re-certification with no loss of incentive. Failure on the part of the department to offer or complete the unit member's re-certification will not be grounds to reduce or remove the unit member's (HMT) incentive.

- 13.05 Training Captains are eligible to receive a State Instructor Three (III) incentive of \$200 per pay period.

Effective January 2, 2016, while working in the position of the District Chief of Training, a District Chief is eligible to receive a "State of Florida Instructor" incentive. For State Instructor Two (II) the incentive is \$100 per pay period. For State Instructor Three (III) the incentive is \$200 per pay period. State Instructor incentives are not cumulative.

- 13.06 Unit members will not move to the next step or receive a COLA increase following the termination of this agreement if there is not a ratified or imposed collective bargaining unit agreement in place when the step is to occur. Any subsequent step movement shall be in accordance with the ratified contract language adopted after the step date or in accordance with any wage increase or decrease imposed by the Commission as a part of the F.S. Chapter 447 impasse resolution procedure.

13.07 Step Increase and Performance Appraisals

- A. Progression to the next step of each respective rank's Salary Step Plan may take effect during the first full pay period in October each year.
- B. Unit members will move to the next step in their respective Step Plan provided an overall performance evaluation level of at least "Successful" is attained.
- C. Unit members shall be evaluated by their immediate supervisor.
- D. Supervisors will be required to complete their unit members' evaluations as required by the County. Failure of a supervisor to complete a timely evaluation will not delay the unit member's step increase or longevity lump sum payment.
- E. In the event a unit member is denied a step increase because the performance evaluation is below the "Successful" level, the member shall receive, from his/her respective evaluator, the specific reason(s) for receiving the less than "Successful" level in writing and specific course of corrective action that must be met in order to achieve the level of "Successful" as per the prescribed criteria. A unit member will not receive a step increase until a successful re-evaluation occurs.
- F. The re-evaluation shall occur every sixty (60) days or until the unit member attains a performance evaluation level of "Successful." The unit member must attain the "Successful" performance evaluation level within one hundred and twenty (120) days of the original evaluation date in order to receive the merit step increase.

Upon receiving a performance evaluation level of at least "Successful", the unit member shall receive a step increase. Such a re-evaluation shall not change the unit member's anniversary date or next performance evaluation date.

13.08 Longevity

Unit members shall receive a lump sum longevity payment in accordance to the Salary Step Plan. Payment shall be made in the first full pay period in December each year. If a unit member has completed a full year of longevity (based on promotional date) and separates from employment in good standing they shall receive longevity compensation upon separation. If the collective bargaining agreement terminates and no collective bargaining agreement is in place or ratified, longevity payments will continue for those unit members who previously received longevity payments and continue to remain eligible.

13.09 Promotional Step Increase

Unit members who are promoted to a higher rank shall be placed in the starting step for the respective promotional rank or placed in a step that provides a minimum 10% salary increase to the unit members' base salary, whichever is greater. Promotional increase will be calculated on the member's base salary without incentives or holiday pay.

13.10 Paramedic Certification

Unit members are required to be paramedic certified in accordance with Article 45 – Promotional Opportunities. If a unit member is required by the Fire Chief to re-solo, as outlined under the applicable SOP, due to returning from approved leave, said unit member will have sixty (60) days to secure their re-solo status without loss of incentive. The re-solo process applied to the unit members covered by this contract shall be deemed by the Fire Chief as appropriate for the position of a supervisor of paramedics and should focus on any changes that may have occurred involving protocols, policies, procedures implemented and educational programs provided and missed during the covered absence.

It is the intent of the parties that all payments under this Article shall be pensionable under the Florida Retirement System (FRS) in accordance with FRS rules and regulations.

13.11 Step Plans

The agreed upon Step Plans are contained in Appendix "2".

ARTICLE 14

HOURS OF WORK

14.01 The County and the Union recognize that the bargaining unit employees within the classifications of Captain and District Chief are primarily responsible for performing non-manual work directly related to management policies or the general operations of the Department, or are primarily responsible for managing a unit within the Department, including the supervision of two or more employees. The County and the Union further recognize that the bargaining unit employees within the classifications of Captain and District Chief regularly exercise discretion and independent judgment in performing their job duties. Moreover, the County and the Union recognize that the bargaining unit employees within the classifications of Captain and District Chief are paid on a salary basis, and that nothing in this Agreement is intended to convert the Captains and District Chiefs to hourly employees. It is therefore understood and agreed that bargaining unit employees within the classifications of Captain and District Chief are exempt from the overtime requirements of the Fair Labor Standards Act.

14.02 It is understood that bargaining unit employees within the classifications of Captain and District Chief will normally be assigned to the work hours outlined below, but may be required to work additional hours as necessary to ensure efficient and effective operations.

14.03 Operational Schedule

The following provisions are guidelines. It is understood that, as salaried, overtime exempt employees, bargaining unit employees are required to work the necessary hour(s) to accomplish the agency's mission.

- A. Unit members assigned to a 24-hours-on-duty/48-hours-off-duty schedule will normally work a repeating cycle of 24-hours on duty followed by 48-hours off.
- B. The normal shift of work is a 24-hour period commencing at 0700.
- C. The Fire Chief may change the starting time of the normal shift.

14.04 Special Assignments

It is understood that, at the discretion of the Fire Chief, or designee, unit members may be assigned special assignments outside of the normal scope of work (e.g., additional District Chief Supervision, launches, interviews), which may necessitate a change in the unit member's work schedule. The County will attempt, where possible, to schedule such assignments during the unit member's normal work hours.

14.05 Additional Compensation

Unit members who are directed to work as a District Chief for additional shifts other than primarily assigned shift are entitled to receive additional compensation in accordance with Article 16. Captains who are either directed to work as, or called back as, a District Chief will be entitled to additional compensation as detailed in Article 16.

ARTICLE 15
PROHIBITION OF STRIKES

- 15.01 The Union and its membership agree that it will not under any circumstances or for any reason, participate in or engage in any strike, slowdown, intentional interference with their work, boycott, or picketing which is intended to, or has the effect of, deterring employees of Fire Rescue from performing their assigned duties.
- 15.02 It shall be a violation of this Agreement for any unit member, while on duty, to fail to or refuse to cross or pass any picket line if such failure or refusal should in any way cause a delay or interruption in carrying out the duties of Fire Rescue.
- 15.03 The Union agrees that any violation of this section shall be grounds for immediate discharge, and such discharge or other disciplinary action, will not be reviewable under any grievance procedure, except to determine if in fact, a violation has occurred.
- 15.04 The Union further agrees that in the event of any strike, work stoppage, or interference with the operation of the County, a responsible official of the Union shall promptly and publicly disavow such activities, and forward written orders to any unit members engaged in such activities, to return to work immediately.
- 15.05 The Union agrees to post on the bulletin boards, as referenced in Article 8 of this Agreement, notices which order the prohibited activities to cease immediately.
- 15.06 These Union responses shall occur immediately upon receipt of written notice from the Office of the County Manager or the County's Office of Human Resources Director, that such prohibited activities have occurred or are taking place.
- 15.07 Nothing herein shall preclude the County from using other remedies and/or penalties provided by law in the case of a public employee strike.
- 15.08 This article shall not preclude the union or its members from an informational picket.

ARTICLE 16
ADDITIONAL COMPENSATION

- 16.01 The County and the Union acknowledge that the services of the Department and the employees in the bargaining unit are vital to the protection of the life and property in the County and is an essential service of the County. In view of this heavy responsibility, each unit member must respond affirmatively to all call back requests unless it is impossible or unreasonable to accept or are otherwise exempted under this Agreement. Failure to do so is grounds for discipline up to and including discharge.
- 16.02 Every effort will be made to maintain staffing at the minimum levels established for a given shift. Unit members will be called on the basis of cumulative hours. The unit member with the lowest hours, if qualified to fill the vacancy, will be called first. In the event of annual or sick leave requests made between 22:00 and 05:30 hours, the call back list will not be utilized.
- 16.03 Unit members who are directed to work as a District Chief for additional shifts other than his/her primary assigned shifts are entitled to receive lump sum payments in the following amounts:

| Additional Shift | Amount of Pay |
|------------------|---------------|
| 1/12 shift | \$79.50 |
| 2/12 shift | \$159.00 |
| 3/12 shift | \$238.50 |
| 4/12 shift | \$318.00 |
| 5/12 shift | \$397.50 |
| Half Shift | \$477.00 |
| 7/12 shift | \$556.50 |
| 8/12 shift | \$636.00 |
| 9/12 shift | \$715.50 |
| 10/12 shift | \$795.00 |
| 11/12 shift | \$874.50 |
| Full shift | \$954.00 |

- 16.04 The County shall maintain a call back list of all eligible unit members. Positions that must be filled using call back shall be filled utilizing this list. The call back list shall be maintained by rank and certification as follows:

1. District Chief

- A. For each respective list a unit member shall be placed on the list in descending order of his/her rank seniority shall be placed at the top of the voluntary call back list and the unit member with the least amount of department seniority shall be placed at the bottom of the voluntary call back list. In the case of the mandatory call back list, the unit member with the least department seniority shall be placed at the top of the list

and the unit member with the greatest department seniority shall be placed at the bottom of the list. This list order shall be used as the initial starting position for each unit members, as established October 1, 1999.

- B. Upon completion of the unit member's orientation period with Brevard County Fire Rescue, he/she shall be included on the bottom of the voluntary call back and the top of the mandatory call back lists.

16.05 A unit member should respond affirmatively to all call back requests unless it is impossible or unreasonable to accept. Upon such an event, the unit member shall remain in position on the voluntary call back list. This may include:

1. He/she is on approved leave
2. Illness or injury to the unit member or members of his/her family
3. He/she is on approved shift exchange
4. He/she has already worked forty-eight (48) continuous hours
5. He/she is in a department sponsored class or training
6. EMS or fire-related seminary training classes, schooling, etc.
7. Union activities which are defined: disciplinary hearings and investigations or bargaining unit agreement negotiation sessions.

16.06 Prior to the use of the mandatory call back list of the District Chief position, an acting officer may voluntarily accept the shift or assignment as additional compensation.

16.07 Captains who are directed to work additional hours outside their normal shift shall be entitled to receive lump sum payments in the following amounts:

| Additional Shift | Amount of Pay |
|------------------|---------------|
| 1/12 shift | \$51.50 |
| 2/12 shift | \$103.00 |
| 3/12 shift | \$154.50 |
| 4/12 shift | \$206.00 |
| 5/12 shift | \$257.50 |
| Half Shift | \$309.00 |
| 7/12 shift | \$360.50 |
| 8/12 shift | \$412.00 |
| 9/12 shift | \$463.50 |
| 10/12 shift | \$515.00 |
| 11/12 shift | \$566.50 |
| Full shift | \$618.00 |

ARTICLE 17
COMPENSATORY TIME

- 17.01 When offered by the Program Manager, unit members in the classifications of Captain and/or District Chief may elect to accrue compensatory time at the applicable straight-time rate in lieu of compensation under Article 16.03 for District Chiefs and Article 16.07 for Captains.
- 17.02 Compensatory time may be accumulated to a maximum of eighty (80) hours. Compensatory time shall be recorded through the County's Payroll System (SAP).

ARTICLE 18

SHIFT EXCHANGES

18.01 Shift Exchange Approval and Qualifications

Shift exchanges are permitted for the benefit of the employee. Should an employee default on any shift exchange the County shall not be held liable for any financial impact as a result. For purposes of this Article, the term "Assistant Chief" shall mean the Assistant Chief, or designee.

- A. An on-duty unit member shall submit a request for a shift exchange with the Assistant Chief, in his/her sole discretion, who may grant the request to exchange tours of duty or days off, without a change in pay. The request shall not be unreasonably denied.
- B. An off-duty unit member who requests a shift trade for his/her next scheduled shift shall submit a request for a shift exchange with the Assistant Chief who may grant the request to exchange tours of duty or days off, without a change in pay.
- C. The shift exchange may be granted provided that the exchanging unit members are of like job classifications or qualified (defined as "having passed the applicable promotional exam and residing on the promotional list"), to perform the duties of the exchanged rank. All agreements must be in writing, as described below. Requests for shift exchanges shall be made and approved at least twenty-four (24) hours in advance of the specified day(s)/tour(s) of duty to be exchanged. Immediate emergency shift exchanges may be approved while the requesting unit member is on-duty, at the discretion of the Assistant Chief. The Assistant Chief shall immediately forward the shift exchange approval to the unit member.

18.02 Verbal Approval

Verbal approval may be granted by the Assistant Chief. The unit member agreeing to the shift trade must notify the approving authority and indicate that they will be working. The unit member will complete the necessary documentation upon reporting to a work site.

18.03 Obligation to Repay Shift Exchanges

- A. When paying back the shift exchange, the unit member who owes the shift will be responsible and held accountable for that duty time. At no time shall Annual Leave be granted to a member who is working a shift trade on that date unless approved by the Fire Chief, or designee.
- B. Repayment date must be noted on shift exchange form and must occur within three hundred sixty-five (365) calendar days. Repayment date may be changed pending Supervisory approval, however, must still customarily occur within three hundred sixty-five (365) calendar days failure to comply may result in progressive discipline.
- C. Under special circumstances such as: illness, death or other circumstances approved by the Fire Chief, or his/her designee, shift trades may be done on a no payback status for a unit member who has exhausted all of their accrued annual and sick leave balances.

18.04 The unit member agreeing to work the shift will be responsible and held accountable for the duty time. If the agreeing unit member does not work an approved shift trade due to illness, his/her sick leave bank will be charged. In the event the Unit Member does not have sufficient leave hours accumulated, future leave accruals will be deducted as earned until the total balance of hours

have been satisfied. The unit member must make notification of Sick Leave use to the staffing office to ensure the proper deduction of time. At no time shall a unit member utilize Telestaff to enter any leave on a "shift trade working". The unit member will be required to provide competent proof of illness as defined in Article 20 in order for the sick leave bank to be charged. In the event that required competent proof is not provided the unit member's annual leave bank will be charged. If the agreeing unit member does not work an approved shift trade due to a reason other than illness, his/her annual leave bank will be charged upon the approval of the Fire Chief or designee. In the event the Unit Member does not have sufficient leave hours accumulated, future leave accruals will be deducted as earned until the total balance of hours have been satisfied. At no time will shift exchanges incur additional expense to the County.

18.05 Shift trades may not be utilized in order to work in excess of 48 hours as noted in Article 16.

ARTICLE 19
ANNUAL LEAVE

19.01 Forty (40) Hour Schedule

Forty (40) hour schedule unit members shall earn annual leave in accordance with the following formula and shall be credited to unit members' annual leave balance as of the last calendar day of the pay period:

| Years of Employment | Hrs. Per Pay Period (24/Year) | Workdays Per Year |
|----------------------------------|-------------------------------|-------------------|
| One through Five (1-5) | 4 | 12 |
| Six through Ten (6-10) | 5 | 15 |
| Eleven through Fifteen (11-15) | 6 | 18 |
| Sixteen through Nineteen (16-19) | 7 | 21 |
| Twenty and Over (20+) | 8 | 24 |

19.02 Twenty-four (24) Hour Shift Schedule

Twenty-four (24) hour shift unit members shall earn annual leave in accordance with the following schedule and shall be credited to unit members' annual leave balance as of the last calendar day of the pay period.

| Years of Employment | Hrs. Per Pay Period (24/Year) | Workdays Per Year |
|----------------------------------|-------------------------------|-------------------|
| One through Five (1-5) | 5.6 | 5.6 |
| Six through Ten (6-10) | 7.0 | 7.0 |
| Eleven through Fifteen (11-15) | 8.4 | 8.4 |
| Sixteen through Nineteen (16-19) | 9.8 | 9.8 |
| Twenty and Over (20+) | 11.2 | 11.2 |

19.03 New Unit Members

New unit members shall begin earning annual leave as of the first full pay period of employment. Unit members whose first full pay period of employment is one of the two (2) non-accrued periods in each year, will begin accrual the next pay period. Unit members will be entitled to use their annual leave after completing six (6) months of service. Unit members with less than six (6) months of service may use annual leave as a continuation of authorized sick leave. Probationary unit members who have successfully completed the new hire orientation program may be allowed to use their annual leave for unusual circumstances and job- related educational opportunities with prior approval from their Assistant Chief, or his/her designee.

19.04 Accrual of Annual Leave

A. Usage

1. Annual leave earned in excess of 240 hours, in the case of unit members assigned to a 40-hour week, or 336 hours, in the case of 24/48 hour shift unit members, must be used in the calendar year that it is earned, and any excess above 240 hours or 336 hours shall be lost as of December 31st of that calendar year, except as provided in Section A.2.
 2. It shall be the unit member's sole responsibility to schedule and utilize any accrued or accumulated annual leave in excess of the amounts set forth in Section A.1, by the end of the calendar year. Where the County has prevented the unit member from utilizing annual leave by revoking pre-approved leave during October, November and December and not permitting the unit member to utilize such leave on alternate days before the end of that calendar year, the unit member may convert such annual leave to the unit member's sick leave bank on an hour for hour basis. The County shall make every reasonable effort to re-schedule the revoked annual leave.
- B. Leave accrual shall occur at the end of each of 24 pay periods in a 26 pay period year. The accrual schedule shall be published and provided by the Office of Human Resources.
- C. An employee who submits written notice of his/her intentions to enter the Florida Retirement System (FRS) Deferred Retirement Option Program (DROP) during the three-year period prior to his/her entering the DROP program or who submits written notice of his/her retirement date, will be allowed to continue to accrue annual leave in excess of the limits outlined above up to the FRS maximum accrual limit of 500 hours.

19.05 Unpaid Status

Annual leave shall not be earned while a unit member is in an unpaid status of thirty (30) days or longer.

19.06 Leave Purposes

Annual leave may be used for any purpose.

19.07 Scheduling

- A. Each unit member shall request the times during the year when he/she desires to schedule annual leave. An annual leave request shall be submitted in a form and by means selected by the County, such as online with the current Telestaff program. Annual leave, when approved, shall be on a first-requested, first-granted basis. It is strongly recommended that an employee submit a written request for annual leave at least thirty (30) days in advance of the requested annual leave period.
- B. Telestaff will advise the member if the leave is approved. The Staffing Office will notify members whose requested approved annual leave has been cancelled and in cases where the request for annual leave is denied for reasons other than standard availability, the Staffing Office will provide the reason for the cancellation.
- C. The Fire Chief, or designee, may deny or cancel an annual leave request during the period of a posted notification of mandatory in-service, except when annual leave use has been approved prior to the posting and/or natural or man-made disaster.

- D. The County shall make every effort to meet the request of the unit member consistent with the requirements of its operations, however, it reserves the right to deny annual leave when such absence would interfere with the effective operation or work schedule of Fire Rescue.
- E. The Assistant Chief, or his/her designee, shall maintain an annual leave standby list of those unit members who are denied their requested annual leave, for National, State, County and contractual holidays or for days as may be mutually agreed to by the County and the Union, in order of their request. In the event an approved annual leave slot becomes available, the unit member first in order on the standby list for said slot shall be contacted and offered the open slot. If the unit member accepts the open annual leave slot, his/her name shall be removed from the annual leave standby list for that slot and the next unit member on the annual leave standby list for that slot shall be eligible for a subsequent opening of the annual leave slot.
- F. A unit member who requests annual leave with less than seventy-two (72) hour notice must secure their own overtime replacement staying within all other provisions of this Article, including approval by the Deputy Chief, or designee. Annual leave requests not scheduled at least seventy-two (72) hours in advance and are without a replacement secured, may only be granted by the Fire Chief, or designee, in unusual circumstances such as funerals, family/personal emergencies, or like incidents.
- G. If a holiday occurs during a forty (40) hour schedule unit member's scheduled annual leave, the holiday shall be charged to holiday time and not to annual leave.
- H. If a unit member provides appropriate documentation for the use of sick leave while on annual leave, as identified in Article 20, Sick Leave, accrued sick leave shall be charged and not annual leave.
- I. When a unit member is assigned to a different shift, as a result of a promotion or involuntary transfer after his/her annual leave is approved and scheduled, the unit member can request the leave be transferred to the same time period and shall not be unreasonably denied. Voluntary transfers such as promotions, bidding, station swaps and changes in level of certifications are not considered involuntary transfers.
- J. In the case where a unit member enters a request for approved annual leave and does not have enough accrued annual leave to cover the time off, or will not accrue the required amount, the unit member will be subjected to progressive disciplinary action.

19.08 Cancellation of Approved Annual Leave

- A. A unit member shall submit a cancellation for scheduled annual leave in a form and by means selected by the County.
- B. In the event a unit member wishes to cancel approved annual leave less than seventy-two (72) hours in advance of the scheduled date, the unit member shall contact the Assistant Chief, or his/her designee, for the identification of the unit member(s) who has been scheduled to replace the unit member. The unit member shall be responsible for notifying the unit member who has been scheduled to work as his/her replacement that the

assignment has been canceled. The unit member shall be responsible for confirming the notification with the Assistant Chief, or his/her designee, to obtain approval for the cancellation.

19.09 Union Sponsored Activities

The County recognizes that unit members may utilize annual leave to attend Union sponsored seminars, symposiums, meetings, functions, and conventions and, at times, are placed on waiting lists for attendance at the above-mentioned functions, which in turn places a strain on the unit member's scheduling, as well as the County's ability to schedule advance voluntary overtime. The County agrees to allow unit members, in conjunction with the Assistant Chief, or his/her designee, to seek out their own overtime replacements so that they may attend any of the above-mentioned functions. Scheduling shall be accomplished within the established guidelines of each job classification that the Assistant Chief, or his/her designee, uses for voluntary overtime at the present time.

19.10 Resignation/Separation

- A. A unit member who resigns, retires, or is separated in good standing shall be paid for the unused annual leave balance earned by him/her as of the date of separation at the then current rate of pay.
- B. Deferred Retirement Option Program (DROP) participants may choose to receive a lump-sum payment for accrued annual leave upon beginning participation in DROP or upon termination of DROP. Unit members electing to a lump-sum payment at the commencement of DROP shall have his/her accumulated annual leave payment certified to the Florida Retirement System and included in his/her average final compensation (AFC). Such participants shall not be eligible to receive another lump-sum payment upon their termination from DROP except forty-hour weekly employees whose initial lump-sum payment is less than 240 hours shall be eligible for an additional lump-sum payment equal to difference between their original drop lump-sum hours amount and 240 hours. Fifty-six-hour weekly employees whose initial lump-sum payment is less than 336 hours shall be eligible for an additional lump-sum payment equal to difference between their original drop lump sum hours and 336 hours.
- C. In the event of a unit member's death, his/her designated beneficiary or estate shall be paid for the unused annual leave balance at the then current rate of pay.
- D. A unit member who separates employment prior to completion of his/her initial probationary period shall not be eligible for annual leave pay.
- E. In the event a unit member is responsible for reimbursing the County monies under the terms for payment of an educational reimbursement, licensing fee payment/reimbursement, failure to return County-issued equipment, fees associated with a Memorandum of Understanding or Pre-Employment Agreement, etc., accrued leave will be withheld in accordance with annual leave payout. It is agreed that any unit member who fails to reimburse the County for any tuition owed, may have the tuition deducted from their ongoing paycheck with a cap of \$50.00 per paycheck or, if leaving County employment will have their final benefit/pay check withheld. If there is any remaining balance, the terminating employee must meet with the County to create a reasonable

repayment plan. If the unit member fails to reimburse the County or establish a payment plan with the County at the time of separation, the amount owed will be deducted from the unit member's final benefit payments, which includes all wages above minimum wages, (the difference between hourly rate of pay and minimum wage), annual leave, sick leave, holiday pay or red card incentive, if applicable. Failure to repay the total amount owed or successfully complete a repayment plan will result in the County sending the uncollected balance to its collection agency and/or seeking a judgment for the amount owed. Failure to pay any amount owed under this section may also result in the unit member being ineligible for rehire by Brevard County in the future.

19.11 Advance Payment

A unit member shall be given advance payment for annual leave provided he/she makes such a request, in writing, at least two (2) calendar weeks prior to the start of his/her annual leave, and provided he/she has sufficient annual leave accumulated. Such advance payment shall be limited to the normal work days scheduled for the unit member in the payroll period.

19.12 Leave Units

No less than one-half ($\frac{1}{2}$) hour may be used for annual leave purposes. Leave beyond the first half ($\frac{1}{2}$) hour may be charged in minimum units of quarter ($\frac{1}{4}$) hours.

19.13 Upon the sole discretion and approval of the County Manager, a program for the sell back of accrued annual leave may be provided for unit members.

ARTICLE 20
SICK LEAVE

20.01 Permitted Use

Sick leave may be used for the purpose of providing compensation to unit members who are incapacitated and unable to perform their duties due to illness, injury, to attend medical appointments, or an illness or injury of a non-critical nature to a member of the unit member's immediate family which requires the personal care and attention of the unit member. For the purpose of this subsection, immediate family means only members of the unit member's household and natural or adopted children of non-custodial parents or a unit member's non-household parents. In the case of such non-household immediate family members, unit members on a forty (40) hour schedule are entitled to utilize a maximum of forty (40) hours of sick leave. Unit members on a 24/48-hour schedule are entitled to utilize up to 56 hours of sick leave under this provision annually.

20.02 A unit member who utilizes sick leave shall be paid for all sick leave used at his/her current rate of pay. A unit member shall have his/her sick leave balance reduced by the amount of sick leave utilized.

20.03 Forty (40) Hour Accrual

Forty (40) hour schedule unit members shall accrue sick leave as set forth below. However, no sick leave shall accrue when an employee is in an unpaid status for a period of thirty (30) days or longer. The sick leave accrual is as follows:

| Years of Employment | Hrs. Per Pay Period (24/Year) | Workdays Per Year |
|------------------------|-------------------------------|-------------------|
| One through Ten (1-10) | 4 | 12 |
| Over Ten (+ 10) | 5 | 15 |

20.04 Twenty-Four (24) Hour Shift Schedule

Twenty-four (24) hour shift unit members shall accrue sick leave as set forth below, however, no sick leave shall accrue when an employee is in an unpaid status for a period of thirty (30) days or longer. The sick leave accrual is as follows:

| Years of Employment | Hrs. Per Pay Period (24/Year) | Workdays Per Year |
|------------------------|-------------------------------|-------------------|
| One through Ten (1-10) | 5.6 | 5.6 |
| Over Ten (+ 10) | 7 | 7 |

20.05 New Unit Members Accrual and Use

- A. New unit members shall begin earning sick leave as of the first full pay period of employment. Unit members whose first full pay period of employment is one of the two (2) non-accrual periods each year, will begin accrual the next pay period.
- B. New unit members may not use any accrued sick leave during their first six (6) months of service unless the necessity for the absence has been verified by a physician's statement.

20.06 Accumulation of Sick Leave

- A. Sick leave may be accumulated without limit.
- B. Leave accrual shall occur at the end of each 24 pay periods in a year. The accrual schedule shall be published and provided by the Office of Human Resources.

20.07 Notification

- A. A forty (40) hour schedule unit member who utilizes sick leave in accordance with Section 20.01 shall notify the immediate supervisor or other designated person as soon as possible, but at least one (1) hour prior to the unit member's scheduled reporting time, of the nature of the use of sick leave and expected period of absence. Failure to provide notification shall be cause for denial of paid sick leave and subject the unit member to progressive disciplinary action.
- B. A twenty-four (24) hour shift schedule unit member who utilizes sick leave in accordance with Section 20.01 shall notify Telestaff or the Staffing Office of the nature of the use of sick leave and expected period of absence, as soon as possible prior to 0530 hours the day of the regular scheduled reporting day. Emergencies happening outside the above set time frame shall be called in as they occur. Failure to provide notification as outlined above shall be cause for denial of paid sick leave and subject the unit member to progressive disciplinary action. If the employee is working a shift trade and needs to utilize sick leave they are required to contact the staffing office to have that leave entered. At no time shall the employee enter sick leave themselves into Telestaff. The employee is responsible to assure proper notification of sick leave deduction is made to payroll for the hours used.
- C. Sick leave notifications that do not provide an expected time period will be considered to be for a full shift, (8, 10, 24 hours) in duration. An employee may not return to duty during the shift that they utilized sick leave unless approval is granted by the Deputy Chief or designee.

20.08 Sick Leave Abuse

The Department will establish and maintain reasonable controls and requirements to assure that sick leave is used for the purpose of providing compensation in accordance with Section 20.01.

- A. The taking of sick leave as soon as it is earned.
- B. Repeated absences the day before or after a holiday.
- C. When a unit member who has had at least five (5) periods of leave usage for 40-hour unit members and five (5) periods of leave usage for 24/48-hour unit members in the preceding twelve (12) months is absent for one (1) or more days. Sick leave usage for which competent proof of necessity is provided or where the supervisor has actual knowledge

that the employee was injured or sick, will not be considered in the accumulation of the six (6) periods for 40-hour unit members or five (5) periods (24/48-hour unit members).

- D. A period of sick leave usage shall be defined as one (or a portion thereof) or more consecutive days in which a unit member is in paid sick leave status or leave without pay status due to an injury or illness.
- E. Use of sick leave on a day or days for which annual leave was requested and denied.

If a unit member fails to provide competent proof when requested, the unit member may be subject to progressive discipline.

Tele-med is not an accepted source for medical excuse under this article. Virtual visits by a primary care physician/specialist are acceptable.

20.09 Requirements to Provide Proof of Illness/Injury

Proof of illness/injury must be provided automatically under the following circumstances:

- A. Immediately before, during or immediately following a holiday
- B. When out for three (3) or more consecutive duty days
- C. When utilizing sick leave when a member is scheduled for mandatory training
- D. When the use of sick leave occurs on a day or days for which annual leave was requested and denied
- E. When use of sick leave occurs on a day or days in which the unit member is working a shift trade
- F. All pre-scheduled sick leave (i.e., Doctor appointments)

In those circumstances where management has a reasonable belief that such leave is not being used in accordance with 20.01, the County may require competent medical documentation be furnished providing the notification is made to the unit member prior to or during the period of sick leave being utilized.

If a unit member fails to provide competent proof when requested, the unit member may be charged leave without pay and may be disciplined.

Tele-med is not an accepted source for medical excuse under this article. Virtual visits by a primary care physician/specialist are acceptable.

20.10 Sick Leave Pay on Separation in Good Standing

- A. Unit members who properly resign, are laid off, or otherwise separated in good standing, shall be entitled to receive twenty percent (20%) of their net unused sick leave, not to exceed 230 hours of pay for unit members on a 40-hour schedule or 322 hours of pay for unit members on a 24/48-hour schedule.
- B. Unit members terminating during their original probationary period, or not in good standing, shall not be eligible for payment of unused sick leave.
- C. In the event a unit member is separated from County service due to death, twenty percent (20%) of any unused sick leave balance, not to exceed 230 hours of pay for 40-hour unit members or 322 hours of pay for 24/48-hour unit members, shall be paid to the unit member's designated beneficiary or estate. If the unit member was vested in the retirement system, his beneficiary or estate shall receive fifty percent (50%) of any unused sick leave balance. If the unit member dies in the course of performing emergency operations while on duty, then his/her designated beneficiary or estate shall receive one hundred percent (100%) of the unused sick leave balance.
- D. Unit members who resign, or are otherwise separated in good standing and are vested under the Florida Retirement System shall be paid thirty percent (30%) of any unused sick leave, not to exceed 346 hours of pay for 40-hour unit members or 484 hours of pay for 24/48-hour unit members. Unit members with fifteen (15) years of service who resign, or are otherwise separated in good standing, and are vested under the Florida Retirement System, shall be paid fifty percent (50%) of their unused sick leave balance.
- E. For Unit Member hired after October 1, 2011:
Unit members who resign, or who are otherwise separated in good standing and are vested under the Florida Retirement System shall be paid thirty percent (30%) of any unused sick leave, not to exceed 346 hours of pay for 40-hour unit members or 484 hours of pay for 24/48-hour unit members.
- F. Unit members who meet the requirements for retirement under the Florida Retirement System, and who retire from the County in good standing, shall receive fifty percent (50%) of their unused sick leave balance.
- G. For Unit Member hired after October 1, 2011:
Unit members who meet the requirements for retirement under the Florida Retirement System and who retire from the County in good standing, shall receive thirty percent (30%) of the unused sick leave balance.

20.11 Sick Leave Units

No sick leave shall be granted in units of less than one-half ($\frac{1}{2}$) hours, however, after the initial one-half ($\frac{1}{2}$) hour, sick leave may be taken in units of one-quarter ($\frac{1}{4}$) hour.

20.12 Illness while on Vacation

In the event a unit member becomes ill or suffers an injury/disability while on vacation, at the unit member's option, the time off may be charged to any available sick leave upon furnishing appropriate evidence as to the illness or disability.

20.13 Sick Leave Bonus

A unit member who does not use any sick leave during any twelve (12) consecutive month period, except for the unit member's own hospitalization or for physician's appointments which are pre-approved by the unit member's immediate supervisor or other designated person at least two (2) weeks in advance, will be awarded eight (8) hours of annual leave for 40-hour unit members or eleven and two-tenths (11.2) hours of annual leave for 24/48-hour unit members. Once the employee receives this bonus he/she must complete an additional twelve (12) consecutive month period after the bonus is received, as outlined above, to be eligible to reapply for this bonus. It is the unit member's responsibility to notify his/her supervisor or other designated person of eligibility within sixty (60) days of becoming eligible for the award to receive this bonus. Newly hired unit members and unit members taking a leave of absence during the period shall not be eligible.

20.14 Sick leave may be donated to another member from another member's sick leave bank on an hour for hour basis.

ARTICLE 21 HOLIDAYS

21.01 Forty (40) Hour Schedule

Unit members who are assigned to a forty (40) hour schedule shall observe the following holidays and shall receive pay at straight time for hours in a normal work day for any of the following holidays which are not worked:

| Holiday | Date |
|----------------------------------|-----------------------------|
| New Year's Day | January 1 |
| Martin Luther King Jr's Birthday | Third Monday in January |
| Memorial Day | Last Monday in May |
| Independence Day | July 4 |
| Labor Day | First Monday in September |
| Veteran's Day | November 11 |
| Thanksgiving Day | Fourth Thursday in November |
| Day after Thanksgiving | Friday after Thanksgiving |
| Christmas Eve | December 24 |
| Christmas Day | December 25 |
| Personal Holiday | |

Employees on a 40-hour weekly schedule who are required to work on a designated holiday shall, at the employee's discretion, be given another day off within 30 calendar days, subject to Department Operational needs.

21.02 Unit Members on a 24/48 work schedule will receive holiday pay. This payment is a set amount.

21.03 The amount will be divided by the twenty-six (26) pay periods and included in each paycheck.

21.04 Added Holidays

Should the County, in the future, designate and adopt any additional days as holidays, such a day shall be deemed a holiday for bargaining unit members as well.

Those bargaining unit members on a 40-hour work week schedule will receive eight (8) hours off with no reduction to the bargaining unit member's normal salary.

Those bargaining unit members on 24/48-hour schedule will receive additional compensation in the pay period in which the new holiday occurs in the amount of one-half shift as identified in Article 16: Additional Compensation.

21.05 Any sick or annual leave utilized on a "County Approved Holiday" as such listed below will be deducted hour for hour as any other normal work day.

| Holiday | Date |
|---|------------------------------------|
| New Year's Day | January 1 |
| Martin Luther King Jr's Birthday | Third Monday in January |
| Memorial Day | Last Monday in May |
| Independence Day | July 4 |
| Labor Day | First Monday in September |
| Veteran's Day | November 11 |
| Thanksgiving Day | Fourth Thursday in November |
| Day after Thanksgiving | Friday after Thanksgiving |
| Christmas Eve | December 24 |
| Christmas Day | December 25 |
| Personal Holiday | |

21.06 Personal Holiday

In order to be eligible for the Personal Holiday, the unit member must be on payroll during the first pay period ending in January.

ARTICLE 22
ADMINISTRATIVE LEAVE

- 22.01 Unit members may be granted administrative leave, with permission of the Fire Chief, or his/her designee, with pay for educational purposes to attend conferences, seminars, briefing sessions, or other functions of a similar nature that are intended to improve, maintain or upgrade the individual's certifications, skills and professional ability.
- 22.02 A unit member shall submit his/her request for administrative leave, with written justification, to the Fire Chief, or his/her pre-specified designee, at least seven (7) calendar days in advance of the date the administrative leave is to be used.

ARTICLE 23
MILITARY LEAVE

- 23.01 The County agrees to provide to unit members associated with the National Guard or other active Military Reserve units leave without loss of pay as in accordance with Sections 115.07, 115.14 and 250.48, Florida Statutes. The County and bargaining unit members shall also abide by the Uniformed Services Employment and Reemployment Rights ("USERRA"). A copy of orders will be provided by the unit member to the Fire Chief.
- 23.02 Additional leave for Military Service may be granted by the Fire Chief, after receipt of such request in writing, without pay as provided in the Federal Universal Military Training Act, as amended from time to time.

ARTICLE 24
JURY DUTY

- 24.01 A unit member who is required to report for jury duty or jury service on a regularly scheduled work day shall be placed on jury leave with pay for the period of time which the unit member is required to report or serve. Any fees received for jury duty shall be retained by the unit member. The unit member shall not be eligible for reimbursement by the County for any meals, lodging, travel or other expenses incurred while serving as a juror. If the unit member, due to residence, must serve jury duty outside Brevard County, the unit member may be required to use Annual Leave for any time requested in order to actually report for jury duty, (e.g. unit member would like the 2nd half off to report for jury duty the next day.)
- 24.02 A unit member shall notify his/her supervisor, if it is a scheduled work day, when released from jury duty. If the unit member is released from jury duty within one (1) hour of the end of the scheduled workday, he/she shall not be required to return to duty and shall receive the normal duty day pay and benefits. Otherwise, the unit member shall return to the duty station or workplace when released from jury duty or jury service.

ARTICLE 25
VOTING

- 25.01 A unit member working 24-hour shifts, who is registered to vote and whose regular duty falls on the date of the Primary, General or Special Election, is expected to utilize early voting and/or obtain an absentee ballot for voting purposes. Such unit members who fail to make the adequate arrangements must charge annual leave or leave without pay at the beginning of their shift for voting purposes.
- 25.02 Such unit members, who due to circumstances beyond their control, i.e. shift changes, exchanges or mandatory overtime, are unable to obtain an absentee ballot, may be granted administrative leave if their shift hours coincide with all hours the polls are open.

ARTICLE 26
EMERGENCY LEAVE

- 26.01 In the event of a death or critical illness to a member of a unit member's immediate family, which shall include the unit member or his/her spouse's children, parents, brothers, sisters, grandparents, grandchildren and step relatives in these categories who raised, were raised by or raised with the unit member or the unit member's spouse, emergency leave shall be granted to the unit member upon his/her request of the Staffing Office or designee. At the sole discretion of the Fire Chief, or designee, a court-approved ward or former legal guardian who raised, was raised by, or raised with the unit member may be considered an immediate family member.
- 26.02 Unit members working an Administrative schedule may be granted emergency leave for a period of up to three (3) working days commencing on the day the unit member notifies the Fire Chief, or his/her designee of the emergency. In the case of the death of the unit member's immediate family as defined in 26.01, up to five (5) days emergency leave may be granted.
- 26.03 Unit members working an Operational schedule, may be granted emergency leave for a period of up to one (1) working shift off, commencing the day the unit member notifies the Staffing Officer, or his/her designee, of the emergency. In case of the death of the unit member's immediate family as defined in 26.01, up to two and one-half (2½) working shifts of emergency leave may be granted
- 26.04 If additional time off is needed for an emergency, the Fire Chief, or designee shall be notified by the unit member of his/her request. If the additional time off is authorized, such time shall be deducted from the unit member's accrued sick leave if available. Such additional emergency/sick leave shall not exceed a maximum of seven (7) calendar days. Any additional time beyond these constraints may be charged to annual leave upon approval by the Fire Chief, or designee.
- 26.05 Unit members requesting and receiving paid emergency leave shall provide evidence as to the nature of the emergency leave. Such evidence shall include a physician's statement, or a copy of a death certificate, or a newspaper report.
- 26.06 Critical illness shall be defined as a dire emergency or desperately urgent situation where the life of the individual is endangered and would normally require immediate hospitalization and the attendance of a physician. Such illness or emergency shall not include schedule surgery. Emergency leave shall not be accrued, carried over, or paid to a unit member upon termination. Emergency leave due to critical illness shall be authorized only one time per calendar year for each immediate family member.

ARTICLE 27
MATERNITY/PATERNITY LEAVE

- 27.01 A unit member shall be entitled to a maternity or paternity leave of absence without pay for childbirth, recovery, and/or child rearing following birth or adoption for a period of up to six (6) months. Unit members who are eligible for paid leave may be required to utilize such paid benefits prior to taking leave without pay.
- 27.02 Unless impractical or impossible (i.e., due to emergency or early birth), a pregnant unit member shall request maternity leave by notifying her immediate supervisor of the date she will begin said leave at least two fourteen (14) days prior to the anticipated date of delivery. In the event of an adoption, the unit member shall notify her immediate supervisor of the date she will begin said leave with at least fourteen (14) days prior notice. The unit member shall return to her previous rate of pay and benefits on the day of delivery. The unit member shall return to her previously assigned duties and benefits at any time during the leave of absence upon the presentation of a medical certification from her personal physician (if necessary) indicating that she is able to perform her original duties.
- 27.03 Unless impractical or impossible (i.e., due to emergency or early birth), a male unit member shall request paternity leave by notifying his immediate supervisor of the date he will begin said leave with at least two fourteen (14) days prior notice. The unit member shall return to his previously assigned duties at his previous rate of pay and benefits at any time during the leave of absence.
- 27.04 Sick leave or other applicable benefits may be used for any absence during pregnancy and/or childbirth and subsequent recovery, consistent with established parameters for such leave or benefit utilization.
- 27.05 All leave time will count towards any FMLA time (if eligible) benefit owed to both maternity/paternity leave.
- 27.06 In the event that both employees affected work for the Board of County Commissioners, the twelve (12) weeks FMLA allotted time is an aggregate amount of leave shared by both employees.

ARTICLE 28
LEAVE OF ABSENCE WITHOUT PAY

- 28.01 A unit member may request and be granted in writing a leave of absence without pay for a period of six (6) months at the discretion of the Fire Chief, or designee, where one of the following benefits will result: restoration of a unit member's health, increased job knowledge or an interest of the County is served. A longer period of time or an extension may be granted by the County Manager.
- 28.02 Leave without pay is a matter of right for members of the National Guard or the U.S. Armed Forces Reserve requesting leave without pay for military duties under the Uniformed Services Employment and Reemployment Rights Act "USERRA", and unit members who are eligible under provisions of Section 9 of the Family and Medical Leave Act of 1993 (FMLA).
- 28.03 It is understood that any leave without pay time taken for the purposes permitted under the FMLA shall be attributed to any remaining FMLA time available to the unit member.
- 28.04 A unit member shall not be eligible to accrue or use annual or sick leave while on leave of absence without pay.
- 28.05 It is acknowledged that a unit member may have paid whatever portion of the premium for group health insurance necessary to cover the first full month that starts during the first thirty (30) days of the leave of absence. However, the cost of premiums for optional coverage must be borne by the unit member. Group health and optional coverage shall be continued beyond the thirty (30) day period provided all premium payments are kept current by the unit member. Group health and optional coverages may be supplemented from the unit members current leave bank as approved by the unit member and coordinated through the Human Resources Benefits section.
- 28.06 The unit member shall return to his/her former position or an equivalent position with equivalent benefits, pay and other terms and conditions of employment, in accordance with the requirements of the Uniformed Services Employment and Reemployment Rights Act "USERRA", provided he/she can meet the then current qualification standards and is able to perform all of the required duties.
- 28.07 Any unused annual and sick leave shall remain in the respective bank and shall be available for use upon return to work. In the event the unit member does not return to work following a leave of absence and is subsequently separated from the service of the County, the payment for accrued and accumulated annual leave and sick leave shall be made in accordance with the provisions of Articles 19 and 20.
- 28.08 A leave of absence exceeding thirty (30) days, excluding military leave or FMLA time, shall be deducted from the unit member's length of service for seniority, pay and leave accrual purposes.
- 28.09 While on a leave of absence a unit member may not try out for or work for another fire and/or EMS service. Violation of this article is grounds for immediate revocation of the employee's leave of absence and is subject to progressive discipline.

ARTICLE 29
INJURY BENEFITS

- 29.01 Unit members disabled as a result of an injury arising out of and in the course of employment, compensable under the provisions of the Workers' Compensation Law, may receive Workers' Compensation and work-related disability leave subject to the conditions and limitations specified in this Article. Such unit members shall continue to be entitled to receive Board provided life insurance and group medical insurance coverage until they have reached maximum medical improvement for a period of six (6) months or have been released from County Service for cause. Unit members who are on Workers' Compensation leave shall not earn annual or sick leave benefits when such leave extends thirty (30) days or longer.
- 29.02 If a unit member is on Workers' Compensation leave for over twenty-one (21) consecutive calendar days, benefits in accordance with State law shall be applied back to the first lost day. Unit members not eligible for benefits in accordance with State law for the first seven (7) days of Workers' Compensation and Work-Related disability Leave may, upon return to work, request the utilization of accrued sick and/or annual leave for the first seven (7) days.
- 29.03 Unit members receiving a wage benefit under the Workers' Compensation law are authorized to utilize accrued sick and/or annual leave to receive a combination wage compensation equaling ninety percent (90%) of the unit member's regular gross earnings, based upon the earnings at the time of the current disability.
- 29.04 Under no circumstances shall any combination of Workers' Compensation and other benefits exceed one hundred percent (100%) of the unit member's salary.

**ARTICLE 30
RESERVED**

ARTICLE 31
LIGHT DUTY

- 31.01 The County shall make a good faith effort to locate and provide light duty assignments that will accommodate the disability of a given unit member, when operationally beneficial to the County, to unit members who are medically unable to perform the work of his/her regular classification. To reduce any loss of pay, the Fire Chief, or designee, may in his/her discretion, offer additional hours of work to such unit member who was on a 24/ 48-hour schedule and moved to a forty (40) hour schedule.
- 31.02 A unit member requesting light duty shall provide to the Fire Chief or his/her designee, a written assessment from the unit member's physician as to the nature and extent of any limitations of the disability. The County may request, at its own expense, a second opinion on the issue of the nature and extent of any limitations of the disability from a physician of the County's choice.
- 31.03 A pregnant unit member whose physician certifies that she should not continue working in the field, shall be placed in a light duty position with no loss in pay, provided a position is available for placement.
- 31.04 The hourly rate of pay for unit members who work a 24/48-hour shift and are placed on light duty due to pregnancy or Workers' Compensation, shall be calculated by taking the unit member's total pay for the previous three (3) pay periods, including FLSA overtime but without any extra overtime or holiday pay, and dividing said amount by three (3). The resulting average bi-weekly amount will then be divided by eighty (80) hours resulting in the rate of pay per hour while on light duty.
- 31.05 Upon being placed on light duty from a 24/48-hour shift schedule, , annual and sick leave will be accrued at the forty (40) hour work week rate for the duration of light duty. All previously accrued leave will be adjusted by dividing such leave by 1.4. Upon returning to a 24/48-hour shift schedule, annual and sick leave will be accrued at the 24/48-hour shift schedule accrual rate. All previously accrued leave will be adjusted by multiplying such leave by 1.4.
- 31.06 If a unit member receives a payout due to a separation of employment their accrued leave banks and hourly rate will be adjusted back to their 24/48-hour shift schedule to fulfill the payout. If a unit member qualifies and requests annual leave sell back while on light duty their accrued leave banks and hourly rate will be adjusted back to their 24/48-hour shift schedule to fulfill the sell back request only.

ARTICLE 32 COURT APPEARANCES

32.01 Work Related On-Duty Appearance

A unit member who is subpoenaed, summoned or ordered to appear as a witness, defendant or deponent, on a regularly scheduled workday, on behalf of the County as a result of the unit member's employment with the County shall be considered to be on duty and shall receive all pay and benefits, as provided in this Agreement, for all times associated with the subpoena, summons, or order. The unit member shall be paid mileage allowance, as provided by this Agreement, unless a travel fee is provided by the Court or transportation is provided by the County. If the unit member is released from the appearance within one (1) hour of the end of his/her assigned shift he/she may not be required to return to duty and shall receive the normal duty day pay and benefits. Otherwise, the unit member shall return to the duty station or workplace when released from the appearance.

32.02 Work Related Off-Duty Appearance

A unit member who is subpoenaed, summoned, or ordered to appear as a witness, defendant or deponent, while off-duty, on behalf of the County as a result of the unit member's employment with the County shall be considered to be on duty and shall be compensated per Article 17: Compensatory Time with a minimum of three (3) hours, for all time associated with the subpoena, summons or order. On duty status only applies for the period of time the employee is actively performing duties related to the required appearance, (i.e., in the courtroom, at the courthouse, attorney's office; not in a "stand-by" to wait scenario). Any fees awarded shall be returned to the County. The unit member shall be paid the mileage allowance, as provided by this Agreement, for the distance to and from the unit member's residence and the location of the appearance, unless a travel fee is provided by the Court.

A unit member required to appear in court while on scheduled vacation leave shall be considered to be on duty for the appearance time upon presentation of the required documentation.

32.03 Non-Work-Related Court Appearance

A unit member who appears in court as a witness, plaintiff or defendant due to personal litigation or criminal charges or whose appearance is voluntary shall be required to use annual leave for any such absence from work.

ARTICLE 33
LEGAL REPRESENTATION

The County shall provide, upon a unit member's request, legal representation from the County Attorney's Office, when the unit member is required, by subpoena, to appear as a witness in court or provide a deposition by the State Attorney, Public Defender, or a federal agency, where Brevard County is a named party in a lawsuit and the above referenced appearance is a result of legal action arising out of an incident which occurred during the unit member's official duties with Brevard County.

ARTICLE 34
INVESTIGATIONS

- 34.01 Where applicable, department investigations for disciplinary actions shall be conducted pursuant to Florida Statute 112.80, commonly known as the Firefighter Bill of Rights.
- 34.02 When a unit member is facing disciplinary actions, the Office of Professional Development shall serve the unit member with Formal Investigation paperwork prior to the investigation interview.
- 34.03 The unit member is allowed to have one (1) personal representative (who may be the Union representative), plus an attorney for a maximum of two (2) representatives present during a formal investigation interview. All copies of interview documentation, and items to be discussed during the formal interview shall be supplied to the employee no less than twenty-four (24) hours prior to the interview.
- 34.04 No pre-disciplinary notice shall be served on a Friday for a hearing to be held the following Monday.
- 34.05 All unit members not covered under Florida Statute 112.80, shall have investigations and pre-disciplinary hearings conducted pursuant to Brevard County Merit System Policies and Procedures. Disclosure of investigative packets will be consistent with Section 34.02
- 34.06 The unit member (or Union) is allowed one (1) continuation to last no more than fourteen (14) calendar days, to secure a representative.

**ARTICLE 35
DISCIPLINE AND DISCHARGE**

- 35.01 Any unit member covered under this bargaining unit shall not be disciplined except for proper cause.
- 35.02 Prior offenses will not be held against an employee provided there have been no further offenses during the time specified below except that when dismissal charges are part of the Notice of Pre-Disciplinary Hearing the unit member's permanent personnel records and other appropriate documentation will be considered.

Dismissal Offenses (where lesser penalty was imposed)3 years

Major Offenses 2 years

Minor Offenses 1 year

Major and minor offenses shall be determined from Fire Rescue Rules and Regulations and Policy XII of the Brevard County Merit System.

Any discipline for first time minor offenses shall be issued within fourteen (14) calendar days.

- 35.03 In the following situations:

- A. Failure to notify the Assistant Chief of Operations or more senior officer, within 24 hours of being arrested, or as soon as practical, for a crime pursuant to Merit System Policy XII(II)(F).
- B. The arrest of a unit member that is job related or affects the ability to perform the duties of the job or affects the public's trust in the unit member and/or County Government.
- C. If the unit member is found to have adulterated a controlled substance test per Article 50, then the unit member may be temporarily suspended without pay upon Department notifying the unit member, in writing, of the reported adulteration.
- D. Failure to maintain required certificates per Article 10 may result in temporary suspension without pay or termination if the member is unable to obtain certification within thirty (30) days.
- E. Under department investigation for a dismissal offense that affects the public's trust in the unit member and/or County Government.

The Fire Chief, or designee, has the discretion to render a preliminary determination to:

- A. Allow the unit member to continue to perform duties pending the outcome of the departmental investigation and final administrative determination; or
- B. Reassign the unit member to other duties pending the outcome of the departmental investigation and final administrative determination; or
- C. Suspend the unit member without pay pending the outcome of the departmental investigation and final administrative determination; or
- D. Suspend the unit member with pay.

If the County determines the unit member should be suspended without pay, the investigation shall take no more than fourteen (14) days from the date that the unit member is notified of the suspension in writing and is acknowledged by the unit member. The hearing and/or decision to

terminate shall be concluded within fourteen (14) days following the investigation. If the Fire Chief or designee believes there is a need for additional time for the investigation, then he/she may have a one (1) time extension for a reasonable period of time upon agreement with from the Union President or designee. Agreement shall not be unreasonably withheld.

If the County fails to complete the investigation, hearing or decision to terminate in the above time frame, including any mutually agreed upon extensions, then the unit member shall be placed on suspension with pay pending the outcome.

If the County does not find sufficient evidence in the investigative process to determine the need for discipline, the unit member shall be returned to full duty with back pay and/or the County shall return any leave that was utilized during this period of time.

- 35.04 Except for oral and written reprimands and as outlined in Article 10, when the County is considering discipline or discharge it shall ensure the unit member received due process. A formal investigation process shall be initiated by the Office of Professional Development. The written Notice of Formal Investigation will inform the unit member of his/her right to Union representation at the investigation interview. At the investigation interview, the County representative will state the nature for the investigation and provide the unit member with a fair opportunity to answer questions. The representative for the County has the right to interview any and all persons who are believed to have knowledge of or witnessed the events that brought cause for the formal investigation. Once the investigation has been concluded, the lead investigator for the County will notify the unit member of the investigation findings within seven (7) days. If the lead investigator determines that policies and/or rules and regulations have been violated, a pre-disciplinary hearing will be scheduled. The County shall give written notice of the pre-disciplinary hearing to the unit member explaining the nature of the charge(s) against him/her. The investigative packet shall be provided to the unit member no less than three (3) days prior to the pre-disciplinary hearing. Within seven (7) days following the hearing, barring emergencies, the Office of Professional Development will notify the unit member and where represented by the Union at the hearing, the President of the Union, in writing of the recommendation. If further investigation or time is needed to provide a decision, the County will advise the unit member of the need for further investigation or time and shall indicate the maximum amount of time which shall be utilized for the investigation. In no event shall this period of time exceed twenty-one days unless mutually agreed upon by the parties.
- 35.05 Disciplinary days off shall be defined as 11.2 hours for 24/48-unit members and 8 hours for forty (40) hour a week unit member.
- 35.06 Any unit member covered by this Agreement shall retain the right to file a grievance or appeal, as applicable, protesting any disciplinary action, including discharge for proper cause in accordance with the grievance procedure outlined in Article 39 or the County Merit System Policies and Procedures. However, nothing in this paragraph shall be read in conflict with the provisions of Article 41: Probationary Unit Members.
- 35.07 In those instances where a Union representative does not participate in the disciplinary process, the results of that process will not be precedent setting upon the Union.
- 35.08 The Department's DUI Policy is as follows:

A. First Conviction

1. Mandatory counseling by the County and/or State
2. Unscheduled drug and alcohol testing for a twelve (12) month period paid for by the unit member. Court Ordered drug and alcohol testing results may be submitted to satisfy this provision.
3. Possible five (5) day suspension without pay

B. Second Conviction will result in discharge

- C. This article does not negate the employee's requirement to be able to drive emergency vehicles per Article 10.

35.09 No Bargaining Unit employee should have any expectation of privacy while on duty or utilizing County resources for Internet usage. County Internet activity will be reviewed to assure that County Internet resources are used only for their intended purposes.

35.10 If a unit member is placed on disciplinary probation, the term of the probationary period shall be provided to the unit member in writing and shall not be less than six (6) months. Any interruption in service, including paid leave and/or unpaid leave, in excess of thirty (30) days shall extend a unit member's probationary period by an amount equal to interruption of service or the leave taken.

Any unit member on disciplinary probation shall:

- A. Not be eligible for promotion;
- B. Not eligible for voluntary additional hours/compensatory boxes;
- C. Not eligible for mandatory additional hours/compensatory boxes;
- D. Shall not be eligible for voluntary bids.

The above does not apply to additional hours/compensatory boxes which may occur as a result of a call occurring at the end of the shift which requires the affected unit member to hold-over.

Notwithstanding the above, management reserves the right to order additional hours/compensatory boxes as needed based upon the operational needs.

Upon release from disciplinary probation, a unit member shall be placed at the top of the mandatory overtime listing and at the bottom of the voluntary overtime listing.

35.11 Nothing in this Article shall limit or abridge any unit member's rights as provided under Section 112.80 et. seq. Florida Statutes, known as the Firefighters' Bill of Rights.

**ARTICLE 36
DEMOTIONS**

- 36.01 In the event that a promoted unit member does not receive a satisfactory rating on his/her final probationary performance evaluation for a higher position, as per Article 41, he/she shall be demoted to a position in his/her former classification at his/her pre-promotion rate of pay. Upon such demotion, the unit member shall not be required to serve a probationary period in his/her former classification.
- 36.02 In the event a unit member in a non-probationary promoted classification is demoted for disciplinary reasons or voluntarily requests demotion, he/she shall be demoted to the highest vacant position for which they are qualified and shall receive a rate of pay determined as follows:
- A. He/she may be required to serve a probationary period in his/her former classification; the unit member will be placed in the appropriate pay plan step of their former classification. Time served in the higher classification and pay step the unit member occupied in the former classification (at the time of their promotion) will be included in making the determination of the appropriate pay step. In no case shall the unit member receive a higher rate of pay than the highest step of the former classification.
 - B. A rate of pay and/or probationary period as applicable under the terms of the final resolution to the grievance and arbitration procedure.
- 36.03 Demoted employees may be directed to participate in an orientation program related to the member's reassignment to the demoted position. The length and nature of this orientation shall be determined by the Fire Chief, or designee. The subject matter and performance requirements shall be determined by what the training requirements are needed for the new position which the employee does not currently possess. At no time shall the requirements exceed existing departmental requirements for an employee on new hire orientation or remediation for the new position.

ARTICLE 37
REDUCTIONS IN FORCE

- 37.01 When for any lawful reason the County determines that it must reduce its workforce, the County, in its sole discretion, shall determine the number of unit members and ranks to be reduced. The County Manager shall consider the recommendations of the Union, where such recommendations are submitted in a timely manner, prior to the final determination of layoff.
- 37.02 Where a layoff is proposed as part of a preliminary budget submittal, the County shall provide the Union President, in writing, the number of positions in each rank that are to be reduced no less than ninety (90) days prior to the beginning of the new fiscal year. Layoffs shall occur in the following order, as applicable:
- A. In the event that the number of budget positions for a particular rank is to be reduced, the County shall first eliminate any vacant positions for that rank.
 - B. In the event the elimination of vacant positions for that rank does not satisfy the total position reduction for that rank, then such unit member subject to layoff may displace the least senior unit member in the next lowest rank for which they are qualified with a corresponding reduction in pay.
 - C. Any employee displaced under this process, including a unit member who is the subject of a single position job elimination, may displace the least senior unit member in the next lowest rank that unit member last previously qualified for with a corresponding reduction in pay. If no such displacement can occur, the displaced unit member shall be laid off.
- 37.03 In the event the Fire Chief determines an individual is an essential employee because of specialized skills, knowledge or abilities, such unit member may be retained in favor of another unit member with more rank seniority.
- 37.04 After a workforce reduction has been completed and where the County subsequently increases the number of budgeted unit member positions for a rank where one or more-unit members were displaced, such unit members who were displaced or laid off will be given notice for recall to their former ranks.
- 37.05 The County shall recall or reclassify, as applicable, in order of greatest seniority in rank at time of displacement or layoff.
- 37.06 Notice of recall shall be sent to the unit member's last known address by certified mail. A laid off unit member shall provide the County with any subsequent change in address. A unit member being recalled from layoff shall have ten (10) calendar days after notification was mailed to accept or reject the recall offer and two (2) calendar weeks from the date of acceptance to return to work. The County agrees to consider extending these time limits in unusual circumstances when there is no necessity for a timelier appointment.
- 37.07 An outside applicant for a given rank will be considered for employment consistent with Article 45 after all unit members eligible to return to work in the rank have been made an offer and rejected or failed to respond in a timely manner to same.

- 37.08 If it should become necessary for the County to reduce its work force by a layoff of one (1) or more employees covered by this Agreement, those employees laid off shall receive severance pay pursuant to the Brevard County Merit System Policies and Procedures.
- 37.09 The affected employee shall receive a written notice of the County's intent to reduce its work force no less than thirty (30) calendar days prior to the last day of work.
- 37.10 A given employee who is laid off shall be compensated for 100% of his/her unused annual leave. Unit members not vested in the Florida Retirement System shall be entitled to receive twenty percent (20%) of their net unused sick leave. Unit members vested in the Florida Retirement System shall be paid thirty percent (30%) of any unused sick leave. Unit members with fifteen (15) years of service and are vested under the Florida Retirement System, shall be paid fifty percent (50%) of their unused sick leave balance.
- 37.11 Such compensation shall be payable within the period and according to the terms as specified in Brevard County Merit System Policies and Procedures.

ARTICLE 38
INFORMATION TO THE UNION

38.01 The County's Office of Human Resources shall coordinate with the Fire Rescue Department to forward (email, etc.), or otherwise make available to the Union President the following information for unit members on a regular basis:

- Name of newly hired unit members including hire date
- Changes in job classification
- Changes in incentives, pay, and salary adjustments
- Promotions, demotions
- Notice of disciplinary hearings and of discipline
- Notices of intent to resign
- Notices of separation from County service, whether voluntary or involuntary, including separation dates
- Exit interviews

The Office of Professional Development shall make every reasonable effort to notify the Union President of an employee's intent to resign via Email within 2 days of receipt of the signed resignation letter.

In conjunction with this Article, the Chief of the Office of Professional Development shall send the Union President a notice setting forth how the records/documents will be delivered (as of the effective date of this Collective Bargaining Agreement). Should software or databases change, the Chief of the Office of Professional Development shall notify the Union president of any needed change in the delivery of any of the information set forth in Sec. 38.01 above.

38.02 The County shall not be required to create a report, which does not otherwise exist, for the purpose of providing the documentation or records set forth above.

38.03 For any other records, other than is what is set forth above, the Union will be charged the applicable fees, as set forth by the Board of County Commissioners. Requests for public records by individual unit members shall be treated as public records requests and subject to applicable fees pursuant to Brevard County Administrative Order 47 (AO-47).

38.04 Should the Union wish to change how often it receives records/documents or the types of records/documents it receives under this Article, the Union shall notify the Fire Chief and the Office of Professional Standards of the change requested. Should the County or Fire Rescue change its personnel action data system which necessitates a change to the manner in which it has been delivering records/documents to the Union President, it shall notify the Union President.

ARTICLE 39
GRIEVANCES AND ARBITRATION

39.01 Grievance

- A. A grievance is a formal complaint made by a unit member (grievant), concerning the application of the express terms of this Agreement, including the Merit System Policies and Procedures. All discipline and discharge shall be for proper cause.
- B. Computation of time related to written grievances shall begin the date the grievance is marked received and shall not include the day the grievance is filed, or reply received, or any observed holiday within said period. The Union President and grievant shall be notified by e-mail or other timely manner, of when the grievance was received. Time limits, at any stage of the grievance procedure, may be extended by written, mutual agreement of the parties involved, at that step.
- C. Grievances not advanced to the next step of the process by the grievant within the prescribed time limit shall be deemed withdrawn as having been settled on the basis of the decision rendered. Failure on the part of the County to answer within the time limit set forth in any step shall result in the member or the Union having the right to proceed to the next step of the grievance process or in the member's or the Union's discretion, the right to extend the grievance until such time as a response is received.
- D. At any step of the grievance procedure, the person named as the Union or the County representative may be changed, and an alternate appointed.
- E. Any grievance filed relating to a unit member's termination from employment shall be filed by the Grievant or Union commencing at Step 3 of this grievance procedure.
- F. At any step in the grievance procedure, the grievant may request a Union representative to attend and participate in the specified meetings.
- G. Unit members shall have the option of utilizing the Merit System grievance procedure, under Merit System Policy XIII, or the procedures set forth in this Article, but cannot use both procedures for the same grievance.
- H. At no time shall any disciplinary paperwork be placed into the grievant's personnel file until the window for a grievance has expired.
- I. A unit member who is terminated while on disciplinary probation is not entitled to appeal said termination under this Bargaining Unit Agreement or the Brevard County Merit System.
- J. A class action grievance arises when an action or actions of the County affect a number of unit members in a similar manner or creates a contract violation.

39.02 Grievance Procedure

- A. Grievances shall be processed in accordance with the following procedure:
 - 1. Verbal Complaints involving Discipline, up to and including Written Reprimands that are initiated by the unit member's immediate supervisor: In the event a dispute exists involving such discipline the unit member shall first bring this dispute to their immediate supervisor in an attempt to have the complaint resolved without invoking the formal grievance procedure, with or without the presence of the grievance representative. Such resolution shall not be inconsistent with the

express terms of this agreement. Verbal complaints under this provision must be brought within fourteen (14) days from the date the unit member learned, or reasonably should have learned, the facts which constitute the complaint. If a satisfactory resolution between the parties is not arrived at during this phase, the unit member shall have fourteen (14) days to file a written grievance in accordance with Step 1 to their assigned supervisor.

2. Grievances involving Discipline, including Disciplinary Probation, Suspension, and Demotion: In the event a dispute exists involving such discipline, the unit member shall file a Written Grievance with the Deputy Fire Chief within fourteen (14) days from the date the grievant learned, or reasonably should have learned, the facts which constitute the grievance. Such Written Grievance shall be processed in accordance with Step 2 set forth herein.

3. Class Action Grievances

- When a class action arises, the Union may file a Class Action Grievance on behalf of the affected unit members.
- Class action grievances shall be filed initially in writing with the Fire Chief at step 3 within twenty-one (21) days of when the Union has knowledge of this action or event which gave rise to the grievance.

B. Written Grievance Process

Step 1: In the event a unit member believes a dispute exists, as outlined in Section 39.01, and has not been resolved in accordance with Section 39.02, he/she shall file a Written Grievance with the appropriate supervisor, or designee, within fourteen (14) days from the date the grievant learned, or reasonably should have learned, the facts which constitute the grievance. The applicable officer, or designee, and the grievant shall meet within fourteen (14) days of receipt of the grievance and, if possible, resolve the dispute which gave rise to the grievance. The applicable officer shall obtain the facts and forward his/her decision, in writing, to the grievant and to the Union, no later than fourteen (14) days following the meeting date.

Step 2: If the grievance is not settled at Step 1, the grievant shall forward the grievance within fourteen (14) days to the appropriate Deputy Fire Chief as applicable, within fourteen (14) days from the receipt of the grievance of the Step 1 decision. The Deputy Fire Chief shall meet with the grievant within fourteen (14) days, excluding holidays, of receipt of the grievance. The Deputy Fire Chief, shall obtain the facts and forward his decision, in writing, to the grievant and the Union no later than fourteen (14) days following the meeting date.

Step 3: If the grievance is not settled at Step 2, the grievant shall forward the grievance to the Fire Chief within fourteen (14) days from the receipt of the grievance of the Step 2 decision. The Fire Chief shall meet with the grievant within fourteen (14) days of receipt of the grievance. The Fire Chief shall obtain the facts and forward his decision, in writing, to the grievant and the Union no later than fourteen (14) days following the meeting date.

Step 4: If the grievance is not settled at Step 3, the grievant shall forward the grievance to the Human Resources Director within fourteen (14) days from the receipt of the Step 3 decision. The Human Resources Director shall meet with the grievant within fourteen (14) days of receipt of the grievance. The Human Resources Director shall obtain the facts and forward his decision, in writing, to the grievant and the Union no later than fourteen (14) days following the meeting date.

39.03 Arbitration

- A. The Union can decide not to take a grievance to arbitration. No unit member can proceed to arbitration if not represented by the Union.
- B. If the grievance is not settled during the grievance procedure, the Union or the grievant, may give written notice to the Human Resources Director of the intent to submit the matter to arbitration no later than fourteen (14) days from the receipt of the Step 4 decision.
- C. Within fourteen (14) days following receipt of the arbitration notice by the Human Resources Director, the Union President and the Human Resources Director, or their respective designees, shall meet to attempt to select an arbitrator by mutual agreement.
- D. In the event agreement cannot be reached on the selection of an arbitrator, the Union President shall request Federal Mediation and Conciliation Service to provide a panel of arbitrators within fourteen (14) days of the arbitrator selection meeting.
- E. Within fourteen (14) days of receipt of the panel of arbitrators the Human Resources Director and the Union President shall meet and, beginning with the Union President, alternately strike a name from the panel of arbitrators, until one name remains. That person shall be designated as the Arbitrator and the Federal Mediation and Conciliation Service shall be informed of this decision, and shall proceed to establish a hearing date. The Union President and the Human Resources Director shall alternately be the first party to strike a name from the panel of arbitrators for subsequent arbitrations during the period of this Agreement.
- F. The Union and the County shall attempt to mutually agree, in writing, as to the statement of the matter to be arbitrated prior to the hearing. In the event that the parties fail to agree on a statement of the issues to be submitted, a written statement of the grievance and issues to be decided shall be presented to the Arbitrator by each party. Wherever possible, such statements shall be forwarded to the Arbitrator and exchanged, between the parties fourteen (14) days prior to the arbitration hearing date. Rights of the parties shall not prejudice by the inability or failure to comply with this subsection. The Arbitrator shall confine his or her decision to the particular matter specified in the Submission statement(s).
- G. The Arbitrator shall consider and decide only on the specific grievance issue(s) submitted to him/her in writing by the Union and the County. The arbitrator shall confine his or her consideration and determination to the written grievance presented in STEP ONE of the grievance procedure. The arbitrator shall have no authority to substitute his or her judgment for that of management in any area identified in this Agreement or by law as a management right, and/or change, amend, add to, subtract from, or otherwise alter or supplement this Agreement or any part thereof or amended thereto. He/she shall have no other authority to consider or rule upon any other matter.
- H. In any arbitration proceeding, the Arbitrator shall sustain or uphold the decision of the County if the County establishes that the County's decision regarding the unit member is supported by a

preponderance of the evidence, conversely, should the County fail to establish that the County's decision regarding the unit member is supported by a preponderance of the evidence, the Arbitrator shall sustain the grievance.

- I. Any hearing before an arbitrator selected through the Federal Mediation and Conciliation Service shall be conducted in accordance with the rules of that service. All expenses of the Arbitrator and/or Service shall be split equally by the Union and the County.
- J. Either party may hire a stenographer to be present at the hearing. The party requesting the stenographer will be required to pay for this service. In the event both parties request a stenographer to be present, they shall share the cost of this service equally. The Arbitrator shall be provided a copy of any transcripts of the hearing at no cost.
- K. The decision of the Arbitrator shall be final and binding upon the aggrieved unit member, the County and the Union. The Arbitrator shall not have the power to alter, modify, amend, add to, or detract from the specific, expressed terms of this Agreement. The Arbitrator shall not have the authority to limit or impair any right that is reserved by this Agreement.
- L. No decision of the Arbitrator shall have application earlier than fourteen (14) days prior to the filing of the written grievance.
- M. In the event the Arbitrator concludes that the subject matter of the grievance is within the scope of the Management Rights Clause, and no expressed language of the Agreement provides a specific basis for an alleged breach of this Agreement, the Arbitrator shall dismiss the grievance with the ruling that the subject matter of the grievance is within the reserved rights of the County.

39.04 Management Grievance

Any management grievance shall be presented by the Fire Chief to the Union President by any provision of written notice citing and describing the dispute and referencing the specific section or sections of this Agreement which have been violated. A copy of such notice will be provided to the County's Human Resources Director. The Union President shall give a written response to the Fire Chief within fourteen (14) days of the date of receipt of the management grievance. If the County is not satisfied with the resolution specified by the Union President in the Union's written response, the County may exercise its statutory rights with the Public Employee Relations Commission, pursuant to Florida law.

39.05 Determination of Grievance – Finality

The parties recognize that Department Rules and Regulations, Standard Operating Procedures, Merit System Policies and Procedures and various contractual provisions apply to both the Rank and File and Supervisory Bargaining Units. In such cases, where a grievance is filed concerning the interpretation or application of such a provision by either bargaining unit, the initial grievance filed concerning the issue shall be dispositive of the interpretation or application when the Union participated in the grievance.

ARTICLE 40

SENIORITY

40.01 Definitions

The following definitions are applicable as provided in the respective Articles in this Agreement:

- A. Department Seniority is defined as the length of continuous service with Fire Rescue, measured from the bargaining unit member's initial or adjusted date of employment with Fire Rescue.
- B. Rank Seniority is defined as the length of continuous service in a specific rank within Brevard County Fire Rescue and any time served in a position of equal or higher rank within Brevard County Fire Rescue. Rank is defined as follows:
 - 1. Captain
 - 2. District Chief
- C. Certification Seniority is defined as the length of cumulative service with each respective certification of Firefighter, E.M.T. or Paramedic.
- D. County Seniority is defined as the length of cumulative service with Brevard County, measured from the bargaining unit member's initial or adjusted date of employment with the County.
- E. Pay Seniority is defined as verifiable experience as a paid full-time employee within the State of Florida in a comparable position to those identified in paragraph B. This applies only to initial step placement.

40.02 Seniority Hierarchy

For purposes of determining seniority for bidding, involuntary transfer, and cross shift transfers as described in 43 seniority shall be determined utilizing the following criteria in order as follows hereinafter referred to and defined as ("Seniority Hierarchy"):

- 1. Rank Seniority
- 2. Department Seniority
- 3. Certification Seniority
 - a) Date of Florida Fire Officer 1 Certification
 - b) Date of Florida Firefighter Compliance Certification
 - c) Date of State of Florida Paramedic Certification
 - d) Date of State of Florida EMT Certification
- 4. County Seniority

40.03 Interruption of Service

Service shall be considered as having been interrupted when a bargaining unit member is absent due to a lay off for more than one (1) year. Service shall be considered as having been interrupted when a bargaining unit member is absent due to resignation for more than thirty (30) calendar days. The provisions of this section apply to seniority only for purposes of bidding and bumping, but not for other benefits such as annual leave, sick leave accrual, and/or Step Pay Plan benefits, etc. Good standing will

not include circumstance where an employee left an employer during a pending disciplinary action. 40.04

Initial Step Placement

Employees hired, who left in good standing from an outside agency who meet the definition of pay seniority shall be placed in a step based upon the following calculation subject to the Fire Chief's discretion:

1. One step for every two (2) years of verifiable cumulative years of service with a maximum placement at step 5.

Years of service with a prior Florida employer will not be considered if the employee did not leave in good standing. Good standing will not include circumstances where an employee left an employer during a pending disciplinary action.

ARTICLE 41
PROBATIONARY EMPLOYEES

41.01 Promoted Unit Member

Any unit member promoted to a higher classification shall become probationary in the new classification for a period of six (6) months. All such probationary unit members shall be evaluated in writing before the end of their probationary period. A Less Than Satisfactory rating may result in an extension of the probationary period which shall not exceed three (3) additional months or a demotion from the position, at the discretion of the County. A unit member shall be released from probation and attain permanent status in the higher classification upon receiving a "Satisfactory" rating on his/her probationary performance evaluation.

41.02 Newly Hired Unit Members

- A. Newly hired unit members shall serve a probationary period of twelve (12) months from successful completion of the new hire orientation program. The termination of a probationary unit member shall not be subject of a grievance or appeal under the Merit System Policies and Procedures or this agreement.
- B. New hire employees are not eligible to bid for positions until they have successfully completed their assigned probationary period.
- C. Newly hired employees are entitled to all rights under this contract during their probationary period, unless expressly excluded.

ARTICLE 42
NON-DISCRIMINATION

- 42.01 Neither the County nor the Union shall discriminate or sanction intimidation against any unit member because of his/her membership, or lack of membership in the Union, or for the exercise of any rights or privileges provided under this Agreement or by any Federal, State, or local law or ordinance. The County and the Union further agree that neither shall discriminate against any unit member because of his or her race, color, creed, national origin, sex, sexual orientation, gender identity or age.
- 42.02 The County and the Union further agree that the use of the masculine gender pronouns to indicate unit members shall be interpreted to mean both male and female unit members, and that such usage is in the interest of readability and follows the proper rules of English, and further that such usage is not intended, nor shall it be interpreted to be, sexual discrimination.

ARTICLE 43
TRANSFERS AND BIDS

- 43.01 Management may temporarily assign unit members to a different reporting point, district, or shift as required to meet the needs of the Department. Such transfers shall not be made as a pretext for discipline, without a hearing. The assignment of a unit member to a position by management shall not cause the permanent displacement of another unit member.

Temporary Assignments shall not exceed forty-five consecutive (45) days in any specific district in a sixty (60) day period, unless as a result of disciplinary action, health/welfare issues (subject to review by the Deputy Chief in conjunction with the Employee Benefits Manager and Union President), or training/remediation.

43.02 Remediation

Unit members may be transferred involuntarily within or across Districts for the purpose of remediation. Remediation objectives and the time frame shall be clearly defined. When the unit member has successfully completed the remediation, the unit member shall return to his/her original assignment.

43.03 Bid Posting, Submission, Award and Withdrawal

The Fire Chief or designee shall insure that positions for personnel working a 24/48-hour shift are fairly awarded. Where possible, said positions will be bid and such bids will be awarded as stated within this article. However, where it is operationally necessary the Fire Chief or designee will have the right to place specific personnel as needed. The Fire Chief or designee must be able to explain said operations both verbally and in writing if requested. Bids shall be posted via electronic mail by the staffing office and remain open for a period of two (2) weeks.

- 43.04 A unit member may be afforded the opportunity to bid and be considered for any and all reassignment to another reporting point or station for which they are qualified on a permanent or temporary basis. Such requests must be approved by the Assistant Chief of Operations.

The criteria for awarding bids shall be determined by the Seniority Hierarchy.

- 43.05 A unit member who is awarded a bid shall remain in the awarded position for a minimum of sixty (60) regularly scheduled twenty-four (24) hour shifts.

43.06 Requested District and/or Shift Transfer

- A. Unit members of equal rank and job classification may transfer laterally between districts and/or shifts; however, such transfers must be approved by the Assistant Chief responsible for Operations. Each unit member shall submit a request to the Assistant Chief of Operations in a form and by means selected by the County, such as certified e-mail.
- B. Each request shall include the unit member's name, rank/certification, current station assignment and shift, and the date the unit member request to make the trade effective.
- C. A district and/or shift transfer may not be authorized when it is known that one of the unit members is going to be promoted or when it is known that one of the unit members is going to terminate his/her employment with the County.

43.07 Transfer Denial Explanation

A request for the privilege of a transfer to another district or shift shall be submitted as noted in Section 43.05 at least three (3) shifts or work days in advance, and said request shall not be unreasonably denied. The basis for a denial for transfer shall be first provided orally. If the unit member is not satisfied with the explanation, he/she may request and receive the explanation in writing.

43.08 Involuntary Transfer

Where no qualified bidders apply, involuntary transfer to permanent vacancies shall be determined by Seniority Hierarchy on the affected shift. The individual with the lowest applicable seniority will be transferred. A unit member shall not be involuntarily transferred to a permanent vacancy, on a permanent basis, more than twice in a twelve (12) month period. Unit members may be transferred involuntarily for the purpose of remediation or further training. Remediation and/or training objectives and the timeframe shall be clearly defined. When the unit member has successfully completed the remediation and/or training, the unit member shall return to his/her original assignment.

43.09 When an employee bids for a position on another shift and owes a shift trade on that shift, they are unable to repay the trade at that point. The employee will be given up to three weeks to rectify and work the trade prior to being assigned to their new position. Should the trade repayment not occur within that timeframe, the employee owing the trade will have annual leave equaling the amount deducted from his/her annual leave bank and given to the employee they were to work for.

The employee who receives this annual leave will then be given the opportunity to take annual leave on the date of the original trade. Should this fall on a holiday, normal staffing rules will apply to the position at that time, and it may be self-fill.

Should the employee who bids to another shift be owed shift trade time and they already have worked for the other party, the party who owes the time will have it deducted from their annual leave bank and given to the person they owe the time to. The party who owes the time will have the same three-week window to work for the employee before they are placed in their new position to avoid this time deduction.

If neither party has worked a side of a trade already in Telestaff, the entire trade shall be cancelled upon assignment of the employee to their new shift and no time deductions will be made.

If the party who owes the annual leave does not have enough time in their annual leave bank at the time of deduction, the unit member's next payroll check will be reduced by the applicable amount (number of outstanding hours multiplied by the unit member's current rate of pay).

ARTICLE 44
WORK OUT OF CLASS

- 44.01 It is understood that every incidental duty connected with operations cannot be listed in job classification descriptions. Unit members may be required to perform duties that are not contained in job classification descriptions. Company in-service inspections shall be considered a routine part of the duties for Fire Rescue personnel.
- 44.02 Personnel who have met the qualifications to sit for a promotional exam and have agreed or requested to participate in the Acting Officer Program along with those employees who are presently on the promotional list will constitute the Eligibility List. Priority will be given to those members on the current promotional list. Members on the Eligibility List may be temporarily assigned to the applicable Acting Officer's position. No member who has failed a previous promotional exam may be placed into an Acting Officer position until that member successfully passes a subsequent promotional exam. Temporary assignments shall not be used to fill permanent openings. Personnel who sit on the acting officer eligibility list shall remain eligible to participate in the acting officer program providing they have completed the applicable orientation process.
- 44.03 Personnel who have met the qualifications to sit for a promotional exam and have agreed or requested to participate in the Acting Officer Program, shall remain eligible for such participation up to a two (2) year maximum. Members that are part of the acting program must sit for the next applicable examination. To continue in the program beyond the two (2) year timeframe, the member must pass the applicable promotional exam and be placed on the promotional eligibility list.
- 44.04 The eligibility list will be administered by assigning the Acting positions to those members on the existing promotional list first, and then offering Acting positions to the remaining eligibility list on a voluntary basis, as long as there is no crossing of personnel between shifts.
- 44.05 In those cases where an Acting Position is expected to exist for longer than thirty (30) days, a unit member shall be utilized from the promotional list of candidates in rank order qualified for that specific available vacancy. Subsequent Acting Positions shall be filled on a rotating basis, regardless of shift.
- 44.06 A member who temporarily performs work in a higher classification, totally different from his/her normally assigned tasks, shall be paid the minimum of the higher classification or five percent (5%) above the current salary, whichever is greater. No member shall be paid more than the maximum of the salary range. Such payment shall commence immediately upon reporting for duty in the out of grade classification.

ARTICLE 45

PROMOTIONAL OPPORTUNITIES

45.01 Filling of Promotional Position Vacancies

It is the intent and policy of Brevard County to consider and give priority to its own qualified employees for promotional opportunities in employment before considering outside applicants. Promotional tests will use a standard grading system based on a 100-point scale for determining the total score of the candidate and will consist of a multiple-choice closed book written examination worth fifteen (15)points, a tactical skill exercise worth thirty- (30)points, an assessment center process that may be oral, written or a combination of techniques worth twenty (20)points, and an interview to include consideration of professional resume worth thirty five (35) points. A passing cut score will be established by the testing agency using professionally accepted procedures. Candidates must achieve the established cut score on the written test to be eligible to move on to the assessment center and tactical exercise portions of the testing process.

The Cut Score for the written test will be set for each portion after the data is reviewed for the following factors:

- Natural breaks in the data
- Psychometrics of the test
- Distribution of scores
- Utility the test is supposed to serve (i.e. providing an adequate number of candidates for the promotional procedures to serve the County's need).

The Cut Score shall be set by the testing agency prior to release of the candidate scores to the County.

45.02 Promotional Eligibility Criteria

In order for a unit member to be eligible for each respective promotional examination and receive additional points for Degrees and certifications / license, the following criteria shall be met fifteen (15) days prior to the date of the written examination:

A. Captain

- Three (3) continuous years of service with BCFR as a Lieutenant; and
- State of Florida Instructor 1 certification or greater through the Bureau of Fire Standards and Training; and
- Certification as a Departmental Hazardous Material Technician.

Points are awarded to the final overall passing point score: all degrees must be awarded from an accredited college or university as defined in the most current edition of Accredited Institutions of Postsecondary Education as published by the American Council on Education.

BA/BS Degree 4 points

MS/MA Degree 6 points - not cumulative with BA/BS Degree points

In order to receive the points for a degree it must be turned in prior to the date of the written examination.

B. Training Captain – Internal

In addition to the requirements of Captain, those assigned to the position of Training Captain, will be required to have the following qualifications upon employment:

- A minimum of nine (9) years as a certified career firefighter with at least five (5) of those years as a company officer or above; and
- Must be Florida Fire Officer 1 (FO1) certified; and
- Must be Florida Instructor 2 or greater; and
- Certification as a Departmental Hazardous Material Technician, within twelve (12) months.

C. Training Captain – External

- A minimum of ten (10) years as a certified career firefighter with at least five (5) of those years as a company officer or above; and
- Florida Fire Officer 2 (FO2) certification; and
- Must be Florida Instructor 2 or greater certified; and
- Live Fire Training Instructor Certification; and
- Certification as a Departmental Hazardous Material Technician, within twelve (12) months.

D. District Chief-Internal Applicants

Unit members shall not be permitted to take the promotional exam for the position of District Chief until the unit member has: served as a Fire/Rescue Lieutenant for five (5) years or a Captain (who previously served five (5) years as a Lieutenant) with Brevard County Fire Rescue and have the following qualifications:

- Five (5) continuous years of service with BCFR as a Lieutenant or a Captain who previously served five (5) years as a Lieutenant; and
- Must be Florida Instructor 1 or greater; and
- Must be Florida Fire Officer 2 (FO2) certified or greater equivalent as certified by the State of Florida; and
- Must have an Associate Degree in either Fire Science, Emergency Medical Services, Associate of Arts degree or greater from a regionally accredited University or College, as determined by the Fire Chief; and
- Possess a State of Florida certification as a Paramedic.

E. District Chief – External Applicants

Candidates hired directly from outside the Department for the position of District Chief shall have, at a minimum the following qualifications, or be able to obtain them prior to completion of the probationary period.

- A minimum of ten (10) years as a company officer with an all-hazards metropolitan size career structural fire department of similar size and complexity as BCFR; and
- Must be Florida Fire Officer 2 (FO2) certified or greater equivalent as certified by the State of Florida; and
- Must be Florida Instructor 1 or greater equivalent as certified by the State of Florida; and
- Possess a State of Florida certification as a Paramedic; and

- Must have an Associate Degree in Fire Science, Emergency Medical Services, Associate of Arts degree or greater from a regionally accredited College or University, as determined by the Fire Chief.

Failure to achieve any of the above criteria within the timeframes noted may result in immediate demotion or dismissal of the individual. Extensions of timeframes or demotions will be exercised in the sole discretion of the Fire Chief.

F. District Chief – Current Captain/Externally Hired

Unit members previously hired from outside the Department for the position of Captain shall not be eligible to take the promotional examination for District Chief or be promoted to the position of District Chief in the absence of a promotional process without the following qualifications:

- A minimum of ten (10) years as a company officer or greater with a career structural fire department of similar size and complexity as BCFR: and
- Have served a minimum of three (3) years as a Captain with Brevard County Fire Rescue

45.03 Examination Ineligibility

Unit members will only be permitted to take the promotional test if they have received a three (3) or higher in all performance evaluation factors on the unit member's most recent performance evaluation and are not on disciplinary probation status 15 days prior to the written examination.

45.04 Posting of Testing Notice

- A. The County will post notices of promotional testing in each work site, station, or reporting point at least sixty (60) calendar days in advance of any scheduled examination. The notice will advise the unit members of the time, date, location of the written examination, a validated list of reference materials that will be covered on the examination and the criteria for eligibility to test.
- B. A subsequent notice will be posted giving the time, date, and location of the remaining examination components for those successfully moving-on in the process as soon as practicable after such details are firmly established.
- C. Nothing contained herein prohibits the County from providing all the information required in items "A" and "B" in the original notice.

45.05 Notification of Intent to Test

- A. Upon posting of a testing notice, in order to sit for a written examination, an eligible candidate shall give notice, via e-mail, to the Office of the Assistant Chief of Professional Development (or their designee) of his/her intent to take the written examination, no later than fifteen (15) days prior to the test date.
- B. Personnel who intend to sit for any promotional exam must agree to participate in any "acting officer" position and/or work out of classification for the position he/she intends to test for.
- C. Sitting for the promotional exam indicates a commitment from the unit member to promote upon notification of an offer.

45.06 Test Administration

The promotional examination process for each rank shall be conducted, provided a minimum of three (3) eligible candidates give notice of intent to test once the test has been posted. If there are less than three (3) eligible candidates, the County, in its sole discretion, may commence the testing process, or promote from those eligible within the discretion of the Fire Chief. Prior to hiring externally an internal process shall take place with those signed up for the promotional exam should there be less than three (3) eligible candidates.

45.07 Test Review Procedure

- A. All candidates who took the written exam shall have the opportunity to attend one (1) of two (2) group test review sessions to be conducted on consecutive days. Appeals of examination questions must be provided to the Office of the Assistant Chief of Professional Development during the review sessions on an appeal form, provided by the testing agency. The decision of the Fire Chief or his/her designee on all appeals shall be final.
- B. An initial grading of the exams will be performed for the purpose of validating the questions. The final grading and publishing of the written examinations shall not be performed until the filed appeals have been answered.
- C. Candidates may inspect their graded written examination with the answer key and substantiate in writing to the Office of the Assistant Chief of Professional Development any claims of error(s) in grading within seven (7) days of receiving their test scores.

45.08 Successful Candidate Ranking

The promotional eligibility list, a list of candidates who have successfully passed all portions of the promotional testing process according to the cut score(s) established as noted above, will be provided via Department Bulletin to all members of the Department. Candidates shall be listed in order of highest score first. This list shall constitute the certified promotional list once signed by the Fire Chief.

45.09 Promotion from the Eligibility List

The Fire Chief, at his/her sole discretion, selects any one (1) of the top seven (7) candidates from the promotional list of candidates qualified for the specific available vacancy. The top seven (7) ranked applicants from an eligibility list shall be certified to the Fire Chief in response to any promotional vacancy. The next ranked applicants shall be certified in response to each additional vacancy that exists. For purposes of the application of the Rule of 7, the top seven (7) candidates are considered substantially equally qualified. A unit member not selected under this article (45.09) will at their request be provided the opportunity to discuss the reasons the unit member was not selected with the Fire Chief or designee. Unless the reason for non-selection is illegal or unlawful the reasons for non-selection are not grievable.

45.10 Maintenance of Promotional Eligibility Lists

- A. The County will strive to maintain a Promotional Eligibility List for each respective bargaining unit promotional position within Brevard County Fire Rescue. Each Promotional Eligibility List will be valid for a period of up to one (1) year; it may be extended an additional year for a total period not to exceed two (2) years from the date the list is certified. The certification of a new

list may precede the expiration of an existing list where there are three (3) or less remaining candidates on the Promotional Eligibility List.

- B. A new test date may be posted when the County reasonably believes that an existing Promotional Eligibility List will be exhausted due to the promotion of the remaining candidates prior to the expiration date or less than three (3) candidates remain on the promotional eligibility list. In either event, the County may post a new test date within sixty (60) days of the anticipated date of the depletion of the existing list, for the administration of a promotional examination to establish a new list of qualified candidates.
- C. A unit member who is on a promotional eligibility list or has stated intent to sit for any promotional exam will participate in any "Acting Officer" position and/or work out of classification for the position the unit member intends to test/tested for. A denial to work in an "Acting Officer" position will result in removal from the current promotional testing process/eligibility.

ARTICLE 46
OUTSIDE EMPLOYMENT

- 46.01 No unit member may accept outside employment or engage in any private business, with or without compensation, if such outside employment or business is inconsistent, incompatible or provides a conflict of interest with the normal conduct of the unit member's position, including any violations of Florida Statutes relating to Ethics, or if such employment impairs the unit member's ability to perform his/her duties as a County employee.
- 46.02 Prior to acceptance of outside employment or engaging in any private business, the unit member shall request approval from the Fire Chief, or designee on the designated Outside Employment Form. The request shall state the potential employer's name, nature of employment, address and telephone number.
- 46.03 A unit member who engages in non-County employment shall be ineligible to receive Workers' Compensation benefits or the benefits provided under Article 30 when illness, injury or disability results from such outside employment.
- 46.04 The Fire Chief, or designee, shall determine whether such employment or business activity is inconsistent, incompatible or conflicts with the unit member's duties and responsibilities or interferes with the unit member's production or efficiency. The Fire Chief, or designee, shall provide written approval or rejection of such employment or business activity to the unit member as soon as reasonably possible, within two (2) calendar weeks of the request. Approval shall not be unreasonably denied.
- 46.05 Permission to engage in outside employment or business activity may be withdrawn at any time when it is determined by the Fire Chief, or designee, that such employment or business activity is inconsistent, incompatible or conflicts with the unit member's duties and responsibilities or interferes with the unit member's production or efficiency.

ARTICLE 47 EDUCATION

- 47.01 The Union and the County agree to encourage unit members of Fire Rescue to further their education, especially as such continuing education relates to the services provided by Fire Rescue.
- 47.02 The County will, whenever feasible, agree to modifications to the work schedules of unit members to permit attendance at schools or courses which further unit members' training, education or skill in the fire and medical services so long as there is no cost to the County and qualified unit members are available to work the schedules.

47.03 Reimbursement Request Submission

All requests for educational reimbursements shall be submitted to the Office of Professional Development and approved prior to the attendance at any course or seminar. All requests for reimbursement may be granted at the sole discretion of the Fire Chief, or designee. To remain eligible for reimbursement, proof of registration must be submitted within two (2) weeks of commencement of classes.

47.04 Course Work

Course work must be directly related to the duties of the unit member's position or must directly enhance the knowledge, skills and abilities relating to the unit member's current position and of benefit to the County.

Employees who are taking college level courses with the goal of achieving a college degree and are seeking tuition reimbursement will provide information that identifies the degree being pursued and the related course catalog that lists the course requirements prior to seeking tuition reimbursement.

Required core courses, as identified in the degree curriculum (course catalog), may be approved. Elective courses are not eligible for tuition reimbursement; however, restricted electives may be considered on a case-by-case basis.

The following college degrees are recognized as being acceptable for tuition reimbursement; others may qualify upon approval of the Fire Chief.

Associate Degrees: Fire Science, Emergency Medical Services, Associate of Arts

Bachelor's Degrees: Fire Science, Public and Business Administration, related degrees.

Master's Degree: Public Administration, Business Administration

47.05 Educational Facilities

Post-Secondary Vocations/Technical/Trade and Business Schools. Educational facilities must be institutions that are accredited and recognized by the U.S. Department of Education as listed in the Database of Accredited Post-Secondary Institutions and Programs.

47.06 Availability of Funds

In the event a commitment for allocated funds occurs prior to the end of the fiscal year, no additional requests for tuition reimbursement shall be approved unless additional funds are allocated. The County shall notify unit members in the event of such an occurrence. The Fire Chief shall provide the Union President, upon his request, by November 1st of each year an accounting of funds spent on the previous year's educational reimbursement.

47.07 Reimbursement Schedule

Reimbursement will be made in accordance with the following schedule:

| Letter Grade | Percentage |
|--------------|------------|
| A | 100% |
| B | 90% |
| C | 75% |
| D or Below | 0% |
| Pass | 100% |
| Fail | 0% |

47.08 Grade and Tuition Submission

The official notice of grades and the original tuition receipt must be submitted to the Training section within thirty (30) days of the completion of the approved course(s) or receipt of the official notice of grades, whichever date is the later. At that time, reimbursement shall be authorized.

47.09 Maximum Annual Reimbursement

Tuition reimbursement shall be limited to a maximum of \$5,250.00 per employee per fiscal year.

47.10 Limitations on Reimbursement

- A. Unit members entitled to educational benefits under other programs or legislation (i.e. G.I. benefits, scholarships, grants, etc.) shall not be approved for tuition reimbursement until such benefits have been expended.
- B. Unit members receiving assistance from another source, separate and apart from the County, will be reimbursed only in proportion to the total amount of tuition paid by the unit member and not reimbursed from another source. No unit member will receive tuition reimbursement greater than actual expenditures paid by the unit member.
- C. Reimbursement shall be made for tuition and lab fee costs only, and shall not include student activity fees, books, materials, travel, parking fees or any other expenses.
- D. Tuition reimbursement for college courses will not exceed the current Resident average per credit hour cost (semester schedule) per the State University System of Florida. Information regarding per credit hour tuition costs can be found at <http://www.flbog.edu/>.
- E. Unit members seeking tuition reimbursement, college degree/course approval will factor in the rank of the employee. The below table identifies the degree/course level for each rank.
- F. Available reimbursement funds will be split into three amounts and designated for classes during each period. The first period funds will be 40%, the second period funds will be 40%

and the third period funds will be 20%.

- Class dates beginning after August 1, ending before December 31. (First period)
Applications accepted July 1 to one week prior to class start by 5:00pm.
- Class dates beginning after January 1, ending before May 31. (Second period)
- Applications accepted December 1 to one week prior to class start by 5:00pm.
- Class dates beginning after May 1, ending before August 31. (Third period)
- Applications accepted April 1 to one week prior to class start by 5:00pm.

Applications will be evaluated based on the registered course and awarded in order of submission until all applications have been approved or all funds have been allocated. Any funds not used in one period will be rolled over to the next period.

47.11 Employment Obligation

A unit member receiving tuition reimbursement shall agree to remain in the employ of the County for at least two (2) years following course completion. A unit member who separates from employment for any reason other than disability, reduction in workforce, or death, within the two (2) year period shall reimburse the County for tuition benefits applicable to courses completed during the affected period. Reimbursement shall be in the amount proportionate to the two (2) year period of employment not completed, rounded to the nearest month.

- 47.12 It is agreed that any unit member who fails to reimburse the County for any tuition owed, may have the tuition deducted from their ongoing paycheck with a cap of \$50.00 per paycheck or if leaving County employment will have their final benefit/pay check withheld. If there is any remaining balance, the terminating employee must meet with the County to create a reasonable repayment plan. If the unit member fails to reimburse the County or establish a payment plan with the County at the time of separation, the amount owed will be deducted from the unit member's final benefit payments, which includes all wages above minimum wages, (the difference between hourly rate of pay and minimum wage), annual leave, sick leave, holiday pay or red card incentive, if applicable. Failure to repay the total amount owed or successfully complete a repayment plan will result in the County sending the uncollected balance to its collection agency and/or seeking a judgment for the amount owed. Failure to pay any amount owed under this section may also result in the unit member being ineligible for rehire by Brevard County in the future.

ARTICLE 48

TRAINING

48.01 Night Drills

When on duty, night drills will be concluded by 2200 hours. Unit members shall be given at least one (1) shift (i.e., 72 hours) notice prior to commencement of night drills. It is understood that the hours may be extended for prescheduled (more than one shift in advance) training events.

48.02 Skills Training

Those unit members who work an operational schedule or placed on a "special assignment" may be required to attend training sessions (for fire or EMS), up to a maximum of eight (8) hours per day basis for the purpose of reinforcing or updating existing skills or attaining new skill. Said training shall normally be completed by 1700 hours and be conducted on duty, however, it is permissible for said training to be conducted off duty and later than 1700 hours. Up to 80 hours of off duty training is not compensable. Any hours in excess will be compensated according to Article 16, Additional Compensation or Article 17, Compensatory Time.

48.03 Mandatory In-Service Training

Mandatory in-service training sessions will normally be conducted between 0800 and 2100 hours. Notification of mandatory in-service training shall be provided to affected unit members at least thirty (30) days in advance, where reasonably possible.

48.04 Special Training Opportunities

For specialized on-duty training opportunities (i.e., live burn, access to specialized training courses), notification time limits and training hours may be modified by management to accommodate the necessary schedule.

48.05 Specialized Management Training

It is understood that at the discretion of the Fire Chief or his/her designee, unit members may be required to participate in specialized training (i.e. Advanced Fire Officer or Incident Command courses, Volunteer or New Hire Training, etc.).

48.06 Crew and Engine Company Drills

District Chiefs will be responsible for and may need to conduct, observe or participate in monthly shift personnel, crew and/or engine/truck company training.

ARTICLE 49
HEALTH AND WELLNESS PROGRAM

- 49.01 Each unit member, with the exception of unit members involved in a Department directed Physical Fitness Health and Wellness Program, shall require a minimum of one (1) hour, up to a maximum of two (2) hours, per shift workload permitting, for physical conditioning. Each unit member may select a group of exercises that is conducive to his/her physical condition and personal goals.
- 49.02 The County shall make available to each station, equipment for both aerobic and anaerobic strength training. Only County approved equipment and weights shall be permitted to be used on or off duty in the stations.
- 49.03 On the recommendation of the Chief of Professional Development or his/her designee, the Department is willing to provide outside assistance such as physical fitness and nutritional programs to unit members.
- 49.04 It is the sole responsibility of the unit member to maintain a degree of physical fitness that will allow the performance of their assigned duties.

ARTICLE 50
SUBSTANCE ABUSE TESTING

50.01 County Intent

It is the County's intent for this Article to establish a drug-free workplace, better maintaining unit member reliability and providing a healthier, safer, and more secure work environment for all County employees. The County recognizes that a unit member's health affects personal job performance as well as performance and job safety of other employees and citizens. Abuse of alcohol and other drugs has been an increasing problem affecting all facets of American society and ranks as one of the major health problems in our country. Brevard County is no exception to that trend. The County has an obligation to its employees and citizens and must take the initiative to prevent alcohol and other drug abuse from entering or continuing to exist within our workforce.

The primary goal of this Article is to assure worker fitness for duty and to protect County employees and the public from the risks posed by the inappropriate use of alcohol and prohibited drugs.

For the purposes of this article, there is no distinction between a County-sponsored EAP Rehabilitation Program and Private Rehabilitation Program approved by the Fire Chief or designee, or as referred by a Medical Care Provider.

50.02 Definitions and References

The following categories of prohibited substances are addressed by this Article:

- A. Illegally Used Controlled Substances or Drugs. Illegal drugs include, but is not limited to amphetamines, cannabinoids (such as marijuana), cocaine, phencyclidine (PCP), hallucinogens, methaqualone, opiates, barbiturates, benzodiazepines, synthetic narcotics, designer drugs, or a metabolite of any substance listed in this paragraph. Illegal use includes use of any illegal drug, misuse of legally prescribed drugs, and use of illegally obtained prescription drugs.
- B. Legal Drugs. The appropriate use of legally prescribed drugs and non-prescription medications is not prohibited.
- C. Legally Prescribed Medication. A prescription that was written specifically for the unit member tested for the time period prescribed, not to exceed one (1) year. This would not include medications prescribed for any individual other than the unit member.
- D. Alcohol. Includes a distilled spirit, wine, a malt beverage, or intoxicating liquor.
- E. Confirmed Detected Alcohol Test. Any level of detected alcohol from 0.02 up to and including 0.039.
- F. Confirmed Positive Test. Any level of detected substances as outlined in 50.14B or alcohol test results that are 0.04 or greater.

50.03 Prescription and Non-Prescription Medication

The appropriate use of legally prescribed drugs and non-prescription medications is not prohibited. "Prescription or non-prescription medication" means a drug or medication obtained pursuant to a prescription as defined by F.S. 893.02 or a medication that is authorized pursuant to

Federal or State law for general distribution and use without a prescription in the treatment of human diseases, ailments, or injuries.

50.04 Reporting Use of Prescription or Non-Prescription Medication

The use of any substance which carries a warning label that indicates that mental functioning, motor skills, or judgment may be adversely affected shall be reported to supervisory personnel and the department shall determine if medical clearance is required within twenty-four (24) hours. No response within this timeframe shall constitute a clearance to work by the county. Should further medical clearance be required the cost of the physician applicable mileage shall be borne by the County. The reporting of the use of said substance shall not constitute the basis or grounds for any testing.

50.05 Applicability

All unit members shall be subject to random, post-accident (as defined in 50.08B) and reasonable suspicion testing under this Article.

This Article also applies to off-site lunch periods or breaks when a safety unit member is scheduled to return to work.

50.06 Prohibited Conduct

- A. The unlawful manufacture, sale, distribution, dispensation, possession, use of alcohol, drugs, controlled and illegal substances, or being under the influence of drugs or alcohol in the workplace, while conducting County business on or off County property is absolutely prohibited.
- B. Any unit member, who has a confirmed positive test, refuses to be tested, submits a false sample or tampers with a test sample during the testing process for drugs and/or alcohol shall be subject to discipline up to and including termination.
- C. Any unit member who has a confirmed detected alcohol test must be relieved from his/her duties for at least eight (8) hours, without pay, until the return to duty test is at 0.02.
- D. Any unit member reasonably suspected to be under the influence of alcohol or other drugs shall be prevented from engaging in further work of any sort and will have given the County cause to subject them to testing, in accordance with the procedures set forth in this Article.
- E. A unit member must not consume alcohol while performing his/her duties or for eight (8) hours before reporting to duty. A unit member must not consume alcohol while performing his/her duties, up to eight (8) hours following an accident, or until the employee undergoes a post-accident test, as provided in this Article, whichever occurs first.

50.07 Report of Arrest

All unit members must report any arrest under a criminal drug and/or DUI statute to his/her District Chief or above within twenty-four (24) hours of the arrest, or as soon as practical. The unit member must make a report of a conviction to the Office of Human Resources within five (5) days of the conviction. Failure to comply with this Article will result in appropriate disciplinary action, up to and including termination.

50.08 Types of Testing

A. **Reasonable Suspicion Testing.** This type of testing means belief that ANY unit member is using or has used drugs, alcohol, tobacco, or nicotine related products in violation of this Article based upon specific objective and articulable facts and reasonable inferences drawn from those facts in light of experience. Reasonable suspicion drug testing shall not be required except upon the recommendation of a supervisor, who is at least one level of supervision higher than the immediate supervisor of the unit member in question. Among other things, such facts and inferences may be based upon:

1. Observable phenomena while at work, such as direct observation of drug or alcohol use or of the physical symptoms or manifestations of being under the influence of drugs or alcohol
2. Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance
3. A report of drug or, alcohol use, provided by a reliable and credible source, which has been independently corroborated
4. Evidence that a unit member has tampered with a drug or alcohol test during his/her employment with Brevard County
5. Evidence and/or observations that a unit member has caused, or contributed to an accident while at work due to any impairment symptoms which appear to affect alertness, coordination, reaction, response or safety
6. Evidence that a unit member has used, possessed, sold, solicited, or transferred drugs or alcohol while working or while on the County's premises or while operating the County's vehicles, machinery, or equipment
7. Additional signs and symptoms of alcohol misuse may include one or more of the following:
 - a. Dulled mental processes
 - b. Lack of coordination
 - c. Odor of alcohol on breath
 - d. Possible constricted pupils
 - e. Sleepy or stuporous condition
 - f. Slowed reaction rate
 - g. Slurred speech

Prior to reasonable suspicion testing, the appropriate level of supervision shall sign a completed checklist form documenting the reasonable suspicion.

B. **Post-Accident Testing.** All unit members will be subject to urine drug and/or breath alcohol testing if they are involved in an accident that results in any one of the following: a fatality, OR injuries requiring medical attention away from the accident scene, OR in which one (1)

or more vehicles incur a disabling damage AND is transported away, OR the unit member receives a citation as a result of the accident.

Post-accident drug and alcohol tests must be performed as soon as possible. Drug tests must be performed within thirty-two (32) hours following an accident. Alcohol tests must be performed within eight (8) hours. If an alcohol test is not administered within two (2) hours following the accident, the County must still attempt to administer the test, and must also prepare and maintain on file a record stating the reason(s) the test was not properly administered. The requirement to do post-accident testing should in no way interfere with necessary medical attention.

- C. Random Testing. All unit members will be subjected to random, unannounced urine and breath testing.

A computer-based scientifically valid random number selection method shall be utilized. All unit members will have the opportunity to review a copy of this Article and be required to sign a receipt verifying receipt of the Article prior to being placed in the random pool. At least 50% of the total number of unit members shall be subject to drug testing and 25% of those employees will also be subject to alcohol testing as part of the random pool per calendar year. Once the unit member has been notified that he/she has been selected for random testing, he/she shall report to the testing site within sixty (60) minutes of notification unless circumstances beyond the unit member's control exist. Unit members shall be notified of their right to discuss the testing with a Union Representative prior to the testing. The unit member shall be permitted up to thirty (30) minutes after notification of the testing to discuss the testing with his/her Union Representative and request rehabilitation assistance under Article 50.18. A request for rehabilitation shall in no way eliminate the need for the employee to complete the required testing process for validation of the substance that rehabilitation is being requested for.

A unit member will be:

1. Permitted to use his/her personal vehicle and receive mileage reimbursement
2. Given a County vehicle
3. Transported on their assigned unit, or
4. Have a supervisor transport him/her to the test site at Fire Rescue Management's discretion.

Any workload missed by the member while in the performance of a required drug test shall not be held against the member and they shall be given appropriate time to complete the scheduled work at another date.

- D. Return to Duty Testing. Any unit member who is permitted to enter into a treatment plan/rehabilitation agreement with the County must test negative before returning to work.
- E. Follow-Up Testing. Once returned to duty, a unit member shall be subject to unannounced follow-up testing for at least twelve (12) months and not more than twenty-four (24)

months. A minimum of six (6) tests must be performed during the first twelve (12) months after return to duty.

- F. Annual Physicals: The County and the Union agree that all unit members may be required to undergo annual drug testing as part of their annual physicals.

50.09 Refusal to Test and Falsification

A unit member who refuses to comply with a request, as provided for in this Article, for drug or alcohol testing, who provides false information in connection with a test, or who attempts to falsify a test result through tampering, contamination, adulteration, or substitution shall be subject to disciplinary action, up to and including termination for insubordination. Failure to provide an adequate breath or urine sample for testing within a reasonable time without a valid medical explanation from a doctor shall constitute refusal to submit.

50.10 Drug Testing Facilities

Initial or confirmation test specimens may be analyzed only if the testing facility:

1. Is certified by the Department of Health and Human Services (DHHS) and the Substance Abuse Mental Health Services Administration (SAMHSA) and approved by the Agency for Health Care Administration
2. Has written procedures to ensure the chain of custody
3. Has an internal review and certification process for drug test results, conducted by a person qualified to perform that function in the testing facility
4. Has security measures implemented by the testing laboratory to preclude adulteration of specimens and drug test results
5. Participates in a program of "blind proficiency" testing where they analyze samples sent by an independent party

50.11 Chain of Custody

The drug testing facility and the specimen collection facility shall establish and maintain a forensically acceptable chain of custody. These procedures shall require that an approved chain of custody form be used from time of collection, to receipt by the laboratory, and that upon receipt by the laboratory, an appropriate laboratory chain of custody form(s) account for the sample or sample aliquot within the laboratory. Chain of custody forms shall, at a minimum, include an entry documenting date and purpose each time a specimen or aliquot is handled or transferred and identifying every individual in the chain of custody.

50.12 Medical Review Officer (MRO) Qualifications

The MRO shall be a licensed physician selected by the County who:

- A. Has extensive knowledge of laboratory testing procedures;
- B. Has extensive knowledge of chain of custody collection procedures;
- C. Has experience verifying positive, confirmed drug test results; and
- D. Has the requisite medical training to interpret and evaluate a unit member's positive test result in relation to the unit member's medical history or any other relevant biomedical information.

50.13 Medical Review Officer (MRO) Responsibilities

The MRO shall be responsible for the following procedures when the testing facility reports a positive test:

- A. Review, interpret and certify the test results;
- B. Review the unit member's medical history, including any medical records and biomedical information that may be provided by the unit member;
- C. Afford the unit member an opportunity to discuss the test results with the MRO;
- D. Determine whether there is a legitimate medical explanation for the result, including legally prescribed medication. The unit member must furnish a medical statement from a physician specifying the drug being taken or physical proof of the prescription;
- E. Positive test results showing prohibited drug or drug metabolite shall be reported as negative where the MRO determines there is a legitimate medical explanation for the result;
- F. The MRO may request the laboratory to analyze the original specimen again in order to verify the accuracy of the test result reported;
- G. The MRO shall make every reasonable effort to contact the unit member within five (5) working days after receipt of the positive test result from the laboratory;
- H. Inform the County's Drug & Alcohol Program Specialist or designee of the initial and any subsequent test results after the unit member has been notified of the test results and the MRO has afforded the unit member an opportunity to discuss the test results.

50.14 Drug Screening Test

- A. The initial drug test will be performed from one split specimen collected sufficient for two (2) drug tests as determined by the Agency for Health Care Administration and the Substance Abuse Mental Health Services Administration.
- B. Standard for Drug Testing

When drug screening is required under the provisions of the Article, a 10- Panel Test with Extended Opiates including an Oxycontin Panel will be the test used and the following standards, or where more restrictive, the most current SAMHSA standards, shall be used to determine what levels of detected substances shall be considered positive:

| Drug Group | Screening Test | Confirmatory Test |
|---------------------------|--------------------------|-------------------|
| 6-Acetylmorphine (heroin) | 10 ng/ml | 10 ng/ml |
| Amphetamines | 500 ng/ml Amphetamine | 250 ng/ml GC/MS |
| Barbiturates | 300 ng/ml | 200 ng/ml |
| Benzodiazepines | 300 ng/ml | 300 ng/ml |
| Cocaine Metabolites | 150 ng/ml Metabolite | 100 ng/ml GC/MS |

| Drug Group | Screening Test | Confirmatory Test |
|-----------------------|--------------------|------------------------|
| Marijuana Metabolites | 50 ng/ml Total ng | 15 ng/ml Delta 9 – THC |
| MDMA (ecstasy) | 500 ng/ml | 250 ng/ml |
| Methadone | 300 ng/ml | 300 ng/ml |
| Methaqualone | 300 ng/ml | 300 ng/ml |
| Opiate Metabolites | 300 ng/ml Morphine | 300 ng/ml GC/MS |
| Oxycodone | 300 ng/ml | 300 ng/ml |
| | | |
| Phencyclidine (PCP) | 25 ng/ml PCP | 25 ng/ml GC/MS |
| Propoxyphene | 300 ng/ml | 200 ng/ml |

C. If the results of the tests administered by the County are positive, appropriate action shall be imposed after the following procedure has been followed:

If the unit member disputes the test results, he/she may request that the second urine sample from the original split sample be sent to another certified lab by the MRO for testing at the unit member's expense.

Upon written request, the Drug & Alcohol Program Specialist shall provide a copy of the test results to the unit member.

50.15 Alcohol Testing Procedures

- A. All alcohol testing of unit members shall be conducted at County-approved medical facilities or laboratories which follow the requirements of subsection B below.
- B. A breath specimen must be collected through the use of an Evidential Breath Testing Device (EBT) that is approved by the National Highway Traffic Safety Administration (NHTSA). The test must be performed by a Breath Alcohol Technician (BAT) who is trained and proficient in the operation of the EBT. The BAT must successfully complete an NHTSA course of instruction that provides training in the principles of EBT methodology, operation and calibration.
- C. The taking of a breath specimen shall be conducted in a manner compatible with the unit member's dignity and privacy.
- D. If the result of a screening test is in the alcohol concentration of less than 0.02, no further testing is required and the test result will be reported as negative.
 If the result of a screening test is in an alcohol concentration of 0.02 or greater for unit members, a confirmation test must be performed. The confirmation test must be conducted at least 15 minutes, but not more than 20 minutes, after completion of the initial test.
 If the result of the confirmation test has an alcohol concentration of 0.02 up to and including 0.039, the BAT will notify the Drug & Alcohol Program Specialist or designee immediately in a

confidential manner. A unit member whose test result is in the range of 0.02 up to and including 0.039, confirmed detected alcohol test result, must be relieved from his/her duties for at least eight (8) hours, without pay, until the return to duty test is below 0.02. In the event the return to duty test is 0.02 or above, the unit member will continue to be off the remainder of the shift without pay. The unit member will be responsible for the costs associated with the return to duty test.

Unit members whose confirmation test results are 0.04 or greater will not be permitted to return to duty.

- E. At any reasonable time during the alcohol testing procedure a unit member may submit, at his/her own expense, blood samples for a legal blood alcohol test. The samples will be taken as privately as possible. The collection facility will use comparable chain of custody procedures and exercise a comparable level of professional care and scientifically accepted standards and procedures in the collection and testing of blood samples for the presence of alcohol as with urine samples for the presence of drugs.

50.16 Notification of Positive Test Results

The Drug & Alcohol Program Specialist or his/her designee will contact the unit member's Department Health Officer and notify him/her of any positive test result. The unit member will be relieved from duty immediately and notice of pre-disciplinary action will be given.

50.17 Return from Light/Restricted Duty Testing

No unit member who enters into a Drug/Alcohol Treatment Agreement shall drive any County vehicle until he/she tests negative. The County shall administer a return-to-regular duty test not less than the time necessary for the substance to clear from the body or sixty (60) days, whichever is greater. At any time during this period, the unit member may submit the results of a negative test, administered by an appropriate testing facility, at his/her own cost, to the Medical Review Officer (MRO) and be returned to his/her regular duty.

50.18 Rehabilitation

- A. A unit member who voluntarily comes forth and requests assistance will be encouraged to obtain assistance through the County's Employee Assistance Program (EAP) or obtains assistance through a private rehabilitation provider. A unit member shall report within 24 hours of entering into any drug or alcohol rehabilitation program. A signed voluntary rehabilitation agreement for a County sponsored rehabilitation program shall be deemed appropriate notice. Upon receipt of notice of participation in any rehabilitation program, the County will make reasonable efforts to assist and encourage the unit member to complete any necessary rehabilitation program.
A unit member, not currently under a drug, nicotine and/or alcohol rehabilitation program, may voluntarily enter such a program without disciplinary action being taken against him or her. Any information concerning the participation in a rehabilitation program shall remain absolutely confidential.
- B. The unit member will not be permitted to return to duty until they have been evaluated by an SAP and passed a return to duty test AND agreed to the SAP's recommendation for treatment, this may not apply to smoking cessation courses as determined by the Fire Chief or designee.

- C. A unit member who voluntarily participates in a drug, nicotine or an alcohol rehabilitation program may be placed on restricted duty, light duty or use sick leave, or annual leave while undergoing rehabilitation. The use of leave time shall be subject to the approval of the Fire Chief, or designee. The placement of a unit member on restricted light duty shall be subject to the approval of the Fire Chief, or designee.
- D. The County may provide the opportunity for employees to enter a County approved/sponsored rehabilitation program. The parties agree that the County has the sole authority to determine whether to maintain and/or continue any County approved/sponsored rehabilitation program and that any approval for an employee to enter any rehabilitation program may be limited by the County to one opportunity during an employee's employment. Every unit member shall be allowed a one-time opportunity to voluntarily enter a County approved/sponsored rehabilitation program during the course of his/her employment, assuming that no disciplinary action is pending (and further that the employee has done nothing for which he could be subject to disciplinary action), and that no accident, injury, reasonable suspicion testing, or random drug testing has occurred prior to the time of such request. The County and Union encourage employees to volunteer in seeking assistance by way of professional counseling. Within thirty (30) minutes of notification to test the unit member shall have the one-time opportunity to request assistance as outlined above. The unit member must accept and sign a rehabilitation agreement when presented by the County.

If an employee enters a County approved/sponsored rehabilitation program, then, upon successful completion of rehabilitation (as determined by a County designated physician), the employee shall be returned to his regular duty assignment or the equivalent thereof upon receipt of medical clearance. If follow up care is prescribed after treatment, such shall be imposed by the County as a condition of continued employment.

Immediately upon an employee's discharge from a rehabilitation program, the employee will provide the County with documentation of the follow up care requirements as well as permission for the County to ascertain whether the employee has been and/or is abiding by the program requirements. Moreover, the parties agree that entry into such a rehabilitation program shall be deemed to constitute reasonable suspicion that the employee has in his system or is using controlled substances, narcotics, drugs or alcohol, and that, accordingly, the employee may be subject to testing procedures in accordance with paragraphs B and C above, as required by management, for a period not to exceed twenty-four (24) months from the date that the employee is released from treatment.

50.19 Treatment Compliance

Unit members are encouraged to make use of the available resources for treatment for substance abuse problems. As provided in this Article, a unit member may be required to undergo treatment for substance abuse. A unit member who refuses or fails to comply with the requirements for treatment, after care, return to duty, or follow up testing shall be subject to discipline up to and including termination.

50.20 Unbiased and Impartial Application

The County is dedicated to assuring fair and equitable application of this substance abuse Article. Managers and supervisors shall use all aspects of this Article in an unbiased and impartial manner.

50.21 Confidentiality

- A. All information from a unit member's alcohol or other drug test is confidential and only the Drug & Alcohol Program Specialist or designee are to be informed of test results, except when test results warrant pre-disciplinary and/or termination proceedings. Under these circumstances, test results will be given to the Fire Chief, or designee.
- B. All records relating to the taking of, or the order to take, an alcohol or other drug test shall be deemed confidential unless written authorization has been obtained from the unit member or the records become the subject of an administrative or judicial proceeding.
- C. The employee shall only be required to provide their County employee number when submitting for a random drug test. At no time shall an employee be compelled to provide their social security or driver's license number to the physician's office.
- D. The consent form for the unit member's voluntary release of confidential drug testing information shall contain, at a minimum, the following information:
 - 1. The name and/or title of the person(s) who is authorized to obtain the information;
 - 2. The purpose of the disclosure;
 - 3. The duration of the consent; and
 - 4. The signature of the unit member authorizing release of the information.
- E. As provided for in F.S. 440.102.8(c), "Information on drug test results shall not be used in any criminal proceeding against the employee or job applicant. Information released contrary to this Section is inadmissible as evidence in any such criminal proceeding." In addition, information on drug test results shall not be voluntarily provided by the County for use in any criminal proceedings against a unit member.
- F. All records relating to the taking or ordering of an alcohol or other drug test shall be kept by the County's Risk Management Office in a separate medical file.
- G. The Fire Chief shall prevent the unauthorized disclosure of the order to take, or the results of, an alcohol or other drug test, maintaining such records in a secure manner.

50.22 Compensable Time

With the exception of return to duty testing, time involved for any drug or alcohol testing shall be conducted on duty and compensated in accordance with this Agreement.

50.23 Expedited Arbitration for Reasonable Suspicion Testing

- A. None of the arbitration procedures set forth below shall be used to, or have the effect of, halting or interrupting the testing procedure (including collection of the sample) itself. However, once this procedure is properly invoked and followed, no results of a test shall be released except in accordance with this procedure.
- B. Within twenty-four (24) hours of receiving written notice of testing, either the unit member or the Union may invoke expedited arbitration challenging the County's reasonable suspicion determination.

- C. Within twenty-four (24) hours of such notice to the County, the Union and the County shall meet and select an Arbitrator from a list of permanent arbitrators established by the County and the Union.
- D. The Arbitrator shall be notified immediately, via telephone, and the Arbitrator shall schedule a hearing within twenty-four (24) hours of such notification. If the Arbitrator is unavailable, the parties shall select another Arbitrator, from the permanent list, who is able to hold a hearing within twenty-four (24) hours.
- E. The scope of the Arbitrator's jurisdiction at the hearing shall be limited to determining whether the County had reasonable suspicion to subject the unit member to drug testing. The Arbitrator shall not determine any other issue.
- F. The County shall have the burden of proof on this issue, and the facts upon which the County may rely shall be limited to those relevant to the issue of the County's reasonable suspicion and as otherwise set forth in the County's written notice of reasonable suspicion and as might be subsequently developed. The Union and/or the unit member shall have the right to present countervailing evidence and defenses. The County may present rebuttal evidence to issues raised by the Union. Either party may submit oral argument and/or briefs at the close of the hearing.
- G. The Arbitrator shall issue a ruling within forty-eight (48) hours following the parties' submission of evidence and arguments, unless additional time is allowed as mutually agreed by the Union and the County.
- H. Should the Arbitrator determine that the County did not have reasonable suspicion, the test results shall not be communicated to either the County or the Union, except by permission of the tested unit member. Records of the test results shall not be used by the County against the unit member in any future proceeding.
- I. Should the Arbitrator determine that the County had reasonable suspicion, the test results will be communicated by the laboratory to the County and the unit member, consistent with Section 50.13 above.
- J. A unit member who has either been suspended or discharged shall be placed on leave with pay status pending the result of expedited arbitration.

50.24 Grievances

Application of all aspects of this Article shall be subject to the grievance procedure.

50.25 Reopener

If U.S. Department of Transportation rules or regulations become applicable to any unit member other than emergency vehicle dispatchers and supervisors, who are already part of the County DOT program, the parties agree to re-open this Article, for the limited purpose of negotiating changes necessary to bring this Article in conformance with U.S. Department of Transportation rules or regulations. Negotiations shall commence within two (2) weeks of written notice invoking this Provision.

50.26 Severability

The Union reserves the right to challenge the constitutionality of random drug testing.

If any section, paragraph, sentence, clause, phrase or word of this Article is held by a court to be unconstitutional, inoperative, or void, for any reason, including, but not limited to, the declaration by a court of competent jurisdiction that random drug testing is unconstitutional, such holding shall not affect the remainder of this Article.

ARTICLE 51
EMPLOYEE ASSISTANCE

- 51.01 The County agrees that all unit members covered in this Agreement may be subject to emotional, physical and stress-related problems as a direct or indirect result of the unit members' work. The County encourages unit members to seek out assistance for such problems whenever necessary.
- 51.02 The County provides an Employee Assistance Program (EAP) to all employees, including unit members. EAP services shall be on an individual basis for those in need of counseling as a result of emotional, physical or stress-related conditions, regardless of whether the condition has been caused by a work-related incident or not.
- 51.03 All consultation/counseling through the Employee Assistance Program will be considered confidential in nature. The mere fact that a unit member seeks or receives assistance from such a program will not affect the unit member's annual evaluation or be noted on any attempt at promotions or in any other manner used against the unit member.
- 51.04 Peer Support including the Critical Incident Stress Management (CISM) Team shall typically be reserved to assist County personnel only. This may include any section, department, branch or group who operates under the auspices of the Brevard County Board of County Commissioners. CISM Team members shall not respond or report to outside agencies or municipalities without the expressed consent of the Fire Chief or designee.
- A. Peer Support Team
- a. The County will provide resources for unit members to receive emotional and tangible support through times of personal or professional crisis and to help anticipate and address potential difficulties.
 - b. The Peer Support Team may be comprised of personnel's peers including but, not limited to career personnel, supervisors, and other volunteers (e.g. Chaplain, volunteer firefighters, and other mental health professionals) as approved by the Fire Chief or designee.
 - c. Peer Support Team members shall receive training and education to provide the aforementioned benefits as deemed by the Fire Chief or designee.
- B. Critical Incident Stress Management (CISM) Team
- a. The County will provide resources to aid in the relief of stressors stemming from high-stressed incidents through the deployment of the Critical Incident Stress Management Team. Incidents may include but, not limited to death or serious injury to a department member, personal connection to a victim and emotionally charged incidents involving children.
 - b. Every reasonable effort will be made to provide services as soon as possible following a triggering event, not to exceed six (6) calendar days. Personnel who request services after six (6) days may be directly referred to Peer Support or Employee Assistance Program provider.
- 51.05 A unit member who seeks out or receives assistance from the Peer Support or Critical Incident Stress Management Team will have these services provided at no cost to the unit member.

- 51.06 Any recommendations from the Peer Support or Critical Incident Stress Management Team for possible follow-up counseling with a mental health professional will be confidential. Follow-up services will be voluntary, unless required by the Fire Chief or designee.
- 51.07 Unit members acknowledge that peer-driven support including but, not limited to Peer Support or Critical Incident Stress Management Team is not intended to replace or be a substitute for professional health services.
- 51.08 To the extent that any portion of this shall conflict with Florida Statutes the Florida Statute shall prevail.

ARTICLE 52
HEALTH AND WELFARE (INSURANCE)

52.01 Group Health Insurance

The County shall furnish unit members such group health insurance as is authorized by the Board of County Commissioners of Brevard County. The unit member and County premiums for plan benefits shall be paid in accordance with the amounts currently established by the Board of County Commissioners or as may be revised (benefits and/or premiums) via a committee/public meeting process. Deductibles and co-payments shall be established annually by the Board of County Commissioners. Dependent coverage shall be made available at rates determined annually by the Board of County Commissioners. Optional vision and dental benefits and premiums for unit members and dependents shall be established annually by the Board of County Commissioners and paid by participants.

52.02 Committee Participation

During the review period whereby, the County is evaluating/negotiating premiums, deductibles, co-payments and/or benefits with a provider(s), the Union may, at its option, participate as a member of the Employee Benefits Advisory Committee or other relevant committee(s).

52.03 Retirement

Upon retirement, a unit member shall be entitled to convert to an individual group insurance policy in accordance with the terms and conditions of the policy then in existence.

52.04 Appeals

If a unit member is discharged or indefinitely suspended, and he/she files a grievance or appeal with the Merit System or follows the grievance procedure set forth in this Agreement, the unit member may continue his/her Health and Life Insurance Coverage until final disposition of the case by paying the entire premium cost until he/she is either reinstated or terminated.

52.05 Life Insurance

The County shall maintain such life insurance policies for all unit members covered by this Agreement as is authorized by the Board of County Commissioners of Brevard County.

52.06 Benefits

In the event of the death of a unit member, the County shall send to his/her designated beneficiary or estate any accrued pay, and pay for any unused annual leave and any unused sick leave in accordance with the provisions of Articles 19 and 20.

ARTICLE 53
HEALTH AND SAFETY

- 53.01 The County and the Union desire to maintain high standards of safety and health in firefighting, prevention, training, emergency medical services, and other related areas; to eliminate, in so far as reasonably possible, accidents, deaths, injuries, health hazards and occupational illnesses.
- 53.02 Protective devices, wearing apparel and other equipment necessary to properly protect firefighters and emergency medical personnel, shall be provided by the County. These devices, apparel and equipment shall be inspected by a joint Occupational Health and Safety Committee on a periodic basis to ensure care and maintenance. Each committee member shall receive the Annual Purchase Project Plan upon its completion.
- 53.03 The County and the Union shall each appoint three (3) members to the Occupational Health and Safety Committee. This Committee shall meet at least quarterly to discuss safety concerns and develop recommendations to resolve these concerns with the Fire Chief, whose decision concerning the recommendation shall be final. Union appointments shall be from the same shift when possible. This Committee shall forward a copy of all reports and recommendations to the Union President.
- (3) Appointments from the Union
 - (3) Appointments from Management
 - (1) Chair as appointed by the Fire Chief
 - (1) County Health & Safety Officer – Risk Management [this is a non-voting member serving as a subject matter expert]
- 53.04 Time spent participating in joint Safety Committee meetings with management shall be counted as hours worked. Time spent participating in inspections or investigations of safety and health concerns, approved by the Fire Chief, shall also be considered as hours worked.
- 53.05 A member of the Occupational Health and Safety Committee, appointed by the Fire Chief, shall serve on the County-wide Executive Safety Committee.
- 53.06 The Occupational Health and Safety Committee shall be guided by the following:
- A. Monitor the independent investigations of department deaths or serious injuries to determine the fundamental cause and contributing factors.
 - B. Make periodic checks of protective devices, wearing apparel, other equipment, facilities and apparatus, to monitor proper care and maintenance and report their findings to the Fire Chief.
 - C. Review and analyze all reports of accidents, death, injuries and illnesses. Recommend corrective actions to improve work practices or conditions.
 - D. Provide recommendations for correction of hazardous conditions or unsafe work methods and unsafe work practices or conditions found in the investigation of accidents. All such recommendations shall be forwarded to the Fire Chief and the Union President.

- E. Research and prepare recommendations on any matter pertaining to the health and safety of bargaining unit members at the request of the Fire Chief.
- F. Keep minutes of all joint Committee meetings to be distributed to Committee members, the Union President and the Fire Chief.

- 53.07 The County agrees to vaccinate bargaining unit members against Hepatitis B, at the unit member's discretion, and at no cost to the unit member.
- 53.08 The County shall designate the department Infectious Disease Control Officer(s) and shall establish procedures for bargaining unit members to notify the Officer(s) in the event of a significant exposure to a patient or victim, as defined in the Ryan White Act.
- 53.09 The Occupational Health and Safety Committee shall present to and discuss their recommendations with the Fire Chief, who shall study the Committee's recommendations and provide a response.

ARTICLE 54
UNIFORMS AND EQUIPMENT

- 54.01 All combat firefighting personnel shall be provided with personal protective equipment, and other equipment which shall meet the required N.F.P.A., O.S.H.A., N.I.O.S.H., Federal or State Standards and shall include, but not be limited to:
- A. Helmet for Structural Firefighting
 - B. Personal Protective Eyewear
 - C. Ear Protection
 - D. Protective Clothing/Equipment for Structural Firefighting
 - E. Gloves for Structural Firefighting
 - F. Footwear for Firefighters
 - G. Wildfire Gear to include Helmet and Pack
- 54.02 The unit member is responsible for maintaining issued gear and equipment in an acceptable condition and shall wear the gear and equipment in the manner required by regulations issued by the Fire Chief.
- 54.03 Safety equipment issued by Fire Rescue must be worn by unit members under the conditions and circumstances required by Department regulations. Failure to abide by said regulations may result in disciplinary action up to and including discharge.
- 54.04 The Fire Chief, or designee, shall designate the uniforms and equipment required of unit members in the Department and such required uniform items (except personal items such as socks and undergarments) will be issued by the Department to each unit member. The approved daily work shirt is the appropriate issued Class B uniform shirt; it may be worn at any time a member is on duty while performing routine work assignments. Optional, approved uniform wear is provided for the comfort of the individual member within the specific parameters as follows:
- A. The approved company pride T-Shirt purchased at the unit members expense, may be worn at the discretion of the Fire Chief.
 - B. The department shall retain the right to require different duty uniforms for specific events anytime during a unit member's tour of duty, as defined in the department's orders and procedures.
- 54.05 Union pins and insignias approved by the Fire Chief, or designee, may be displayed on unit member uniforms.
- 54.06 Uniform items which are damaged or lost through no fault of the unit member, will be replaced by the Department. Damage to or loss of uniform articles as a result of neglect or intentional misuse will be grounds for disciplinary action and the unit member will be required to replace the damaged or lost item at his/her cost.
- 54.07 Unit members are not to wear uniforms while off duty, except for special occasions as may be authorized by the Fire Chief, or designee.

- 54.08 A unit member who wishes to purchase his/her own safety equipment may do so as long as the equipment meets or exceeds the standards described above at the time of purchase and is approved by the Fire Chief, or designee.
- 54.09 The Occupational Health and Safety Committee may recommend to the Fire Chief that the issued equipment or uniforms be changed or modified. The Fire Chief shall have final authority on the issuance of equipment or uniforms.
- 54.10 Upon request by a unit member to replace equipment or uniforms, the Supply Officer shall verify the need for replacement. The need to replace personal protective wear (for example, firefighter wear) will be verified by the District Supervisor. Where verified, the Department shall provide the replacement as soon as reasonably possible. Where combat equipment is involved, the Department shall make every reasonable effort to expedite the replacement and/or provide temporary equipment.
- 54.11 When a known hazardous material or biohazard is found to be involved in an incident, every reasonable effort will be made to replace the gear until proper decontamination can be accomplished.
- 54.12 Upon retirement or promotion, each unit member may elect to retain his/her issued badge and/or helmet. Retirees shall have the option to retain their dress uniforms and be issued retirement patches. Additional gear may be retained with the approval of the Support Chief or designee.
- 54.13 Upon cessation of employment with Fire Rescue all issued equipment and uniforms will be surrendered by the unit member. If a unit member fails to turn in all of his/her issued equipment, his/her final paycheck, including any benefits owed may be withheld. Nothing contained herein prohibits the County from seeking criminal or civil satisfaction for the missing items.

ARTICLE 55
REIMBURSEMENT FOR DAMAGED PERSONAL EFFECTS

55.01 Any unit member, while engaged in the performance of his/her assigned duties, who shall have damaged or broken his/her watch, prescription eye glasses, contact lenses, retainers, dentures or cell phone, shall have the same replaced or repaired, whichever is the lesser cost of the two, by the County subject to the following limits:

| Item | Maximum Contribution by County |
|----------------|---|
| Watch | \$100.00 |
| Eyeglasses | \$100.00 for frame; \$50.00 for each lens |
| Contact Lenses | \$20.00 for each lens |
| Retainers | \$40.00 |
| Dentures | \$120.00 |
| Cell Phone | \$200.00 |

55.02 In the event of an injury covered by Workers' Compensation, Workers' Compensation shall apply to the replacement of eyeglasses or dentures.

55.03 However, such damage shall not be the result of normal wear and tear, negligence, or misuse on the part of the unit member or his/her failure to use proper eye protective equipment, where provided by the County.

55.04 Claims mentioned in this Article must be supported with proof of damage and reported to the Fire Chief, or designee, within seventy-two (72) hours following the incident. The Fire Chief or designee may waive this requirement, dependent upon surrounding circumstances.

55.05 Reimbursement for damaged personally owned property detailed in 55.01 is limited to two (2) incidents in a calendar year unless otherwise approved by the Fire Chief. Item must be inoperable; in the case of an insurance deductible the reimbursement will be the actual cost of the deductible for the same unit up to the maximum allowable amount. Proof of purchase shall be provided to the department within 14 days following the incident.

ARTICLE 56
MILEAGE ALLOWANCE

- 56.01 Any unit members covered in the bargaining unit who is required to provide their own transportation with the use of their private owned vehicle, for County business, shall be compensated for such use at the current mileage rate established by the Board of County Commissioners or the rate as mandated by Section 112.061, Florida Statutes, whichever is greater.
- 56.02 The term "County business" shall be defined as a specific assignment to an employee by his/her supervisor which requires the employee to travel, from one work site to another, when County transportation is not made available. This shall not include commuting to or from the employee's place of residence, to his/her assigned reporting point.
- 56.03 Employees shall submit, to the appropriate operating division, the number of miles driven during the previous three (3) month period on a properly completed, appropriate County Travel Reimbursement form. This form shall be submitted on a quarterly basis by the 15th of the month following the end of the quarter; no forms will be accepted after the 15th for that quarter. Management, on receipt of the form, shall submit it to the County Finance Department within five (5) working days and keep documentation of the submission.
- 56.04 Mileage will not be paid for attendance of mandatory meetings, physicals, or overtime assignments.

ARTICLE 57
RESERVED

ARTICLE 58
SECURITY

- 58.01 The County hereby agrees not to discipline a unit member for lost or stolen County equipment, unless said loss results from the intentional or negligent actions of the unit member.
- 58.02 The County shall take reasonable, practical efforts to minimize the potential for public access to locations where County and unit members' private gear is stored.
- 58.03 The County shall take reasonable, practical efforts to illuminate employee parking areas at all work sites.
- 58.04 Unit members shall exercise reasonable care in the protection of their personal property and County assets.

ARTICLE 59
SUSPENSION OF AGREEMENT DURING EMERGENCIES

59.01. If in the sole discretion of the County Manager it is determined that emergency conditions exist, including but not limited to, riots, civil disorders, hurricane conditions, or other similar catastrophes, provisions of this Agreement, reasonably necessary to meet the circumstances of the emergency, may be suspended by the County Manager or designee during the time of the declared emergency, provided unit members shall be paid their regular rate to include overtime pay for hours actually worked. The County Manager or designee, pursuant to the *DEFINITIONS SECTION*, shall provide a minimum of 24-hours notice in writing, unless the emergency itself prohibits, to the Union President of his/her intent to suspend the reasonably necessary specific provisions of this Agreement during Emergency Conditions.

59.02

- A. Within thirty (30) days of the conclusion of the stated emergency, the Union must place in writing any alleged violations which the Union has good cause to believe may have occurred during the suspension of the Agreement.
- B. The Fire Chief and the Union must meet within fourteen (14) days of receipt of the Union's written notice in an attempt to mediate any alleged violation(s).
- C. If the mediation is unsuccessful, unit members may file a grievance as outlined under Article 39, Grievances and Arbitration.

**ARTICLE 60
RESERVED**

ARTICLE 61
SEVERABILITY

61.01 Pursuant to Florida Statute 447.309(3):

- If any provision of this Agreement is in conflict with State or federal laws or regulations by reason of any court action or existing or subsequently enacted legislation (when effective); or
- If the Board of County Commissioners has the power to change a law, or regulation which is in conflict with a provision of this Agreement and fails to enact or adopt an amendment to make the provision effective in accordance with Section 447.309(3), Florida Statutes,

Then such provision shall not be applicable, performed, or enforced, but the remaining parts or portions of this Agreement shall remain in full force and effect for the term of this Agreement.

61.02 If such action occurs, the Union and the County agree they shall meet within fifteen (15) days to negotiate a replacement Article.

ARTICLE 62
DAMAGE TO COUNTY PROPERTY

- 62.01 When a unit member intentionally or through repeated acts of negligence damages or allows to be damaged a piece of County property, outside of its normal wear and tear for its use, it is permissible to require the unit member to pay the applicable County insurance deductible or replace/repair the property.
- 62.02 If the damaged property cannot be replaced through the County insurance program and the unit member is found to have caused or allowed the property to be damaged, the unit member may be required to pay the full amount of the depreciated value of the equipment, as determined by Brevard County Asset Management representatives.
- 62.03 The County may deduct the necessary repayment from the unit member's bi-weekly compensation in the amount not to exceed \$50.00 until the total repayment is met. If there is any remaining balance, upon separation of employment, that balance will be withheld from the employee's separation pay, so long as the reduced separation pay does fall below minimum wage.
- 62.04 Nothing contained in the Article precludes the Department from conducting a pre-disciplinary hearing and issuing progressive discipline in conjunction with Section 66.01 and 66.02 above.
- 62.05 A unit member may be disciplined and be required to pay for the replacement of lost equipment if the loss is due to intentional and/or negligent action(s) by the unit member.

ARTICLE 63
VIOLENCE IN THE WORKPLACE

- 63.01 Brevard County and Brevard County Fire Rescue will not tolerate physical actions or verbal statements that incite, suggest, or threaten violence against an employee, officer, agent, citizen and/or patient of Brevard County.
- 63.02 Any unit member who, on or off duty, threatens violent actions against another Brevard County employee or acts in a violent manner towards a Brevard County employee, regardless of that employee's job function with Brevard County government, shall be subject to immediate suspension with pay.
- 63.03 A hearing must be held within ten (10) days. Failure to conduct the hearing within ten (10) days due to the unavailability of either the unit member and/or the Union will result in the employee's with pay suspension being automatically converted to a suspension without pay.
- 63.04 It is the intent of this Article to address only violent actions and/or statements as they relate to work performance, actions, location and/or functions of working for Brevard County and/or Brevard County Fire Rescue.
- 63.05 Unit members who, pursuant to the hearing process, are found to be guilty of a violent act and/or statement as defined within this Article, shall be guilty of a "dismissal" offense per the County Merit System and the County's Violence in the Workplace policy. Disciplinary action will be taken as outlined for a dismissal offense per the County Merit System.
- 63.06 Anti-Hazing.
- As part of its commitment to promoting a safe and healthy environment for all staff, including unit members, and cultivating a culture that fosters respect for the dignity and rights of all its employees, the County does not tolerate hazing activities by any employees and/or unit members.
- No unit member shall initiate, participate in, or be witness to any act that inflicts or intends to inflict physical or mental harm or discomfort or which may demean, disgrace, coerce, intimidate or degrade any person, regardless of location, intent, or consent of participant(s).
- Participating in acts of hazing or failure to report acts of hazing shall be subject to discipline up to and including termination.

ARTICLE 64
RESERVED

ARTICLE 65
ANTI-TOBACCO/NICOTINE POLICY

All unit members hired after October 07, 2009, shall be non-tobacco users at the time of hire as a condition of employment, and should refrain from smoking cigarettes, e-cig/vaping, cigars, pipes, or use of any type of tobacco/nicotine products of any kind at all times, whether on or off duty. A unit member's failure to refrain from using tobacco/nicotine products as described herein may impact his/her eligibility for various benefits afforded to them under Florida Law.

The County reserves the right to require nicotine (Cotinine) testing at annual physicals and/or to determine eligibility for benefits under the Firefighter Cancer Bill (112.1816, Florida Statutes), the Heart and Lung Bill (112.18, Florida Statutes) or as otherwise allowed under Florida Law.

ARTICLE 66
FINANCIAL HARDSHIP

The Union and the County agree to reopen Article 13 of this Agreement when the Board of County Commissioners declares there exists a “financial hardship” that has an adverse impact on Public Employer’s ability to pay benefits contained in the Agreement. The proof of such an inability to pay these benefits lies strictly on the County and must be shown to have a similar impact on all other Ad Valorem funded County agencies. To invoke this article, the Board of County Commissioners must pass a resolution to declare a state of ‘financial emergency’ necessitating the re-opening of Article 13. The Union and County further agree that any modification of the wage article shall be no more than the burden shared by the balance of all other County employees.

ARTICLE 67
DURATION OF AGREEMENT

Upon ratification and/or approval by the IAFF Local 2969 and the Brevard County Board of County Commissioners this agreement shall become effective October 1, 2024 and shall continue in effect until midnight September 30, 2027. Either the County or the Union may re-open Article 13, Wages for the third year of this agreement by serving notice of intent to renegotiate between March 1, 2026 and March 15, 2026. If a re-opener is requested both parties may include two additional articles for the re-opener negotiations upon notice to the other party no later than 10 days prior to the first negotiation session. For all bargaining unit members employed by the County as of the date of ratification of this agreement, all wage adjustments set forth in Article 13, including the Year 1 step increase and longevity, shall be retroactive for October 1, 2024. The County will endeavor to make payment of retroactive wages within 60 days of ratification. If the Union identifies any FRS retirees who it believes are eligible for payment of retroactive wages, it must provide the names of those retirees within 14 days after execution of this Agreement. The County will make a determination whether those retirees are eligible for payment of retroactive wages, which shall not be grievable.



Rob Feltner, Chairman
Brevard County Commission



James Liesenfelt
Interim County Manager
Chief Executive Officer for the
Board of County Commissioners

As approved by the Board on 07/22/2025



Chief Patrick Voltaire, Fire Rescue Director



Michael S. Bramson, President
International Association of Fire Fighters
Local 2969



Rachel M. Sadoff, Clerk

APPENDIX 1 DEFINITIONS

All Hazards: Encompassing Emergency Medical Services, Emergency Medical Transport, Fire Suppression, Hazardous Materials, Technical Rescue, and Water Rescue.

Brevard County Fire Rescue Standing Orders: Standards set forth by the Medical Director of the Department for the care and treatment of the acutely ill or traumatic patient take priority for all patient encounters/emergency medical service delivery. These procedures may only be carried out by a State Certified Paramedic and/or a State Certified EMT who are approved to do so by the Medical Director and Office of Emergency Medical Services for the Department.

Bulletins: Published orders of a temporary nature for a specific date or dates which expire after such date including temporary informational publications for the instruction, enlightenment and notice of members.

Class Action Grievance: Any issue(s) subject to a grievance pursued by one or more bargaining unit members on behalf of a larger group of bargaining unit members who have a common claim. All Class Action Grievances must be approved by the Union President.

Continuous Service (continuous years of service): Any separation of service (resignation or termination, voluntary or involuntary), that is not protected under Federal or State regulations, does not count towards the calculation of continuous years. When an employee is rehired back into a covered union position the most recent rehire date shall be utilized when calculating continuous years of service, not the original hire date.

Countywide Administrative Orders: Administrative Orders issued under the authority of the County Manager applicable to all County employees.

Countywide Policies: Policies issued under the authority of the Board of County Commissioners applicable to all County employees.

Days: Calendar days not including holidays as provided for within the Board's approved holiday schedule, excluding the Personal Holiday.

Declared Emergency Condition: When an emergency condition has been declared by the County Manager, where employees in all departments/offices performing non-essential functions on a countywide basis are granted paid administrative leave by the County Manager to return home because of the emergency conditions. In accordance with Brevard County Merit System Policy II.II.H.5. This is independent of a Local State of Emergency Declaration.

EMS Medical Protocols: Standards set forth by the Medical Director of the Department for the care and treatment of the acutely ill or traumatic patient take priority for all patient encounters/emergency medical service delivery. These procedures may only be carried out by a State Certified Paramedic and/or a State Certified EMT who are approved to do so by the Medical Director and Office of Emergency Medical Services for the Department. In the event of any conflict with documents set forth in 4.04, the EMS Protocols take priority over all documents listed in 4.04.

General Orders: Published orders of a permanent nature published to augment and supplement the Rules and Regulations for the governing of the Department and having the effect and force thereof.

Local State of Emergency: A Local State of Emergency as issued by the Brevard County Board of County Commissioners. This declaration is independent of Federal and State Declarations of Emergency. In accordance with Florida Statute 252.38 in accordance with Brevard County Comprehensive Emergency Management Plan (CEMP).

Merit System Policies: Merit System Policies issued under the authority of the Board of County Commissioners applicable to all County employees.

Merit System Procedures: Merit System Procedures issued under the authority of the County Manager applicable to all County employees.

Metropolitan Size: Population of 250,000 or greater and a Fire Department workforce of 350 or more.

Public Trust: Defined as conducting oneself in an honest and lawful manner at all times, so that a department's unit member's behavior, both on and off duty, reflects positively on him/her and the department and in accordance with the Oath each unit member has made.

A violation of the public trust can occur when the acts and/or conduct call into question the confidence of the public and/or the department whether the unit member can continue to perform the duties of the position. Such offenses could include, but are not limited to:

- Arrest for a felony
- Allegation involving violence
- Allegation involving fraud and/or dishonesty
- Refusal to perform duties while on an emergency call

An inadvertent violation of the oath or excusable neglect during the performance of a unit member's duties shall not be considered a violation of public trust for the purpose of preliminary administrative suspension without pay prior to investigation and any pre-disciplinary hearing.

Rule of 5: The top five scoring candidates, where scores are no longer a consideration and each candidate is considered equal.

Rules and Regulations: Specifically, the Rules and Regulations for the governing of the Fire Rescue Department.

Standard Operating Guidelines: (SOGs) Published orders of a permanent nature, generally informational, setting forth the conduct concerning the specific circumstances or situations and having the effect and force of the Rules and Regulations.

Standard Operating Procedures: (SOPs) Published orders of a permanent nature, providing step-by-step direction, setting forth the conduct concerning the specific circumstances or situations and having the effect and force of the Rules and Regulations.

Step Date: Hire date or the date on which the employee last promoted, demoted or transferred.

Termination: Separation of Service from Brevard County Fire Rescue. Includes both voluntary and involuntary separations.

Timeframe: Any timeframe used throughout either contract will refer to calendar days.

Union: Employees in both the IAFF, Local 2969 Rank and File Bargaining Unit and the Supervisory Bargaining Unit combined, as specified within Article 1.01 of each respective Bargaining Unit Agreement.

Union Member: Any Brevard County dues paying unit member in good standing.

Unit Member: Any Brevard County employee whose job description is covered under their respective International Association of Fire Fighters (IAFF) Collective Bargaining Agreement.

APPENDIX 2
STEP PLANS

ATTACHED

Captain

District Chief

| | | | |
|----------|----------|----------|----------|
| 100.0000 | 100.0000 | 100.0000 | 100.0000 |
|----------|----------|----------|----------|

* The Fire Officer Incentive series are not cumulative. A unit member is only eligible to receive one (\$1) incentive in this series.

APPENDIX 3
EXECUTED DURATION ARTICLE

ATTACHED

Collective Bargaining Agreement

Between

Brevard County Board of County Commissioners

And

Brevard County Professional Firefighters Local 2969



Contract Years 2024-2027

Rank & File Agreement

Table of Contents

| | |
|---|----|
| Collective Bargaining Agreement..... | 1 |
| ARTICLE 1 UNION RECOGNITION | 2 |
| ARTICLE 2 COMPLIANCE WITH EMPLOYMENT LAWS | 3 |
| ARTICLE 3 MANAGEMENT RIGHTS | 4 |
| ARTICLE 4 GOVERNING DOCUMENTS | 6 |
| ARTICLE 5 PREVAILING RIGHTS | 8 |
| ARTICLE 6 UNION ACTIVITIES | 9 |
| ARTICLE 7 DUES DEDUCTION | 12 |
| ARTICLE 8 UNION COMMUNICATIONS | 13 |
| ARTICLE 9 COPIES OF IMPORTANT DOCUMENTS..... | 14 |
| ARTICLE 10 LICENSES AND QUALIFICATIONS | 15 |
| ARTICLE 11 PRECEPTOR | 16 |
| ARTICLE 12 PHYSICAL EXAMINATIONS..... | 17 |
| ARTICLE 13 WAGES | 19 |
| ARTICLE 14 HOURS OF WORK | 24 |
| ARTICLE 15 CALL BACK PAY | 25 |
| ARTICLE 16 OVERTIME..... | 26 |
| ARTICLE 17 COMPENSATORY TIME | 29 |
| ARTICLE 18 SHIFT EXCHANGES | 30 |
| ARTICLE 20 SICK LEAVE | 37 |
| ARTICLE 21 HOLIDAYS | 42 |
| ARTICLE 22 ADMINISTRATIVE LEAVE..... | 44 |
| ARTICLE 23 MILITARY LEAVE | 45 |
| ARTICLE 24 JURY DUTY | 46 |
| ARTICLE 25 VOTING | 47 |
| ARTICLE 26 EMERGENCY LEAVE..... | 48 |
| ARTICLE 27 MATERNITY/PATERNITY LEAVE | 49 |
| ARTICLE 28 LEAVE OF ABSENCE WITHOUT PAY | 50 |
| ARTICLE 29 INJURY BENEFITS | 51 |
| ARTICLE 30 RESERVED..... | 52 |
| ARTICLE 31 LIGHT DUTY | 53 |
| ARTICLE 32 COURT APPEARANCES..... | 54 |

| | |
|--|-----|
| ARTICLE 33 LEGAL REPRESENTATION | 55 |
| ARTICLE 34 FORMAL INVESTIGATION INTERVIEW..... | 56 |
| ARTICLE 35 DISCIPLINE AND DISCHARGE..... | 57 |
| ARTICLE 37 REDUCTIONS IN FORCE..... | 61 |
| ARTICLE 38 INFORMATION TO THE UNION..... | 63 |
| ARTICLE 40 SENIORITY | 69 |
| ARTICLE 41 PROBATIONARY EMPLOYEES..... | 71 |
| ARTICLE 42 FLOATER POSITIONS | 72 |
| ARTICLE 43 TRANSFERS AND BIDS..... | 74 |
| ARTICLE 44 WORK OUT OF CLASS..... | 79 |
| ARTICLE 45 PROMOTIONAL OPPORTUNITIES..... | 80 |
| ARTICLE 46 OUTSIDE EMPLOYMENT | 84 |
| ARTICLE 47 EDUCATION | 85 |
| ARTICLE 48 TRAINING | 88 |
| ARTICLE 49 HEALTH AND WELLNESS PROGRAM..... | 89 |
| ARTICLE 50 SUBSTANCE ABUSE TESTING | 90 |
| ARTICLE 51 EMPLOYEE ASSISTANCE..... | 102 |
| ARTICLE 52 HEALTH AND WELFARE (INSURANCE)..... | 104 |
| ARTICLE 54 UNIFORMS AND EQUIPMENT | 107 |
| ARTICLE 55 REIMBURSEMENT FOR DAMAGED PERSONAL EFFECTS..... | 109 |
| ARTICLE 56 MILEAGE ALLOWANCE | 110 |
| ARTICLE 57 RESERVED..... | 111 |
| ARTICLE 58 SECURITY | 112 |
| ARTICLE 59 SUSPENSION OF AGREEMENT DURING EMERGENCIES..... | 113 |
| ARTICLE 60 PROHIBITION OF STRIKES..... | 114 |
| ARTICLE 61 NON-DISCRIMINATION..... | 115 |
| ARTICLE 62 RESERVED..... | 116 |
| ARTICLE 63 SEVERABILITY..... | 117 |
| ARTICLE 64 PRE-EMPLOYMENT AGREEMENT | 118 |
| ARTICLE 65 VIOLENCE IN THE WORKPLACE..... | 119 |
| ARTICLE 66 DAMAGE TO COUNTY PROPERTY | 120 |
| ARTICLE 67 SPECIAL OPERATIONS TEAM..... | 121 |
| ARTICLE 68 ANTI-TOBACCO/NICOTINE POLICY | 123 |

| | |
|--|-----|
| ARTICLE 69 FINANCIAL HARDSHIP | 124 |
| ARTICLE 70 DURATION OF AGREEMENT | 125 |
| APPENDIX 1 DEFINITIONS..... | 126 |
| APPENDIX 2 STEP PLANS | |
| APPENDIX 3 EXECUTED DURATION ARTICLE | |

ARTICLE 1
UNION RECOGNITION

- 1.01 In accordance with the certification of the Public Employees Relations Commission in Case Number RC-85-028 on August 20, 1985, and as modified in case number 93-001 on May 26, 1993, the County recognizes the Union as the sole collective bargaining agent for the bargaining unit consisting of all permanent full time employees of Brevard County Fire Rescue, who are engaged in fire and medical services, in the occupation of Firefighters (including Recruits), Assistant Fire Marshal, Lieutenants, Paramedics, Emergency Medical Technicians, Emergency Vehicle Dispatchers, Emergency Vehicle Dispatcher Supervisors, Fire Prevention Inspectors, or in any occupation combining the duties of the foregoing occupations.
- 1.02 Wherever the term "employee", "employees", "unit member", "unit members", or "bargaining unit employees" may appear in this Agreement, the term shall mean those employees in the above described bargaining unit.
- 1.03 Wherever the term "union" may appear in this Agreement, the term shall mean those employees covered in both the rank and file bargaining unit and the supervisory bargaining unit combined.
- 1.04 No other persons employed by the County are represented by the Union.
- 1.05 The Union recognizes that the County Manager and designees are the collective bargaining representatives for the County. The Union further recognizes its obligation to bargain solely and exclusively with the County Manager and/or designees, and to refrain from any direct negotiations with the legislative body of the County (County Commission) or any individual member of the County Commission.

ARTICLE 2
COMPLIANCE WITH EMPLOYMENT LAWS

The County agrees to adhere to all applicable federal and State laws, including the Fair Labor Standards Act (F.L.S.A.) and equal employment laws, as well as County policies prohibiting discrimination and retaliation. Should the County propose to change any current policy or practice applicable to Fire Rescue in order to comply with the provisions of Federal and State employment laws, the County will provide the Union sixty (60) days' notice of any proposed change prior to its implementation. Such notification shall also be accompanied with supporting documentation stating the basis for the change in a current practice, policy or specific provision of the Agreement.

**ARTICLE 3
MANAGEMENT RIGHTS**

3.01 Reservation of Rights.

The County reserves and retains all rights, powers, prerogatives and authority customarily exercised by management, except as expressly limited or modified by a specific provision of the Agreement.

3.02 The Union and the employees covered under this Agreement recognize and agree that the County has the exclusive right, except as specifically provided for in this Agreement, to manage and direct any and all of its operations. Accordingly, the County specifically, but not by way of limitation, reserves the exclusive right to:

- A. exercise complete and unhampered control to manage, direct, and totally supervise all employees of the County;
- B. decide the scope of service to be performed and the method of service;
- C. take whatever action may be necessary to carry out the mission and responsibility of the County in unusual and/or emergency situations;
- D. schedule and assign the work to the employees and determine the size and composition of the work force;
- E. determine the services to be provided to the public, and the maintenance procedure, materials, facilities, and equipment to be used, and to introduce new or improved services, maintenance procedures, materials, facilities, and equipment;
- F. to recruit, hire and/or otherwise determine the criteria and standards of selection for employment;
- G. determine the number, grade, and types of positions, in any pay plan which is or may be developed by the County;
- H. fire, demote, suspend or otherwise discipline for just cause;
- I. set procedures and standards to evaluate the job performance of all County employees;
- J. determine the allocation and content of job classifications and determine all training parameters for all bargaining unit positions, including persons to be trained and extent and frequency of training;
- K. modify operations, temporarily or permanently, in whole or part, whenever, in the sole discretion of the County, good business judgment makes such modification advisable;
- L. determine the number, location and operation of all departments and divisions thereof;
- M. establish, amend, revise and implement any program and/or procedures; modify the structure of any County division, function or any personnel amendment to or required by any function or department;
- N. control the use of equipment and property of the County;

O. determine the number, the rank and the certification requirement of unit members assigned to a particular unit or station and the certifications or qualifications required for his or her given job classification.

- 3.03 The above rights of the County are not all inclusive but indicate the type of matters or rights, which belong to and are inherent in the County in its general capacity as management. Any of the rights, powers and authority that the County had prior to entering into this collective bargaining agreement are retained by the County.

The exercise of the above rights by the County does not preclude employees or their representatives from raising a grievance should decisions on the above matters have the practical consequence of violating the terms and conditions of this collective bargaining agreement.

- 3.04 If the County fails to exercise any one or more of the above functions from time-to-time, this will not be deemed a waiver of the County's right to exercise any or all of such functions. This provision shall not be selectively enforced to unlawfully discriminate against the union or any unit member.

ARTICLE 4

GOVERNING DOCUMENTS

- 4.01 The Fire Chief, or designee, shall retain the exclusive right to add to, delete, or modify Standard Operating Procedures/Guidelines, Departmental Rules and Regulations, General Orders or similar directives where such documents impact the standards of services to be offered to the public, exercise control or discretion over the organization, including the conduct of its members, impact its substantive benefits granted under the terms of this Agreement. The exercise of such rights shall not preclude unit members or their representatives from raising grievances should decisions on the above matters have the practical consequence of violating the terms and conditions of this Agreement. The procedures contained in Article 39: Grievance and Arbitration shall be utilized.
- 4.02 In the absence of life safety issues, any modifications including directives via Email of Standard Operating Procedures/Guidelines or Departmental Rules and Regulations or General Orders, provided for under Section 4.01 above shall be provided to the Union, in writing, and posted at all worksites, at least thirty (30) days prior to the proposed implementation.
- 4.03 Brevard County Fire Rescue EMS Medical Protocols: Standards set forth by the Medical Director of the Department for the care and treatment of the acutely ill or traumatic patient take priority for all patient encounters/emergency medical service delivery. These procedures may only be carried out by a State Certified Paramedic and/or a State Certified EMT who are approved to do so by the Medical Director and Office of Emergency Medical Services for the Department. In the event of any conflict with documents set forth in 4.04, the EMS Protocols take priority over all documents listed in 4.04.
- 4.043 If any conflict(s) occur between this Agreement and Departmental Rules and Regulations, Standard Operating Procedures, and Merit System Policies and Procedures, and other documents noted above in paragraph 4.01, this Agreement shall take precedence. The generally accepted hierarchy of application shall be:
1. The current collective bargaining agreement
 2. Merit System Policies and Procedures
 3. Countywide Administrative Orders and Policies
 4. Applicable departmental documents such as:
 - Rules and Regulations: Specifically, the Rules and Regulations for the governing of the Fire Rescue Department.
 - SOGs/SOPs: (Standard Operating Guidelines/Standard Operating Procedures) Published orders of a permanent nature, generally informational, setting forth the conduct concerning the specific circumstances or situations and having the effect and force of the Rules and Regulations.
 - General Orders: Published orders of a permanent nature published to augment and supplement the Rules and Regulations for the governing of the Department and having the effect and force thereof.
 - Bulletins: Published orders of a temporary nature for a specific date or dates which expire after such date including temporary informational publications for the instruction, enlightenment and notice of members

- 4.05 Unit members shall comply with all Departmental Rules and Regulations and Standard Operating Procedures/Guidelines and other lawful orders and directives issued by the department or its agents.
- 4.06 Nothing in this Article shall preclude the Union from bargaining or the County from directing the workforce, as otherwise provided by law.
- 4.07 All appendices and amendments to this Agreement shall be lettered, dated, and signed by the Union President and the County Manager or his/her designee, and shall be part of this Agreement.
- 4.08 Any and all appendices, amendments and/or Memorandums of Understanding (MOUs) to this or previous agreements that conflict with this agreement shall expire with implementation of this contract.
- 4.09 Definitions section attached as Appendix 1.

ARTICLE 5
PREVAILING RIGHTS

All rights, benefits and working conditions enjoyed by the unit members at the time this Agreement takes effect, which are not included in this Agreement at the time of ratification, and are known to Management, and which do not infringe upon Management Rights consistent with this Agreement or pursuant to Florida law, shall not be changed arbitrarily or capriciously. Any modifications to these benefits and working conditions, as defined by this Article, shall be provided to the Union, in writing and posted at all worksites, at least thirty (30) days prior to the proposed date of implementation.

ARTICLE 6 UNION ACTIVITIES

6.01 Non-Discrimination

Neither the County nor the Union shall discriminate for or against any unit member by reason of his/her membership or non-membership in, or lawful activities on behalf of or in opposition to, the Union.

6.02 Representatives: Conducting Union Business

Employee Union representatives that are Executive Board members or alternates, as designated by the Union, will conduct business of the Union during non-working time to the maximum extent possible. Union representatives will be allowed a reasonable opportunity to investigate and process properly filed grievances and pre-disciplinary hearings on working time as approved by the Fire Chief, or designee. A representative may not utilize time during duty hours for any other Union related business or activity unless prior authorization is obtained.

6.03 Union Function Attendance

The Union President shall designate the unit member(s) who may be granted time off without pay, use annual leave, use shift exchanges or Union Time Pool at the Union's discretion to attend Union functions such as seminars, scheduled Union meetings, schools and conventions provided adequate notice is given to, and permission received from, the Fire Chief, or designee, and such permission shall not be unreasonably withheld.

6.04 Union Negotiation Team

The Union shall designate the official Union negotiation's team members in writing. Four (4) Union Members, designated by the Union in writing, in addition to the President, shall be compensated with their normal rate of pay and benefits for all regular hours while attending negotiations (i.e., negotiation sessions, mutually agreed upon caucus and pre- and post-session team meetings), provided negotiations are conducted during the Union Members' normal regular shift. Other members of the Union negotiation team may use shift exchanges, and annual leave. The Union Time Pool may be used, at the Union's discretion, to attend negotiations. At no time will this provision negatively impact the operational efficiency of the department.

6.05 Representatives: Executive Board Sessions

The Union may designate a maximum of nine (9) Executive Board members and/or appointed Union representatives for the purpose of attending regularly scheduled Executive Board sessions. The Union shall provide the Fire Chief and the Human Resources Director a listing by name and title of the designated individuals. This list shall be provided annually before January 1st and shall be updated whenever the list is modified. Written notification of any regular scheduled Executive Board sessions shall be provided to the Staffing Office at least two (2) weeks in advance for any executive board member who will be required to attend while on duty, utilizing union time pool hours. For emergency Executive Board sessions, notice shall be provided as soon as possible prior to the session.

6.06 Representatives: Grievances and Pre-Disciplinary Hearings

The Union shall designate, in writing, to the Fire Chief, or designee, those Union members who shall serve as Union representatives and Grievance and Pre-Disciplinary Hearing representatives. Said representatives may be allowed time off utilizing union time pool hours for grievance related and pre-disciplinary activities subject to prior approval of the Department.

6.07 Representatives: Labor Management Committee

The Union shall designate, in writing, to the Fire Chief, or designee, three (3) unit members who shall serve and be allowed time off utilizing union time pool hours as Union representatives to attend meetings with the County, scheduled by the Fire Chief, or designee, where either the Union or the County have labor management issues either party wishes to discuss.

6.08 Union Time Pool

- A. In accordance with article 7.01, the County is authorized to, and charged with the duty to, deduct two (2) hours of annual leave from every dues paying members' leave bank and deposit it into the Union Time Pool during the first full pay period of the calendar year. The Union reserves the right to have the County deduct an additional 0.5 hours of annual leave twice annually. The request shall be in writing to the Fire Chief thirty (30) days prior to the requested deduction of time.

The Union agrees that it shall hold the County safe and harmless and shall indemnify the County against any claims or litigation made against the County or its personnel for donations to the Union Time Pool.
- B. Leave donations of either annual leave at 100% of hours donated or pro rata sick leave in accordance with Article 20.11 may be made by unit members who are otherwise eligible for leave payout upon separation (leaving in good standing) to the Union Time Pool. If the unit member who donates leave separates from employment the donation will be subject to the deduction of any money owed to the County for equipment not returned or for money owed to the County pursuant to an agreement/MOU with the County.
- C. The Time Pool may be drawn upon at the discretion of the Union President for use by a designated unit member(s), subject to the approval of the Fire Chief, or designee, in increments of quarter (1/4) hours to conduct the business of the Union. Denials of such leave shall be provided to the Union President in writing. Time Pool leave shall not be available for sell back. Time Pool leave in excess of 850 hours on January 1st of each year shall be lost. All requests for leave shall be in compliance with all other provisions of Article 19, including approval by the Deputy Chief, or designee.
- D. Any injury received or accident incurred by a Union member whose time is being paid for by the Union Time Pool, or while engaged in activities paid for by the Union Time Pool shall not be considered a line of duty injury, nor shall such injury or accident be considered to have been incurred in the course and scope of employment by the County within the meaning of Chapter 440, Florida Statutes, as amended. This section shall not include benefits obtainable through Florida Statutes 112.181.
- E. The Union President or designee shall validate any claims in question.

- F. During the first full pay period of the calendar year the County shall place an additional fifty (50) hours of leave into the Union Time Pool.

ARTICLE 7 DUES DEDUCTION

- 7.01** The County agrees to deduct from the pay of unit members' dues and assessments as imposed on its members by the Union, in amounts certified to be current by the Treasurer of the Union. Dues, initiation fees and assessments shall be deducted from each unit member after the unit member requests such deductions in writing, on a form approved by the County and Union. The one time ten-dollar (\$10.00) initiation fee will be deducted in addition to the new members' first payroll deduction. A signed dues deduction form received by the Office of Human Resources will be processed within thirty (30) days of receipt. Dues and assessments shall be deducted in each of 24 pay periods in a calendar year. No dues or assessments shall occur during the third pay period ending in each of two (2) months during the year.
- A. No deduction shall be made for, fines, or penalties.
 - B. In the event the amount of funds to be deducted is changed, the Union agrees to notify the Office of Human Resources of such change, in writing, at least thirty (30) days in advance of the scheduled change, so as to permit the necessary administrative or technical adjustments.
 - C. The County remittance will be deemed correct if the Union does not give written objection to the County within thirty (30) days after the remittance is sent. Such notice of objection must state in detail the basis for the claim that the remittance is incorrect.

7.02 Deduction Exemption

Unit members shall not have dues deducted in the final payroll period when they are known by the Office of Human Resources to be terminating their employment with the County.

Deductions shall not be withheld from the pay of a unit member for any payroll period in which the unit member's net earnings for the payroll period, after other deductions, is less than the amount of dues to be deducted.

7.03 Revocation

Any Union member may revoke his/her authorization to deduct Union dues by submitting the prescribed deduction revocation form to the Office of Human Resources. Human Resources will stop the deduction the next full pay period following receipt of the revocation authorization.

The County's Office of Human Resources shall forward a copy of the completed deduction revocation form to the Union within thirty (30) days of receipt from the member.

7.04 Indemnification

The Union agrees that it shall hold the County safe and harmless and shall indemnify the County against any claims or litigation made against the County or its personnel for deducting Union dues as the County relies upon signed authorization forms to fulfill this Agreement.

ARTICLE 8
UNION COMMUNICATIONS

- 8.01 The County agrees to furnish space on suitable bulletin boards in convenient places in each station and the Dispatch Center, as well as, an information link and page on the Fire Rescue resource page to be used by the Union. Alternately, the Union may provide a bulletin board, at its own expense. Such bulletin board shall not exceed twelve (12) square feet in area and shall be located in non-public, employee areas.
- 8.02 The Union shall limit its posting of notices and bulletins to these bulletin boards. Disagreements concerning the amount of space will be decided by the Fire Chief, or designee.
- 8.03 Material placed on the bulletin boards or resource page by the Union shall contain a Union Officer's signature, initials or by some other means indicate it is Union sanctioned and shall not contain political or controversial matters, or material tending to directly or indirectly disparage or demean the County or any of its elected officials, employees, or officers, or other Federal, State, or County agencies. Postings that violate this Article may be immediately removed by the Fire Chief or designee. The individual(s) responsible for the violation may be subject to progressive discipline.
- 8.04 Scope of Use: The Union may use the bulletin board space or email system as follows, provided that notices are not derogatory to the County. The County, through the Fire Chief, retains the exclusive right to determine when such notice is derogatory:
- A. Notices of Union meetings;
 - B. Results of Union elections or appointments;
 - C. Minutes of Union meetings;
 - D. Notices of Union recreation and social affairs;
 - E. Other notices of official Union business;
 - F. Other matters approved, in advance, and initialed by the Fire Chief, or designee;
- 8.05 The County extends to the Union, the privilege to use the County computer system, including the contents of electronic communications, consistent with the requirements set forth in 8.03 and 8.04.

ARTICLE 9
COPIES OF IMPORTANT DOCUMENTS

- 9.01 The County agrees to provide and maintain one (1) copy of all current documents pertaining to Brevard County Fire Rescue at each fire station, fire prevention, and Dispatch Center. Said documents shall include all documents referenced in Article 4 of this agreement.
- 9.02 The County shall provide copies of any changes to the above documents upon the adoption of said changes and distribute the changes to each unit member's workstation.
- 9.03 Both parties agree that, if available, electronic rather than hard copies may be substituted for all "documents" noted in this Article.

ARTICLE 10
LICENSES AND QUALIFICATIONS

- 10.01 The Union agrees that it is a condition of employment that each unit member acquire and maintain the State and County certifications or qualifications required for his/her given job classifications.
- 10.02 A current copy of all required licenses and/or certifications shall be provided to the County by each employee and kept on file with the Professional Development section. Failure to obtain or retain the necessary State and/or County certifications or qualifications will result in automatic suspension, without pay, until the State and/or County certifications or qualifications are obtained or reinstated, but such suspension shall not exceed thirty (30) calendar days. At the end of the thirty (30) calendar day period, after appropriate hearing, the suspension will be converted to a discharge, if the unit member cannot provide proof that such certifications/qualifications are reinstated or were not obtained for good cause, as determined in sole discretion of the Fire Chief.
- 10.03 Unit members who have had their driver's license suspended, revoked, or restricted (except in accordance with F.S. 322.271 (1) (c)) for any reason, shall either use annual leave, shift trades or in the sole discretion of Management, be placed on unpaid leave not to exceed thirty (30) days until his/her license has been reinstated or a work permit issued. Unit members must notify an on duty Chief Officer within 48 hours of the suspension, revocation, or restriction of their license. At the end of the thirty (30) day period, after appropriate hearing, the unpaid leave will be converted to a discharge if the unit member cannot provide proof of a valid driver's license. This provision shall not apply to Emergency Vehicle Dispatchers.
- 10.04 Unit members who have an Interlock Device restriction placed upon their license, as a result of an arrest or violation of a criminal statute or a statute falling under Title XXIII of the Florida Statutes, or comparable statute of any other state shall either use annual leave or in the sole discretion of Management, be placed on unpaid leave not to exceed thirty (30) days until the restriction is removed. At the end of the thirty (30) day period, if the restriction has not been removed and after appropriate hearing, the leave/ absence will be converted to a discharge. This provision shall not apply to Emergency Vehicle Dispatchers.
- 10.05 The County will, when feasible, agree to modifications in the work schedule of a unit member to permit attendance of schools for the furtherance of training or education related to fire and medical services for courses which the County is unable to provide where there is no additional cost to the County and there is an adequate qualified unit member available to work the schedules as required.
- 10.06 The County, in good faith, will attempt to provide at least one opportunity for required training and/or courses, necessary to maintain a Unit member's State EMT or Paramedic license, Special Operations Technician (SO1) certification courses in accordance with Article 67, or any other department required certifications, licenses or credentials.
- 10.07 Unit members retain the right to recertify licenses, certifications or credentials through outside State approved courses at their own expense.

ARTICLE 11

PRECEPTOR

The precepting of in-house students and recruits is considered an integral part of all non-probationary unit members' job duties. Unit members who directly precept during any shift shall be compensated for instruction. For purposes of this Article the unit member providing the training shall be called a Preceptor.

11.01 Outside Agency Students

- A. The preceptor shall be paid at the rate of \$2.00 per hour.
- B. Pay shall be calculated by how many hours the student has completed for each shift, and the Preceptor has completed and signed the student's evaluation for that date.
- C. Preceptor duty under this section shall be voluntary.

11.02 BCFR Employees, In House Programs, Paramedic Solo Evaluation, Remediation, and Orientation for the Shifts of New Hires

- A. The preceptor shall be paid at a rate of \$2.00 per hour.
- B. Pay shall be calculated by how many hours the student or new hire has completed for the shifts in which the Preceptor has signed an evaluation.

11.03 Preceptor receiving new hire shall submit copies of evaluations to ensure proper payment.

11.04 Solo Process, dispatch orientation, and inspector orientation for current and new employees shall define examples of "In house programs".

ARTICLE 12
PHYSICAL EXAMINATIONS

12.01 Brevard County Fire Rescue agrees to provide an annual pulmonary and physical examination for all bargaining unit members required to wear a respirator that shall include, but is not limited to:

- A. EKG
- B. Audio Screening Test
- C. Vision Test
- D. Chest X-Ray (optional)
- E. Blood Analysis (testing deemed necessary by the physician)
- F. Urinalysis
- G. Spirometer test
- H. Non-nuclear exercise stress test with a baseline established at date of hire and then conducted annually
- I. Skin cancer screening
- J. Ultrasound, or equivalent.

SOT 1 and SOT 2 personnel shall have Haz-Mat blood work drawn and tested every two (2) years. This blood work will mirror any State and/or Federal guidelines established at the time the blood work is drawn. A baseline will be established with the implementation of this contract.

12.02 Mandatory fitness for duty testing that is required by the department and completed by a County designated physician or medical authority shall be paid by the County.

12.03 Unit members will receive a one-time baseline Hepatitis C screening.

12.04 A unit member, who is required to submit to a yearly physical while off duty, shall receive a minimum flat rate of three (3) hours straight time or time spent from arrival at the appointment to departure at the applicable straight time or overtime rate, whichever is greater. A unit member, who is required to submit to any County mandated medical testing, including a stress test not performed the day of the member's yearly physical, shall receive a minimum flat rate of three (3) hours straight time or time spent from arrival at the appointment to departure at the applicable rate of pay, whichever is greater.

12.05 The examining physician shall be a licensed medical doctor qualified to provide professional medical expertise in the area of occupational safety and health and must provide the needed consistency required by O.S.H.A. The selection process for the physician shall include input from the Union.

12.06 The Assistant Fire Chief of Professional Development Section shall be responsible for the annual medical physical examination records in the unit member's medical file. The Department Health Officer and other senior Fire Rescue Department staff may access these records for medical related employment issues. A unit member may obtain a copy of his/her annual physical through the contracted physician's office.

- 12.07 All employees required to wear a respirator must complete the department's approved annual physical in its entirety as specified in 12.01, by the department's designated vendor as a condition of continued employment.**
- 12.08 Fire inspectors who wish to participate in the County physical may do so, at the County's expense, if they notify the Office of Professional Development during January of that year.**

ARTICLE 13
WAGES

13.01 All unit members who meet the overall performance evaluation level of at least "Successful" shall step in each year of the agreement during the first full pay period in October regardless of their step date, providing they have completed at least two (2) months in their current step. The step date is defined as their applicable hire or promotional date.

13.02 Step Increase and Performance Appraisal

- A. Unit members will not move to the next step or receive a COLA increase following the termination of this agreement if there is not a ratified or imposed collective bargaining unit agreement in place when the step is to occur. Any subsequent step movement shall be in accordance with the ratified contract language adopted after the step date or in accordance with any wage increase or decrease imposed by the Commission as a part of the F.S. Chapter 447 impasse resolution procedure. Should no impasse resolution be reached prior to 6 months following the start of negotiations both the union and County agree to proceed to expedited impasse hearing process completed no later than four (4) months prior to the expiration of this agreement or if agreed upon make a direct appeal to the BOCC for resolution.
- B. Unit members may move to the next step in their respective Step Plan provided an overall performance evaluation level of at least "Successful" is attained.
- C. Unit members shall be evaluated by their immediate supervisor.
- D. Supervisors will be required to complete their unit member's evaluations as required by the County. Failure of a supervisor to complete a timely evaluation will not delay the unit member's step increase or longevity lump sum payment.
- E. In the event a unit member is denied a step increase because the performance evaluation is below the "Successful" level, the member shall receive, from his/her respective evaluator, the specific reason(s) for receiving the less than "Successful" level in writing and the specific course of corrective action that must be met in order to achieve the level of "Successful" as per the prescribed criteria. A unit member will not receive a step increase until a successful re-evaluation occurs.
- F. The re-evaluation shall occur every sixty (60) days or until the unit member attains a performance evaluation level of "Successful". The unit member must attain the "Successful" performance evaluation level within one hundred and twenty (120) days of the original evaluation date in order to receive the merit step increase. Upon receiving a performance evaluation level of at least "Successful", the unit member shall receive a step increase. Such a re-evaluation shall not change the unit member's anniversary date or next performance evaluation date.

13.03 Longevity

- A. Annual longevity payment will be made in accordance to the following:

| Title | Pay Amount |
|------------------------|------------|
| Firefighter | \$2,000 |
| Paramedic | \$2,000 |
| EMT | \$2,000 |
| Lieutenant | \$2,250 |
| Inspector | \$2,250 |
| Dispatcher | \$2,000 |
| Dispatch Supervisor | \$2,250 |
| Assistant Fire Marshal | \$2,250 |

- B. Payment will be made once the Bargaining Unit member reaches the one (1) year anniversary and each year thereafter following their top step. Payment shall be made in the first full pay period in November each year. or upon separation in good standing. If the collective bargaining agreement terminates and no collective bargaining agreement is in place or ratified, longevity payments will continue for those unit members who previously received longevity payments and continue to remain eligible.
- C. Unit members that are promoted on or after October 1, 2018 to the rank of Lieutenant, Dispatch Supervisor or Assistant Fire Marshall and were scheduled to receive a longevity payment shall receive a one-time prorated longevity payment for their time spent at their previous rank/position.
- i. The one-time prorated longevity payment shall be based on the annual longevity amount at the time of promotion. Prorated payments shall be calculated from the employee's last longevity payment through the total number of full pay periods worked at the previous rank/position. Partially worked pay periods shall not be included in the aggregated number applied towards longevity.
 - ii. Upon receiving the one-time prorated longevity payment, unit members shall not be eligible to receive any additional longevity payments until they serve one full year in the top step of the new step plan.
 - iii. In order to be eligible for payment of the prorated longevity pay, unit members shall notify Fire Rescue Finance no later than October 15th.

13.04 Promotional Step Increase

Effective Fiscal Year 2020/21, unit members who are promoted to a higher rank shall be placed in the starting step for the respective promotional rank or placed in the appropriate step necessary to provide a minimum 10% increase, whichever is greater. Promotional increase will be calculated on member's base salary without incentives or holiday pay.

13.05 Certification, Incentive Pay and Shift Differentials

- A. Unit members who are or who become a Special Operations team (SOT-2) member shall receive a \$0.72 per hour increase above base pay, while a SOT member.

- B. Any unit member who is certified by the Department as a Haz-mat Technician will receive a \$0.25-hour incentive (SOT-1).
- C. Any unit member who is a Haz-mat Technician working on SOT for overtime, will receive the full \$0.72 per hour incentive (in lieu of the above \$0.25 incentive) along with their time and a half pay for working overtime (SOT-2).
- D. Firefighters, Dispatchers and Inspectors, who currently hold or subsequently obtain a Fire Officer 1 (F01) certification and who do not hold the rank of Lieutenant shall receive a \$0.36 per hour increase above base pay.
- E. Inspectors who currently hold or subsequently obtain an Emergency Medical Technician (EMT) certification shall receive a \$0.55 per hour increase above base pay. Inspectors who currently hold or subsequently obtain a Paramedic certification shall receive a \$1.00 per hour increase above base pay.
- F. A Dispatcher and Dispatcher Supervisor who works during the hours beginning at 4:00 pm and ends at 12:00 am shall receive a \$0.45 per hour increase above base pay.
- G. A Dispatcher and Dispatch Supervisor who works during the hours that begin at 12:00 am and end at 8:00 am shall receive a \$0.60 per hour increase above base pay.
- H. Unit members who are fluent in a second language as approved by Management and tested through the agency's vendor or other current employees of Brevard County approved by management who are fluent in the selected language, will receive \$0.10 per hour. Unit members may receive this incentive for up to three (3) languages (not to include dialect changes). By accepting this incentive this unit member agrees to be reasonably available to the County in order to provide translation services.
- I. Those unit members with the State Driver Engineer's Certificate will receive \$0.25 per hour.
- J. The funding for the Wildland Firefighter Certification Incentive (previously paid as an incentive) is incorporated into base salaries as of Bargaining Unit Agreement beginning October 1, 2018. Following the December 2018 payment this incentive ceased to exist.
- K. Fire Inspectors who achieve "State of Florida Fire Inspector 2" certification shall receive \$0.50 per hour increase above base pay.
- L. Unit members in the position of Assistant Fire Marshal who achieve "State of Florida Investigator I" certification shall receive \$0.75 per hour increase above base pay.
- M. All dispatchers or dispatch supervisors who are certified by the department as a Certified Training Officer (CTO) shall receive a \$0.25/hour incentive. It is understood that this incentive is received even when the unit member is not currently assigned for training purposes. It is also understood that this incentive is received in addition to any other training incentives, including but not limited to preceptor pay. All communications unit members who receive the CTO incentive shall agree to act in the role of a CTO when directed to do so.
- N. Brevard County Fire Rescue is instituting a Transport Incentive Program effective no earlier than the first full pay period after the beginning of year 2 of this contract (10/1/2025) and no later than the first full pay period of December, 2025..

Eligibility: All EMTs and Paramedics permanently assigned by involuntary transfer or permanently assigned by bid as defined by Article 43 Transfers and Bids to a standalone ambulance and rescue units operated by Brevard County Fire Rescue are eligible for participation in this program.

i. Incentive Rate:

1. Qualified Paramedics shall receive \$1 per hour increase over base pay for each hour worked.
 2. Qualified Emergency Medical Technicians (EMTs) shall receive \$0.50 per hour increase over base pay for each hour worked.
- ii. Personnel who are temporarily assigned to a standalone station for overtime, on shift trade/exchange, floated from, floated to, or temporarily assigned in any other manner shall not be eligible for the transport incentive.
- iii. The Fire Chief or, designee shall reserve all rights to deem who is qualified for the incentive(s).

- i. For purposes of this section, a Standalone Transport Rescue Unit is defined as any full-time permanent emergency medical services transport unit that is not housed with a Brevard County Fire Rescue owned and/or operated fire suppression unit (e.g. fire engine or ladder truck) and operates on a 24-hour basis.

13.06 Step Plan Adjustment Due to Transfers

Unit members who perform a lateral transfer within Brevard County Fire Rescue (i.e. Dispatcher to Firefighter) will be placed into the corresponding step with the applicable increase or decrease to salary.

13.07 De-Incentive Pay

- A. In the event a unit member is not certified as a FM2 (Solo) but is certified as a FM1, the respective Salary Step shall be reduced by \$1.00 per hour for Firefighters and Lieutenants.
- B. The certification of Fire Officer 1 (F01) is recognized as incorporated into the Salary Step Plan for the rank of Lieutenant. In the event a Lieutenant is not certified as an F01, the respective Salary Step shall be reduced by \$0.36 per hour. Those unit members who are currently grandfathered from having an F01 certification shall continue the exclusion at their discretion.
- C. All dispatchers or dispatch supervisors who are not certified as a Public Safety Telecommunicator (PST) shall have the respective Salary Step reduced by \$1.60 per hour.

13.08 Florida Retirement System (FRS)

It is the intent of the parties that all payments under this Article shall be pensionable under the Florida Retirement System (FRS) in accordance with FRS rules and regulations.

13.09 Verification for Hourly Rate Accuracy

To aid the unit member in verification of the accuracy of their hourly pay rate, all pay stubs shall visibly reflect the member's hourly rate of pay, including all incentives and de-incentives that apply at the end of the pay period.

13.10 Members working special assignment (40-hour week)

Field unit members who are normally assigned to a 24/ 48 schedule and are working a temporary special assignment on a 40-hour week shall receive a 10% increase to their base pay. The increase shall only apply to the hours worked during the special assignment. The hourly base pay rate used will be the base rate after adjustment from the shift schedule (56-hour week) to the 40-hour work week. The 10% pay increase is not applicable to a unit member performing a light duty assignment, unless specifically designated by the Fire Chief.

13.11 Step Plans

The agreed upon Step Plans are contained in Appendix "2".

ARTICLE 14
HOURS OF WORK

14.01 Forty (40) Hour Schedule

Unit members assigned to a forty (40) hour schedule will normally work: eight (8) hours within a twenty-four (24) hour workday and five (5) workdays within a workweek or work ten (10) hours within a 24-hour day or four (4) workdays within a workweek.

- A. The workweek begins at 12:01 a.m. on Saturday and ends 168 hours later.
- B. A workday is a twenty-four (24) hour period beginning at 12:01 a.m.
- C. Unit members on the forty (40) hour schedule may be assigned to a half (1/2) hour to one (1) hour unpaid lunch period at approximately the mid-point of the eight (8) or ten (10) hour day.
- D. All overtime must be preapproved by the employee's supervisor. Automated scheduling software (i.e. Telestaff) will be considered a means of pre-approval.
- E. Any overtime worked shall be paid in accordance with the provisions of Article 16: Overtime and the Fair Labor Standards Act, so long as this Act applies to the County.

14.02 Twenty-Four (24) Hours on Duty / Forty-Eight (48) Hours Off Duty Schedule

Unit members assigned to a twenty-four (24) hours on duty / forty-eight (48) hours off duty schedule will normally work a repeating cycle of twenty-four (24) hours on duty, followed by forty-eight (48) hours off duty during the two (2) week cycle of 106 hours of straight time pay during the 336-hour cycle, in accordance with Section 7 (k) of the Fair Labor Standards Act.

- A. The normal shift of work is a twenty-four (24) hour period commencing at 7:00 a.m.
- B. The County may change the starting time of the normal shift.
- C. Any overtime worked shall be paid in accordance with the provisions of Article 16: Overtime and the Fair Labor Standards Act, so long as this Act applies to the County.
- D. No unit member shall work in excess of forty-eight (48) hours in a sixty (60) hour period, at any employment without the explicit permission of the Fire Chief, or designee. A twelve (12) consecutive hour break must occur prior to returning to shift after completion of forty-eight (48) hours. In an effort to reduce Mandatory Overtime the on-duty staffing District Chief may override the forty-eight (48) hour limit, on a case-by-case basis, at the discretion of the Fire Chief.

ARTICLE 15
CALL BACK PAY

A unit member who is off duty and required to return to operation duty on an unscheduled basis shall be paid call back pay. The called back unit member shall be paid for the actual hours worked, with a minimum guarantee of 1.5 hours overtime pay; except for holidays, when the unit member shall be paid a minimum guarantee of 2 hours overtime pay. In the event overtime occurs thereby payments shall be made pursuant to Article 16: Overtime of this Agreement.

ARTICLE 16

OVERTIME

- 16.01 The County and the Union acknowledge that the service of the Department and the employees in the bargaining unit are vital to the life and property in the County and is an essential service of the County.
- 16.02 Unit members will be called on the basis of cumulative hours. The unit member with the lowest hours, if qualified to fill the vacancy, will be called first. In the event of annual or sick leave requests made between 1900 and 0530 hours, or unfilled vacancies the following shift, the voluntary overtime list will not be utilized, a sign-up list will be maintained by the department and utilized to fill these vacancies.
- 16.03 Built-in FLSA overtime is hours worked that exceeds 106 in normal duty of a fourteen (14) day pay cycle. Premium overtime are any hours that exceed the normally scheduled duty days.
- 16.04 FLSA overtime, holiday pay, or premium overtime will not be reduced by the use of any approved leave as described in Article 19 through Article 27.
- 16.05 The County shall maintain a voluntary overtime list of all eligible unit members:
- A. Where Staffing profiles allow, positions that must be filled using overtime shall be filled utilizing this list. The overtime list shall be maintained by rank and certification as follows either through electronic or manual means:
1. Lieutenant/Paramedic
 2. Lieutenant
 3. Firefighter/Paramedic
 4. Firefighter/EMT
 5. Paramedic
 6. EMT
 7. Emergency Vehicle Dispatcher
 8. Emergency Vehicle Dispatcher Supervisor
 9. Fire Prevention Inspector
- B. For each respective list a unit member shall be placed on the list in descending order of his/her Department seniority. The unit member with the greatest amount of Department seniority shall be placed at the top of the voluntary overtime list, the unit member with the least amount of Department seniority shall be placed at the bottom of the voluntary overtime list. At the same time, when filling overtime, if a position cannot be filled, after exhausting the voluntary overtime list, Staffing may exercise the option of using the next classification (ex. Firefighter/EMT may be filled by Fire medic) before utilizing mandatory overtime. This list shall reset on October 1st of each year at 00:01 hours.
- C. Upon completion of the unit member's orientation period, he/ she shall be included on the bottom of the voluntary overtime and the top of the mandatory overtime list.
- 16.06 The County shall maintain a mandatory overtime list:

A. Positions that must be filled using overtime shall be filled utilizing this list. The overtime list shall be maintained by rank and certification as follows through electronic or manual means:

1. Lieutenant/Paramedic
2. Lieutenant/EMT
3. Firefighter/Paramedic
4. Firefighter/EMT
5. Paramedic
6. EMT
7. Emergency Vehicle Dispatcher
8. Emergency Vehicle Dispatcher Supervisor
9. Fire Prevention Inspector

B. The unit members with the least Department seniority shall be placed at the top of the list and the unit member with the greatest Department seniority shall be placed at the bottom of the list. Once the unit member has served a mandatory overtime, they will rotate to the bottom of the mandatory overtime list, regardless of seniority. This list shall reset on October 1st of each year at 00:01 hours. Mandatory overtime is first distributed to on-duty off going crew members before those already off duty are contacted unless otherwise approved by the Fire Chief or designee.

C. Unit members may self-fill a mandatory overtime-imposed shift with the approval of the Staffing Officer.

D. Even though a unit member may exercise the self-fill option in 16.06.C, when the member does so, the member will move to the bottom of the mandatory overtime list.

16.07 A unit member shall work any assigned mandatory overtime unless it is impossible or unreasonable to accept. In the view of this heavy responsibility, each unit member must respond affirmatively to all mandatory overtime requests and calls unless it is "impossible or unreasonable" to accept or are otherwise exempted under this Agreement. Failure to respond is grounds for progressive discipline up to and including discharge.

Upon such an event, the unit member shall remain in position on the mandatory overtime list. Events that may be impossible or unreasonable include:

A. He/she is on approved leave the following shift for at least the first twelve (12) hours

B. Documented illness or injury to the unit member or members of his/her family on the day of the mandatory overtime

C. He/she is on an approved shift exchange

D. He/she has already worked forty-eight (48) continuous hours (16 hours for 40hr unit members). Except in declared emergencies, unit members who have worked a continuous forty-eight (48) hours shift shall be guaranteed twenty-hour (24) hours off, however this will not affect voluntary overtime in accordance with 14.02(D).

E. He/she is in a Department approved class or training on the day of the mandatory overtime

F. EMS or fire-related seminar training classes, schooling, etc. on the day of the mandatory overtime

G. Union activities which are defined as: disciplinary hearings and investigations or bargaining agreement negotiation sessions on the day of the mandatory overtime

- 16.08 A unit member who has accepted overtime must routinely work the overtime. Should a unit member accept overtime and fail to work the position agreed, the hours will still be counted against the member's voluntary overtime totals. However, if necessary, a unit member may self-fill a position utilizing a like ranked position. The self-fill must be approved by the Deputy Chief, or designee.
- 16.09 A member assigned to a forty (40) hour schedule shall have holidays considered as hours worked for the purposes of computing overtime, provided the unit member completes the remainder of the regular workweek.
- 16.10 It is a dismissal offense to sell overtime.

ARTICLE 17
COMPENSATORY TIME

- 17.01 When offered by the Program Manager, or designee, a unit member in the classification of Assistant Fire Marshal, Fire Prevention Inspector, Emergency Vehicle Dispatcher, or Emergency Vehicle Dispatcher Supervisor may elect, at his/her option, in lieu of overtime pay, compensatory time leave at the applicable straight or overtime rate.
- 17.02 Compensatory time may be accumulated to a maximum of eighty (80) hours. Compensatory time is to be accrued and utilized in the County's Timekeeping and Payroll System (SAP).

ARTICLE 18
SHIFT EXCHANGES

18.01 Shift Exchange Approval and Qualifications

Shift exchanges are permitted for the benefit of the employee. Should an employee default on any shift exchange the County shall not be held liable for any financial impact as a result. For purposes of this Article the term "District Supervisor" shall mean District Chief, Emergency Vehicle Dispatcher Supervisor or the Emergency Vehicle Dispatch Manager for Dispatch, as applicable.

- A. An off-duty unit member shall submit a request for a shift exchange with his/her District Supervisor or pre-specified designee, in his/her sole discretion, who may grant the request to exchange tours of duty or days off, without a change in pay. The request shall not be unreasonably denied.
- B. An off-duty unit member who requests a shift trade for his/her next scheduled shift shall submit a request for a shift exchange with any on-duty District Supervisor who may grant the request to exchange tours of duty or days off, without a change in pay.
- C. The shift exchange may be granted provided that the exchanging unit members are of like job classifications or qualified (defined as "having passed the applicable promotional exam and residing on the promotional list"), to perform the duties of the exchanged rank. All agreements must be in writing, as described below. Requests for shift exchanges shall be made and approved at least twenty-four (24) hours in advance of the specified day(s)/tour(s) of duty to be exchanged. Immediate, emergency shift exchanges may be approved while the requesting unit member is on-duty, at the discretion of the on-duty District Supervisor or pre-specified designee. The District Supervisor shall immediately forward the shift exchange approval to the unit member and his/her immediate supervisor.
- D. An on-duty Emergency Vehicle Dispatcher shall submit his/her request for a shift exchange to his/her immediate supervisor. An off-duty Emergency Vehicle Dispatcher shall submit his/her request for a shift exchange to any on-duty supervisor.
- E. An on-duty or off-duty Emergency Vehicle Dispatcher Supervisor shall submit his/her request for a shift exchange to the Emergency Vehicle Dispatch Manager.

18.02 Verbal Approval

Verbal approval may be granted by the on-duty District Supervisor or pre-specified designee. The unit member agreeing to the shift trade must notify the approving authority and indicate that they will be working. The unit member will complete the necessary documentation upon reporting to a worksite.

18.03 Overtime and Training Exclusion

A shift exchange will not be approved if it would result in an overtime pay obligation or loss of scheduled training, which would not be incurred in the absence of the shift exchange.

18.04 Minimum Employment Requirement

Except for Fire Rescue related training, probationary unit members shall not be permitted to utilize shift exchanges during their first six (6) months of employment.

18.05 Obligation to Repay Shift Exchanges

- A. When paying back the shift exchange, the unit member who owes the shift will be responsible and held accountable for that duty time.
 - B. At no time shall Annual Leave be granted to a member who is working a shift trade on that date unless approved by the Fire Chief, or designee.
 - C. Repayment date must be noted on shift exchange form and must occur within one hundred eighty (180) calendar days. Repayment date may be changed pending District Chief/Supervisor approval, however, must still customarily occur within the one-hundred eighty (180) calendar days. Failure to comply may result in progressive discipline.
 - D. Under special circumstances such as: illness, death or other circumstances approved by the Fire Chief, or his/her designee, shift trades may be done on a no payback status for a unit member who has exhausted all of their accrued annual and sick leave balances.
- 18.06 The unit member agreeing to work the shift will be responsible and held accountable for the duty time. If the agreeing unit member does not work an approved shift trade due to illness, his/her sick leave bank will be charged. In the event the Unit Member does not have sufficient leave hours accumulated, future leave accruals will be deducted as earned until the total balance of hours have been satisfied. The unit member must make notification of Sick Leave use to an on-duty District Chief who will ensure the proper deduction of time. At no time shall a unit member utilize Telestaff to enter any leave on a "shift trade working". The unit member will be required to provide competent proof of illness as defined in Article 20 in order for the sick leave bank to be charged. In the event that required competent proof is not provided the unit member's annual leave bank will be charged. If the agreeing unit member does not work an approved shift trade due to a reason other than illness, his/her annual leave bank will be charged upon the approval of the Fire Chief or designee. In the event the Unit Member does not have sufficient leave hours accumulated, future leave accruals will be deducted as earned until the total balance of hours have been satisfied. At no time will shift exchanges incur additional expense to the County.
- 18.07 Shift trades may not be utilized in order to work in excess of 48 hours as noted in Article 16.

ARTICLE 19
ANNUAL LEAVE

19.01 Forty (40) Hour Schedule

Forty (40) hour schedule unit members shall earn annual leave in accordance with the following formula and shall be credited to unit members' annual leave balance as of the last calendar day of the pay period. Annual leave accruals are based on all hours worked, including approved leave. Compensatory time used and without pay time shall not be considered hours worked. The annual leave accrual is as follows:

| Years of Employment | Accrual Rate Per Hour Worked | Workdays Per Year |
|----------------------------------|------------------------------|-------------------|
| One through Five (1-5) | 0.0462 | 12 |
| Six through Ten (6-10) | 0.0577 | 15 |
| Eleven through Fifteen (11-15) | 0.0692 | 18 |
| Sixteen through Nineteen (16-19) | 0.0808 | 21 |
| Twenty and Over (20+) | 0.0923 | 24 |

19.02 Twenty-four (24) Hour Shift Schedule

Twenty-four (24) hour shift unit members shall earn annual leave in accordance with the following schedule and shall be credited to unit members' annual leave balance as of the last calendar day of the pay period. Annual leave accruals are based on all hours worked, including approved leave. Compensatory time used and without pay time shall not be considered hours worked. The annual leave accrual is as follows:

| Years of Employment | Accrual Rate Per Hour Worked | Workdays Per Year |
|----------------------------------|------------------------------|-------------------|
| One through Five (1-5) | 0.0460 | 5.6 |
| Six through Ten (6-10) | 0.0575 | 7 |
| Eleven through Fifteen (11-15) | 0.069 | 8.4 |
| Sixteen through Nineteen (16-19) | 0.0805 | 9.8 |
| Twenty and Over (20+) | 0.0921 | 11.2 |

19.03 New Unit Members

New unit members shall begin earning annual leave as of the first full pay period of employment. Unit members will be entitled to use their annual leave after completing six (6) months of service. Unit members with less than six (6) months of service may use annual leave as a continuation of authorized sick leave. Probationary unit members who have successfully completed the new hire orientation program may be allowed to use their annual leave for unusual circumstances and job-related educational opportunities with prior approval from their District Supervisor.

19.04 Accrual of Annual Leave

A. Usage

1. Annual leave earned in excess of 240 hours, in the case of unit members assigned to a 40-hour week, or 336 hours, in the case of 24/48 hour shift unit members, must be used in the calendar year that it is earned, and any excess above 240 hours or 336 hours shall be lost as of December 31 of that calendar year, except as provided in Section A.2.
2. It shall be the unit member's sole responsibility to schedule and utilize any accrued or accumulated annual leave in excess of the amounts set forth in Section A.1. by the end of the calendar year. Where the County has prevented the unit member from utilizing annual leave by revoking pre-approved leave during October, November and December and not permitting the unit member to utilize such leave on alternate days before the end of that calendar year, the unit member may convert such annual leave to the unit member's sick leave bank on an hour for hour basis. The County shall make every reasonable effort to re-schedule the revoked annual leave.

B. Leave accrual shall occur at the end of each pay period. The accrual schedule shall be published and provided by the Office of Human Resources.

C. An employee who submits written notice of his/her intentions to enter the Florida Retirement System (FRS) Deferred Retirement Option Program (DROP) during the three-year period prior to his/her entering the DROP program or who submits written notice of his/her retirement date, will be allowed to continue to accrue annual leave in excess of the limits outlined above up to the FRS maximum accrual limit of 500 hours.

19.05 Leave Purposes

Annual leave may be used for any purpose.

19.06 Scheduling

- A. Each unit member shall request the times during the year when he/she desires to schedule annual leave. An annual leave request shall be submitted in a form and by means selected by the County, such as online with the current Telestaff program.
- B. Telestaff will advise the member if the leave is approved. The Staffing Office will notify members whose requested approved annual leave has been cancelled and in cases where the request for annual leave is denied for reasons other than standard availability, the Staffing Office will provide the reason for the cancellation.
- C. The Fire Chief, or designee, may deny or cancel an approved annual leave request during the period of a posted notification of mandatory in-service, except when annual leave use has been approved prior to the posting and/or natural or man-made disaster.
- D. The Fire Chief, or designee, may continue the use of annual leave if it was approved prior to the occurrence of the natural or man-made disaster.
- E. The County shall make every effort to meet the request of the unit member consistent with the requirements of its operations, however, it reserves the right to deny annual leave when such

absence would interfere with the effective operation or work schedule of the Fire Rescue Department.

- F. Annual leave requests with less than seven (7) days' notice require the approval of the District Chief, Dispatch Supervisor, or Fire Marshal, as applicable. Upon approval of the leave, the staffing office will advise the unit member if the position is self-fill.
- G. Annual leave requests which are not scheduled at least seven (7) days in advance and which incur overtime and are without a replacement secured, may only be granted by the Fire Chief, or his/her designee, in unusual circumstances such as funerals, family/personal emergencies, or like incidents.
- H. If a holiday occurs during a forty (40) hour schedule unit member's scheduled annual leave, the holiday shall be charged to holiday time and not to annual leave.
- I. If a unit member provides appropriate documentation for the use of sick leave while on annual leave, as identified in Article 20, Sick Leave, accrued sick leave shall be charged and not annual leave.
- J. When a unit member is assigned to a different shift, as a result of an involuntary transfer after his/her annual leave is approved and scheduled, the unit member can request the leave be transferred to the same time period and shall not be unreasonably denied. Voluntary transfers such as promotions, bidding, station swaps and changes in level of certifications are not considered involuntary transfers.
- K. In the case where a unit member enters a request for approved annual leave and does not have enough accrued annual leave to cover the time off immediately preceding the pay period prior to the unit member's leave, the unit member will be subject to progressive disciplinary action. At no time can leave accrued during a pay period be used during the pay period that it is accrued.

19.07 Cancellation of Approved Annual Leave

- A. A unit member shall submit a cancellation for scheduled annual leave in a form and by means selected by the County.
- B. In the event a unit member wishes to cancel approved annual leave less than seventy-two (72) hours in advance of the scheduled date, the unit member shall contact the staffing office for the identification of the unit member(s) who has been scheduled to work overtime to replace the unit member. The unit member shall be responsible for notifying the unit member who has been scheduled to work the overtime that has been cancelled. The unit member shall be responsible for confirming the notification with the staffing office to obtain approval for the cancellation. A unit member who wishes to cancel annual leave with less than 24 hours' notice, must contact the member working the overtime to request and receive their permission to cancel the leave.

19.08 Union Sponsored Activities

The County recognizes that unit members may utilize annual leave to attend Union sponsored seminars, symposiums, meetings, functions, and conventions and at times are placed on waiting lists

for attendance at the above-mentioned functions, which in turn places a strain on the unit member's scheduling, as well as the County's ability to schedule advance voluntary overtime. The County agrees to allow unit members, in conjunction with the staffing office, to seek out their own overtime replacements so that they may attend any of the above-mentioned functions. Scheduling shall be accomplished within the established guidelines of each job classification that the staffing office uses for voluntary overtime at the present time.

19.09 Resignation/Separation

- A. A unit member who resigns, retires, or is separated in good standing shall be paid for the unused annual leave balance earned by him/her as of the date of separation at the then current rate of pay.
- B. In the event of a unit member's death, his/her designated beneficiary or estate shall be paid for the unused annual leave balance at the then current rate of pay.
- C. A unit member who separates employment prior to completion of his/her initial probationary period shall not be eligible for annual leave pay.
- D. In the event a unit member is responsible for reimbursing the County monies under the terms for payment of an educational reimbursement, licensing fee payment/reimbursement, failure to return County-issued equipment, fees associated with a Memorandum of Understanding or Pre-Employment Agreement, etc., accrued leave will be withheld in accordance with annual leave payout. It is agreed that any unit member who fails to reimburse the County for any tuition owed, may have the tuition deducted from their ongoing paycheck with a cap of \$50.00 per paycheck or, if leaving County employment will have their final benefit/paycheck withheld. If there is any remaining balance, the terminating employee must meet with the County to create a reasonable repayment plan. If the unit member fails to reimburse the County or establish a payment plan with the County at the time of separation, the amount owed will be deducted from the unit member's final benefit payments, which includes all wages above minimum wages, (the difference between hourly rate of pay and minimum wage), annual leave, sick leave, holiday pay or red card incentive, if applicable. Failure to repay the total amount owed or successfully complete a repayment plan will result in the County sending the uncollected balance to its collection agency and/or seeking a judgment for the amount owed. Failure to pay any amount owed under this section may also result in the unit member being ineligible for rehire by Brevard County in the future.

19.10 Advance Payment

A unit member shall be given advance payment for annual leave provided he/she makes such a request, in writing, at least two (2) calendar weeks prior to the start of his/her annual leave, and provided he/she has sufficient annual leave accumulated. Such advance payment shall be limited to the normal workdays scheduled for the unit member in the payroll period.

19.11 Leave Units

- A. No less than one-half (1/2) hour may be used for annual leave purposes. Leave beyond the first half (1/2) hour may be charged in minimum units of quarter (1/4) hours.

- B. All requests for leave that are less than six (6) hours, except as noted in paragraph C. below, will be self-filled by the individual requesting leave if required by the staffing office, and shall be in compliance with all other provisions of this Article, including approval by the Deputy Chief, or designee. All 40-hour dispatch shift employees shall be required to self-fill any leave request of 2 hours or less in duration if overtime staffing is required.
- C. With the exception of dispatch employees, any leave request taken at 2300 hours through 0700 hours shall be charged in blocks of not less than eight (8) hours; any request for less than 8 hours leave during this time period shall be self-filled.
- D. Should a member be approved to return to duty by their District Chief or dispatch shift supervisor prior to the conclusion of their approved scheduled block of leave period, the member working overtime in their spot has the option to leave the assignment and receive appropriate pay for the hours worked, or they may choose to complete the entire overtime assignment at the current location. In this instance, the returning member will be assigned by management for the remainder of the scheduled block of leave to an assignment, if available, and location that serves the best interest of the staffing needs of the department.
- E. Self-fill actions shall be in compliance with all other provisions of this Article, and cannot violate any other Article of this Agreement.

19.12 Recognizing both Management and the Union's desire to reduce unnecessary overtime costs, the unit members may utilize the annual leave sellback program subject to the written approval of the County Manager on an annual basis.

Annual Leave Sell Back Program:

Each Unit member having a minimum of 120 hours (80 hours for dispatchers) accrued annual leave shall be entitled to submit a request for the sell back of annual leave hours.

Sell back of annual leave hours shall be limited as follows:

- A. Each unit member shall only be eligible to sell back at straight the hours exceeding the 120-hour (80 hours for dispatchers) minimum.
- B. Each unit member shall be limited to a maximum of 100 hours and a minimum of 24 hours of annual leave sell back each quarter paid out on a quarterly basis in the first full pay periods of November, February, May and August. The unit member shall send their request for the annual leave payout thirty (30) days prior to the close of the pay period in which the sell back is to be paid. The request shall be submitted via email to the Deputy Chief or designee.
- C. Should the funding for annual leave sell back be insufficient to meet all eligible requests, annual leave sell back shall be provided on a prorated basis. For example, if funding is only available to meet 50% of the requested annual leave sell backs, each member shall receive 50% of their eligible requested sell back.

19.13 Management reserves the right to use mandatory overtime to fill annual leave on holidays within its sole discretion. Denial/ cancellation of annual leave on holidays will be in Management's sole discretion.

ARTICLE 20

SICK LEAVE

20.01 Permitted Use

Sick leave may be used for the purpose of providing compensation to unit members who are incapacitated and unable to perform their duties due to illness, injury, to attend medical appointments, or an illness or injury of a non-critical nature to a member of the unit member's immediate family which requires the personal care and attention of the unit member. For the purpose of this subsection, immediate family means only members of the unit member's household and natural or adopted children of non-custodial parents or a unit member's non-household parents. In the case of such non-household immediate family members, unit members on a forty (40) hour schedule are entitled to utilize a maximum of forty (40) hours of sick leave annually. Unit members on a 24/48-hour schedule are entitled to utilize up to 56 hours of sick leave under this provision annually.

20.02 A unit member who utilizes sick leave shall be paid for all sick leave used at his/her current rate of pay. A unit member shall have his/her sick leave balance reduced by the amount of sick leave utilized.

20.03 Forty (40) Hour Accrual

Forty (40) hour schedule unit members shall accrue sick leave as set forth below. Sick leave accruals are based on all hours worked, including approved leave. Compensatory time and leave without pay time shall not be considered hours worked. The sick leave accrual is as follows:

| Years of Employment | Accrual Rate Per Hour Worked | Workdays Per Year |
|---------------------|---------------------------------|-------------------|
| One thru Ten (1-10) | 0.0462 | 12 |
| Over Ten (+10) | 0.0577 | 15 |

20.04 Twenty-four (24) Hour Shift Accrual

Twenty-four (24) hour shift unit members shall accrue sick leave as set forth below. Sick leave accruals are based on all hours worked, including approved leave. Compensatory time and leave without pay time shall not be considered hours worked. The sick leave accrual is as follows:

| Years of Employment | Accrual Rate Per Hour Worked | Workdays Per Year |
|---------------------|---------------------------------|-------------------|
| One thru Ten (1-10) | 0.0460 | 5.6 |
| Over Ten (+10) | 0.0575 | 7 |

20.05 New Unit Members Accrual and Use

- A. New unit members shall begin earning sick leave as of the first full pay period of employment.
- B. New unit members may not use any accrued sick leave during their first six (6) months of service unless the necessity for the absence has been verified by a physician's statement or District Chief/Dispatch Supervisor.

20.06 Accumulation of Sick Leave

- A. Sick leave may be accumulated without limit.

- B. Leave accrual shall occur at the end of each pay period. The accrual schedule shall be published and provided by the Office of Human Resources.

20.07 Notification

- A. A forty (40) hour schedule unit member who utilizes sick leave in accordance with Section 20.01, shall notify the immediate supervisor or other designated person as soon as possible, but at least one (1) hour prior to the unit member's scheduled reporting time, of the nature of the use of sick leave and expected period of absence. Failure to provide notification shall be cause for denial of paid sick leave and subject the unit member to progressive disciplinary action.
- B. A twenty-four (24) hour shift schedule unit member who utilizes sick leave in accordance with Section 20.01, shall notify Telestaff or a District Chief of the nature of the use of sick leave and expected period of absence, as soon as possible prior to 0530 hours the day of the regular scheduled reporting day. Emergencies happening outside the above set time frame shall be called in as they occur. Failure to provide notification as outlined above shall be cause for denial of paid sick leave and subject the unit member to progressive disciplinary action. If the employee is working a shift trade and needs to utilize sick leave they are required to contact an on-duty District Chief/Dispatch Supervisor to have that leave entered. At no time shall the employee enter sick leave themselves into Telestaff. The employee is responsible to assure proper notification of sick leave deduction is made to payroll for the hours used.
- C. Sick leave notifications that do not provide an expected time period will be considered to be for a full shift, (8, 10, 24 hours) in duration. An employee may not return to duty during the shift that they utilized sick leave unless approval is granted by the Deputy Chief or designee.

20.08 Overtime and Holidays

Sick leave shall be charged only against a unit member's regular workday and shall not be charged for absences on pre-arranged overtime workdays or unscheduled call in overtime workdays.

20.09 Restricted Sick Leave

The Department will establish and maintain reasonable controls and requirements to assure that sick leave is used for the purpose of providing compensation in accordance with Section 20.01.

A. Definitions

Proof of illness/injury - An original physician's note or written verification of illness from the County's designated provider, as available. The note will contain, as a minimum: the unit member's name, date the unit member was physically seen by the physician (or medical practice) and the signature of the physician (or authorized member of the physician's medical practice). Additionally, the unit member may provide medically competent proof for chronic medical conditions. The Department may contact the physician to verify the legitimacy of the proof of illness/ injury.

Unexcused sick leave - any sick leave use not accompanied by proof of illness/injury.

Excused sick leave - any sick leave use accompanied by proof of illness/injury. Proof of illness/injury documentation must be submitted to the employee's District Chief or Dispatch Supervisor within seven (7) calendar days after the unit member returns to duty. It is the unit member's responsibility to ensure that the proper supervisor has received and recorded the proof of illness/injury. Tele-med is

not an accepted source for medical excuse under this article. Virtual visits with the unit member's primary care provider/specialist is acceptable.

Period of sick leave usage - shall be defined as one (or a portion thereof) or more consecutive days in which a unit member is in paid sick leave status due to an injury or illness.

B. A unit member who has five (5) or more unexcused periods of sick leave usage in a twelve (12) month period is subject to being placed on Sick Leave Restriction.

The following restrictions will apply:

Unit member must provide proof of illness/injury for all subsequent sick leave usage. Failure to provide the required documentation subjects the unit member to progressive disciplinary action and denial of sick leave benefits for the unexcused absence.

Unit member may not make notification for subsequent sick leave usage through Telestaff. Notification will be made directly to the on-duty District Chief (for shift personnel) or appropriate Manager (for Dispatch & Fire Prevention personnel).

C. A unit member will remain in Sick Leave Restriction until there are twelve (12) continuous months of no unexcused sick leave period use.

20.10 Requirements to Provide Proof of Illness/Injury

Proof of illness/injury must be provided automatically under the following circumstances:

- Immediately before, during or immediately following a holiday
- When out sick for three (3) or more consecutive duty days
- When utilizing sick leave when a unit member is scheduled for mandatory training
- When the use of sick leave occurs on a day or days for which annual leave was requested and denied
- When use of sick leave occurs on a day or days in which the unit member is working a shift trade.
- All pre-scheduled sick leave (i.e. Doctor appointments)

In those circumstances where management has a reasonable belief that sick leave is not being used in accordance with 20.01, the County may require competent medical documentation be furnished providing the notification is made to the unit member prior to or during the period the sick leave is being utilized.

If a unit member fails to provide competent proof when requested, the unit member may be subject to progressive discipline.

Tele-med is not an accepted source for medical excuse under this article. Virtual visits by a primary care physician/specialist are acceptable.

20.11 Sick Leave Pay on Separation in Good Standing

- A. Unit members who properly resign, are laid off, or otherwise separated in good standing, shall be entitled to receive twenty percent (20%) of their net unused sick leave, not to exceed 230 hours of pay for unit members on a 40-hour schedule or 322 hours of pay for unit members on a 24/48-hour schedule.
- B. Unit members terminating during their original probationary period or not in good standing shall not be eligible for payment of unused sick leave.
- C. In the event a unit member is separated from County service due to death, twenty percent (20%) of any unused sick leave balance, not to exceed 230 hours of pay for 40-hour unit members or 322 hours of pay for 24/48-hour unit members, shall be paid to the unit member's designated beneficiary or estate. If the unit member was vested in the retirement system, his beneficiary or estate shall receive fifty percent (50%) of any unused sick leave balance. If the unit member dies in the course of performing emergency operations while on duty, then his/her designated beneficiary or estate shall receive one hundred percent (100%) of the unused sick leave balance.
- D. Unit members who resign, or are otherwise separated in good standing and are vested under the Florida Retirement System shall be paid thirty percent (30%) of any unused sick leave, not to exceed 346 hours of pay for 40-hour unit members or 484 hours of pay for 24/48-hour unit members. Unit members with fifteen (15) years of service who resign, or are otherwise separated in good standing, and are vested under the Florida Retirement System, shall be paid fifty percent (50%) of their unused sick leave balance.
- E. For Unit Members hired after October 1, 2011:
Unit members who resign, or are otherwise separated in good standing and are vested under the Florida Retirement System shall be paid thirty percent (30%) of any unused sick leave, not to exceed 346 hours of pay for 40-hour unit members or 484 hours of pay for 24/48-hour unit members.
- F. Unit members who meet the requirements for retirement under the Florida Retirement System and who retire from the County in good standing, shall receive fifty percent (50%) of their unused sick leave balance.
- G. For Unit Members hired after October 1, 2011:
Unit members who meet the requirements for retirement under the Florida Retirement System and who retire from the County in good standing, shall receive thirty percent (30%) of their unused sick leave balance.

20.12 Sick Leave Units

No sick leave shall be granted in units of less than one-half (1/2) hour, however, after the initial one-half (1/2) hour, sick leave may be taken in units of one-quarter (1/4) hour.

All requests for leave that are less than six (6) hours, including pre-scheduled sick leave, will be self-filled by the individual requesting sick leave, staying within all other provisions of this Contract, including approval by the designated Scheduling Technician.

20.13 Illness While on Vacation

In the event a unit member becomes ill or suffers an injury/disability while on vacation, at the unit member's option, the time off may be charged to any available sick leave upon furnishing appropriate evidence as to the illness or disability.

20.14 Sick Leave Bonus

A unit member who does not use any sick leave during any twelve (12) consecutive month period, except for the unit member's own hospitalization or for physician's appointments which are pre-approved by the unit member's immediate supervisor or other designated person at least two (2) weeks in advance, will be awarded eight (8) hours of annual leave for 40-hour unit members or eleven and two-tenths (11.2) hours of annual leave for 24/48-hour unit members. Once the employee receives this bonus he/she must complete an additional twelve (12) consecutive month period after the bonus is received, as outlined above, to be eligible to reapply for this bonus. It is the unit member's responsibility to notify his/her supervisor or other designated person of eligibility within sixty (60) days of becoming eligible for the award to receive this bonus. Probationary unit members and unit members taking a leave of absence during the period shall not be eligible.

20.15 Sick leave may be donated to another member from another member's sick leave bank on an hour for hour basis.

ARTICLE 21 HOLIDAYS

21.01 Forty (40) Hour Schedule

Unit members who are assigned to a forty (40) hour schedule shall observe the following holidays and shall receive pay at straight time for hours in a normal workday for any of the following holidays which are not worked:

| Holiday | Date |
|----------------------------------|-----------------------------|
| New Year's Day | January 1 |
| Martin Luther King Jr's Birthday | Third Monday in January |
| Memorial Day | Last Monday in May |
| Independence Day | July 4 |
| Labor Day | First Monday in September |
| Veteran's Day | November 11 |
| Thanksgiving Day | Fourth Thursday in November |
| Day after Thanksgiving | Friday after Thanksgiving |
| Christmas Eve | December 24 |
| Christmas Day | December 25 |
| Personal Holiday | |

21.02 Payment of Holiday Pay

- A. It is agreed that unit members on a twenty-four (24)/forty-eight (48) hour shift will be paid a lump sum payment for the applicable number of holidays times 11.2 hours times the employee's 24/48 hourly rate. This payment will be processed on the last pay period of September at their current rate of pay only for the holidays which they were employed during that fiscal year.
- B. It is agreed that Dispatchers and Dispatch Supervisors on a forty (40) hour shift will be paid a lump sum payment for the applicable number of holidays times eight (8) hours. This payment will be processed in the last pay period in September, at their current rate of pay only for the holidays which they were employed during that fiscal year.
- C. Members eligible for holiday pay who terminate their employment "in good standing" prior to the end of the last pay period in September, will receive a lump sum payment for the holidays which they were employed. The rate of pay will be based on their hourly rate at the time of separation.
- D. Members who are on unpaid status during the Holiday shall not receive holiday pay for that day.
- E. In the sole discretion of the Fire Chief, he/she may offer light duty personnel and unit members on special detail (approved by the Fire Chief) the option to reduce their end of the year holiday payment rather than use leave to cover County approved holidays.

21.03 Annual Leave and Working Holidays

- A. 24/48-unit members and Dispatchers scheduled to work a holiday will receive no extra pay for the holiday (they will be paid at the normal rate cycle as if there was no holiday).

- B. 24/48-unit members and Dispatchers who schedule an annual or sick leave day will be deducted the full hour-for-hour amount of leave from his/her annual or sick leave bank.
- C. Inspectors who are required to work on a holiday will, at their discretion, either receive straight pay for the time worked plus compensatory time at time and a half or straight eight (8) hour holiday pay plus time and a half for hours worked.

21.04 Added Holidays

Should the County, in the future, designate and adopt any additional days as holidays, such a day shall be deemed a holiday for bargaining unit members as well.

21.05 Personal Holiday

In order to be eligible for the Personal Holiday, the unit member must be on payroll during the first pay period ending in January.

ARTICLE 22
ADMINISTRATIVE LEAVE

- 22.01 Unit members may be granted administrative leave, with permission of the Fire Chief, or his/her designee, with pay for educational purposes to attend conferences, seminars, briefing sessions, or other functions of a similar nature that are intended to improve, maintain or upgrade the individual's certifications, skills and professional ability.
- 22.02 A unit member shall submit his/her request for administrative leave, with written justification, to the Fire Chief, or his/her pre-specified designee, at least seven (7) calendar days in advance of the date the administrative leave is to be used.

ARTICLE 23
MILITARY LEAVE

- 23.01 The County agrees to provide to unit members associated with the National Guard or other active Military Reserve units leave without loss of pay as in accordance with Sections 115.07, 115.14 and 250.48, Florida Statutes. The County and bargaining unit members shall also abide by the Uniformed Services Employment and Reemployment Rights ("USERRA"). A copy of orders will be provided by the unit member to the Fire Chief.
- 23.02 Additional leave for Military Service may be granted by the Fire Chief, after receipt of such request in writing, without pay as provided in the Federal Universal Military Training Act, as amended from time to time.

ARTICLE 24
JURY DUTY

- 24.01** A unit member who is required to report for jury duty or jury service on a regularly scheduled workday shall be placed on jury leave with pay for the period of time which the unit member is required to report or serve. Any fees received for jury duty shall be retained by the unit member. The unit member shall not be eligible for reimbursement by the County for any meals, lodging, travel or other expenses incurred while serving as a juror. If the unit member, due to residence, must serve jury duty outside Brevard County, the unit member may be required to use Annual Leave for any time requested in order to actually report for jury duty, (e.g. unit member would like the 2nd half off to report for jury duty the next day).
- 24.02** A unit member shall notify his/her supervisor, if it is a scheduled workday, when released from jury duty. If the unit member is released from jury duty within one (1) hour of the end of the scheduled workday, he/ she shall not be required to return to duty and shall receive the normal duty day pay and benefits. Otherwise, the unit member shall return to the duty station or workplace when released from jury duty or jury service.
- 24.03** When a dispatch unit member on the midnight shift serves or reports for jury duty, the member shall be placed on paid administrative leave for the shift preceding the scheduled jury duty not to exceed eight hours in a 24hr period.

ARTICLE 25
VOTING

- 25.01 A unit member working 24-hour shifts, who is registered to vote and whose regular duty falls on the date of the Primary, General or Special Election, is expected to utilize early voting and/or obtain an absentee ballot for voting purposes. Such unit members who fail to make the adequate arrangements must charge annual leave or leave without pay at the beginning of their shift for voting purposes.
- 25.02 Such unit members, who due to circumstances beyond their control, i.e. shift changes, exchanges or mandatory overtime, are unable to obtain an absentee ballot, may be granted administrative leave if their shift hours coincide with all hours the polls are open.

ARTICLE 26
EMERGENCY LEAVE

- 26.01 In the event of a death or critical illness to a member of a unit member's immediate family, which shall include the unit member or his/her spouse's children, parents, brothers, sisters, grandparents, grandchildren and step relatives in these categories who raised, were raised by or raised with the unit member or the unit member's spouse, emergency leave shall be granted to the unit member upon his/her request of the Staffing Office, or designee. At the sole discretion of the Fire Chief, or designee, a court-approved ward or former legal guardian who raised, was raised by, or raised with the unit member may be considered an immediate family member.
- 26.02 Unit members working a forty (40) hour work schedule may be granted emergency leave for a period of up to three (3) working days commencing on the day the unit member notifies the Staffing Office of the emergency. In the case of the death of the unit member's immediate family, as defined in 26.01, up to five (5) days emergency leave may be granted.
- 26.03 Unit members working a twenty-four (24) hours on duty, forty-eight (48) hours off duty work schedule, may be granted emergency leave for a period of up to one (1) working shift off, commencing the day the unit member notifies the Staffing Officer, or his/her designee, of the emergency. In case of the death of the unit member's immediate family as defined in 26.01, up to two and one-half (2 ½) working shifts of emergency leave may be granted.
- 26.04 If additional time off is needed for an emergency, the Fire Chief, or designee, shall be notified by the unit member of his/her request. If the additional time off is authorized, such time shall be deducted from the unit member's accrued sick leave if available. Such additional emergency/sick leave shall not exceed a maximum of seven (7) calendar days. Any additional time beyond these constraints may be charged to annual leave upon approval by the Fire Chief, or designee.
- 26.05 Unit members requesting and receiving paid emergency leave shall provide evidence as to the nature of the emergency leave. Such evidence shall include a physician's statement, or a copy of a death certificate, or a newspaper report.
- 26.06 Critical illness shall be defined as a dire emergency or desperately urgent situation where the life of the individual is endangered and would normally require immediate hospitalization and the attendance of a physician. Such illness or emergency shall not include scheduled surgery. Emergency leave shall not be accrued, carried over, or paid to a unit member upon termination. Emergency leave due to critical illness shall be authorized only one time per calendar year for each immediate family member.

ARTICLE 27
MATERNITY/PATERNITY LEAVE

- 27.01 A unit member shall be entitled to a maternity or paternity leave of absence without pay for childbirth, recovery, and/or child rearing following birth or adoption for a period of up to six (6) months. Unit members who are eligible for paid leave may be required to utilize such paid benefits prior to taking leave without pay.
- 27.02 Unless impractical or impossible (i.e., due to emergency or early birth), a pregnant unit member shall request maternity leave by notifying her immediate supervisor of the date she will begin said leave at least fourteen (14) days prior to the anticipated date of delivery. In the event of an adoption, the unit member shall notify her immediate supervisor of the date she will begin said leave with at least fourteen (14) days prior notice. The unit member shall return to her previous rate of pay and benefits on the day of delivery. The unit member shall return to her previously assigned duties and benefits at any time during the leave of absence upon the presentation of a medical certification from her personal physician (if necessary) indicating that she is able to perform her original duties.
- 27.03 Unless impractical or impossible (i.e., due to emergency or early birth), a male unit member shall request paternity leave by notifying his immediate supervisor of the date he will begin said leave with at least fourteen (14) days prior notice. The unit member shall return to his previously assigned duties at his previous rate of pay and benefits at any time during the leave of absence.
- 27.04 Sick leave or other applicable benefits may be used for any absence during pregnancy and/or childbirth and subsequent recovery, consistent with established parameters for such leave or benefit utilization.
- 27.05 All leave time will count towards any FMLA time (if eligible) benefit owed to both maternity/paternity leave.
- 27.06 In the event that both employees affected work for the Board of County Commissioners, the twelve (12) weeks FMLA allotted time is an aggregate amount of leave shared by both County employees.

ARTICLE 28
LEAVE OF ABSENCE WITHOUT PAY

- 28.01 A unit member may request and be granted in writing a leave of absence without pay for a period of six (6) months at the discretion of the Fire Chief, or designee, where one of the following benefits will result: restoration of a unit member's health, increased job knowledge or an interest of the County is served. A longer period of time or an extension may be granted by the County Manager.
- 28.02 Leave without pay is a matter of right for members of the National Guard or the U.S. Armed Forces Reserve requesting leave without pay for military duties under the Uniformed Services Employment and Reemployment Rights Act "USERRA", and unit members who are eligible under provisions of Section 9 of the Family and Medical Leave Act of 1993 (FMLA).
- 28.03 It is understood that any leave without pay time taken for the purposes permitted under the FMLA shall be attributed to any remaining FMLA time available to the unit member.
- 28.04 A unit member shall not be eligible to accrue or use annual or sick leave while on leave of absence without pay.
- 28.05 It is acknowledged that a unit member may have paid whatever portion of the premium for group health insurance necessary to cover the first full month that starts during the first thirty (30) days of the leave of absence. However, the cost of premiums for optional coverage must be borne by the unit member. Group health and optional coverage shall be continued beyond the thirty (30) day period provided all premium payments are kept current by the unit member. Group health and optional coverages may be supplemented from the unit members current leave bank as approved by the unit member and coordinated through the Human Resources Benefits section.
- 28.06 The unit member shall return to his/her former position or an equivalent position with equivalent benefits, pay and other terms and conditions of employment, in accordance with the requirements of the Uniformed Services Employment and Reemployment Rights Act "USERRA", provided he/she can meet the then current qualification standards and is able to perform all of the required duties.
- 28.07 Any unused annual and sick leave shall remain in the respective bank and shall be available for use upon return to work. In the event the unit member does not return to work following a leave of absence, and is subsequently separated from the service of the County, the payment for accrued and accumulated annual leave and sick leave shall be made in accordance with the provisions of Articles 19 and 20.
- 28.08 A leave of absence exceeding thirty (30) days, excluding military leave or FMLA time, shall be deducted from the unit member's length of service for seniority, pay and leave accrual purposes.
- 28.09 While on a leave of absence a unit member may not try out for or work for another fire and/or EMS service. Violation of this article is grounds for immediate revocation of the employee's leave of absence and is subject to progressive discipline.

ARTICLE 29
INJURY BENEFITS

- 29.01 Unit members disabled as a result of an injury arising out of and in the course of employment, compensable under the provisions of the Workers' Compensation Law, may receive Workers' Compensation and work-related disability leave subject to the conditions and limitations specified in this Article. Such unit members shall continue to be entitled to receive Board provided life insurance and group medical insurance coverage until they have reached maximum medical improvement for a period of six (6) months or have been released from County service for cause. Unit members who are on Workers' Compensation leave shall not earn annual or sick leave benefits when such leave extends thirty (30) days or longer.
- 29.02 If a unit member is on Workers' Compensation leave for over twenty-one (21) consecutive calendar days, benefits in accordance with State law shall be applied back to the first lost day. Unit members not eligible for benefits in accordance with State law for the first seven (7) days of Workers' Compensation and Work-Related Disability Leave may, upon return to work, request the utilization of accrued sick and/or annual leave for the first seven (7) days.
- 29.03 Unit members receiving a wage benefit under the Workers' Compensation law are authorized to utilize accrued sick and/or annual leave to receive a combination wage compensation equaling ninety percent (90%) of the unit member's regular gross earnings, based upon the earnings at the time of the current disability.
- 29.04 Under no circumstances shall any combination of Workers' Compensation and other benefits exceed one hundred percent (100%) of the unit member's salary.

**ARTICLE 30
RESERVED**

ARTICLE 31
LIGHT DUTY

- 31.01 The County shall make a good faith effort to locate and provide light duty assignments that will accommodate the disability of a given unit member, when operationally beneficial to the County, to unit members who are medically unable to perform the work of his/her regular classification. To reduce any loss of pay, the Fire Chief, or designee, may in his/her discretion, offer additional hours of work to such unit member who was on a 24/ 48-hour schedule and moved to a forty (40) hour schedule.
- 31.02 A unit member requesting light duty shall provide to the Fire Chief, or designee, a written assessment from the unit member's physician as to the nature and extent of any limitations of the disability. The County may request, at its own expense, a second opinion on the issue of the nature and extent of any limitations of the disability from a physician of the County's choice.
- 31.03 A pregnant unit member whose physician certifies that she should not continue working in the field, shall be placed in a light duty position with no loss in pay, provided a position is available for placement.
- 31.04 The hourly rate of pay for unit members who work a 24/48-hour shift and are placed on light duty due to pregnancy or Workers' Compensation, shall be calculated by taking the unit member's total pay for the previous three (3) pay periods, including FLSA overtime but without any extra overtime or holiday pay, and dividing said amount by three (3). The resulting average bi-weekly amount will then be divided by eighty (80) hours resulting in the rate of pay per hour while on light duty.
- 31.05 Upon being placed on light duty from a 24/48-hour shift schedule, annual and sick leave will be accrued at the forty (40) hour work week rate for the duration of light duty. All previously accrued leave will be adjusted by dividing such leave by 1.4. Upon returning to a 24/48-hour shift schedule, annual and sick leave will be accrued at the 24/48-hour shift schedule accrual rate. All previously accrued leave will be adjusted by multiplying such leave by 1.4.
- 31.06 If a unit member receives a payout due to a separation of employment their accrued leave banks and hourly rate will be adjusted back to their 24/48-hour shift schedule to fulfill the payout. If a unit member qualifies and requests annual leave sell back while on light duty their accrued leave banks and hourly rate will be adjusted back to their 24/48-hour shift schedule to fulfill the sell back request only.

ARTICLE 32
COURT APPEARANCES

32.01 Work Related On-Duty Appearance

A unit member who is subpoenaed, summoned or ordered to appear as a witness, defendant or deponent, on a regularly scheduled workday, on behalf of the County as a result of the unit member's employment with the County shall be considered to be on duty and shall receive all pay and benefits, as provided in this Agreement, for all times associated with the subpoena, summons or order. The unit member shall be paid the mileage allowance, as provided by this Agreement, unless a travel fee is provided by the Court or transportation is provided by the County. If the unit member is released from the appearance within one (1) hour of the end of his/her assigned shift he/she may not be required to return to duty and shall receive the normal duty day pay and benefits. Otherwise, the unit member shall return to the duty station or workplace when released from the appearance.

32.02 Work Related Off-Duty Appearance

A unit member who is subpoenaed, summoned or ordered to appear as a witness, defendant or deponent, while off-duty, on behalf of the County as a result of the unit member's employment with the County shall be considered to be on duty and shall be paid one and one-half (1 ½) times the unit member's hourly rate of pay, with a minimum payment of three (3) hours straight time, for all time associated with the subpoena, summons or order. On duty status only applies for the period of time that the employee is actively performing duties related to the required appearance, (i.e. in the courtroom, at the courthouse, attorney's office; not in a "stand-by" to wait scenario). Any fees awarded shall be returned to the County. The unit member shall be paid the mileage allowance, as provided by this Agreement, for the distance to and from the unit member's residence and the location of the appearance, unless a travel fee is provided by the Court.

A unit member required to appear in court while on scheduled vacation leave shall be considered to be on duty for the appearance time upon presentation of the required documentation.

32.03 Non-Work-Related Court Appearance

A unit member who appears in court as a witness, plaintiff or defendant due to personal litigation or criminal charges or whose appearance is voluntary shall be required to use annual leave or leave without pay, at his/her option, for any such absence from work.

ARTICLE 33
LEGAL REPRESENTATION

The County shall provide, upon a unit member's request, legal representation from the County Attorney's Office, when the unit member is required, by subpoena, to appear as a witness in court or provide a deposition by the State Attorney, Public Defender, or a federal agency, where Brevard County is a named party in a lawsuit and the above referenced appearance is a result of legal action arising out of an incident which occurred during the unit member's official duties with Brevard County.

ARTICLE 34
FORMAL INVESTIGATION INTERVIEW

- 34.01 Where applicable, Department investigations for disciplinary actions shall be conducted pursuant to Florida Statute 112.80, commonly known as the Firefighter Bill of Rights.
- 34.02 When a unit member is the subject of a formal investigation, the Office of Professional Development shall serve the unit member with Formal Investigation document(s) prior to the investigation interview.
- 34.03 The unit member is allowed to have one (1) personal representative (who may be the Union representative), plus an attorney for a maximum of two (2) representatives present during a formal investigation interview. All copies of interviews documentation, and items to be discussed during the formal interview shall be supplied to the employee no less than twenty-four (24) hours prior to the interview.
- 34.04 No pre-disciplinary notice shall be served on a Friday for a hearing to be held the following Monday.
- 34.05 All unit members not covered under Florida Statute 112.80, shall have investigations and pre-disciplinary hearings conducted pursuant to Brevard County Merit System Policies and Procedures. Disclosure of investigative packets will be consistent with Section 34.02.
- 34.06 The unit member (or Union) is allowed one (1) continuation to last no more than fourteen (14) calendar days, to secure a representative.

ARTICLE 35
DISCIPLINE AND DISCHARGE

35.01 Any unit member covered under this bargaining unit shall not be disciplined except for proper cause.

35.02 Prior offenses will not be held against an employee provided there have been no further offenses during the time specified below, except that when dismissal charges are part of the Notice of Pre-Disciplinary Hearing the unit member's permanent personnel record and other appropriate documentation will be considered.

Dismissal Offenses (where lesser penalty was imposed)3 years

Major Offenses.....2 years

Minor Offenses.....1 year

Major and minor offenses shall be determined from Fire Rescue Rules and Regulations and Policy XII of the Brevard County Merit System.

Any discipline for first time minor offenses, shall be issued within fourteen (14) days.

35.03 In the following situations:

- A. Failure to notify his/her on-duty District Chief of their assigned district, Dispatch Supervisor, or more senior officer, within 24 hours of being arrested or as soon as practical for a crime pursuant to Merit System Policy XII(II)(F).
- B. The arrest of a unit member that is job related or affects the ability to perform the duties of the job or affects the public's trust in the unit member and/or County Government.
- C. If the unit member is found to have adulterated a controlled substance test per Article 50, then the unit member may be temporarily suspended without pay upon Department notifying the unit member, in writing, of the reported adulteration.
- D. Failure to maintain required certificates per Article 10 may result in temporary suspension without pay or termination if the member is unable to obtain certification within thirty (30) days.
- E. Under department investigation for a dismissal offense that affects the public's trust in the unit member and/or County Government.

The Fire Chief, or designee, has the discretion to render a preliminary determination to:

- A. Allow the unit member to continue to perform duties pending the outcome of the departmental investigation and final administrative determination; or
- B. Reassign the unit member to other duties pending the outcome of the departmental investigation and final administrative determination; or
- C. Suspend the unit member without pay pending the outcome of the departmental investigation and final administrative determination; or
- D. Suspend the unit member with pay.

If the County determines the unit member should be suspended without pay, the investigation shall take no more than fourteen (14) days from the date that the unit member is notified of the suspension in writing signed and is acknowledged by the unit member. The hearing and/or decision to terminate shall be concluded within fourteen (14) days following the investigation. If the Fire Chief or designee believes there is a need for additional time for the investigation, then he/she may have a one (1) time extension for a reasonable period of time upon agreement with the Union President or designee. Agreement shall not be unreasonably withheld.

If the County fails to complete the investigation, hearing or decision to terminate in the above time frame, including any mutually agreed upon extensions, then the unit member shall be placed on suspension with pay pending the outcome.

If the County does not find sufficient evidence in the investigative process to determine the need for discipline, the unit member shall be returned to full duty with back pay and/or the County shall return any leave that was utilized during this period of time.

- 35.04 Except for oral and written reprimands and as outlined in Article 10, when the County is considering discipline or discharge it shall ensure the unit member received due process. A formal investigation process shall be initiated by the Office of Professional Development. The written Notice of Formal Investigation will inform the unit member of his/her right to Union representation at the investigation interview. At the investigation interview, the County representative will state the nature for the investigation and provide the unit member with a fair opportunity to answer questions. The representative for the County has the right to interview any and all persons who are believed to have knowledge of or witnessed the events that brought cause for the formal investigation. Once the investigation has been concluded, the lead investigator for the County will notify the unit member of the investigation findings within seven (7) days. If the lead investigator determines that policies and/or rules and regulations have been violated, a pre-disciplinary hearing will be scheduled. The County shall give written notice of the pre-disciplinary hearing to the unit member explaining the nature of the charge(s) against him/her. The investigative packet shall be provided to the unit member no less than three (3) days prior to the pre-disciplinary hearing. Within seven (7) days following the hearing, barring emergencies, the Office of Professional Development will notify the unit member and if represented by the Union at the hearing, the President of the Union, in writing of its recommendation. If further investigation or time is needed to provide a decision, the County will advise the unit member of the need for further investigation or time and shall indicate the maximum amount of time, which shall be utilized for the investigation. In no event shall this period of time exceed twenty-one (21) days unless mutually agreed upon by the parties.
- 35.05 Disciplinary days off shall be defined as 11.2 hours for 24/48-unit members and 8 hours for 40 hour a week unit member.
- 35.06 Any unit member covered by this Agreement shall retain the right to file a grievance or appeal, as applicable, protesting any disciplinary action, including discharge for proper cause in accordance with the grievance procedure outlined in Article 39, or the County Merit System Policies and Procedures. However, nothing in this paragraph shall be read in conflict with the provisions of Article 41: Probationary Unit Members.

35.07 In those instances where a Union representative does not participate in the disciplinary process, the results of that process will not be precedent setting upon the Union.

35.08 The Department's DUI Policy is as follows:

A. First Conviction

1. Mandatory counseling by the County and/or State
2. Unscheduled drug and alcohol testing for a twelve (12) month period paid for by the unit member. Court ordered drug and alcohol testing results may be submitted to satisfy this provision
3. Possible five (5) day suspension without pay

B. Second Conviction will result in discharge

C. This Article does not negate the employee's requirement to be able to drive emergency vehicles per Article 10.

35.09 No Bargaining Unit employee should have any expectation of privacy while on duty or utilizing County resources for Internet usage. County Internet activity will be reviewed to assure that County Internet resources are used only for their intended purposes.

35.10 If a unit member is placed on disciplinary probation, the term of the probationary period shall be provided to the unit member in writing and shall not be less than six (6) months. Any interruption in service, including paid leave and/or unpaid leave, in excess of thirty (30) days shall extend a unit member's probationary period by an amount equal to interruption of service or the leave taken.

Any unit member on disciplinary probation shall:

- A. Not be eligible for promotion;
- B. Not eligible for voluntary overtime;
- C. Not eligible for mandatory overtime (notwithstanding operational needs as ordered by the Fire Chief or designee);
- D. Shall not be eligible for voluntary bids.

The above does not apply to that overtime which may occur as a result of a call occurring at the end of the shift which requires the affected unit member to hold-over. Notwithstanding the above, management reserves the right to order overtime as needed based upon the operational needs.

Upon release from disciplinary probation, a unit member shall be placed at the top of the mandatory overtime listing and at the bottom of the voluntary overtime listing.

35.11 Nothing in this Article shall limit or abridge any unit member's rights as provided under Section 112.80 et. seq. Florida Statutes, known as the Firefighters' Bill of Rights.

ARTICLE 36
DEMOTIONS

- 36.01 In the event that a promoted unit member does not receive a satisfactory rating on his/her final probationary performance evaluation for a higher position, as per Article 41, he/ she shall be demoted to a position in his/her former classification at his/her pre-promotion rate of pay. Upon such demotion, the unit member shall not be required to serve a probationary period in his/her former classification.
- 36.02 In the event a unit member in a non-probationary promoted classification is demoted for disciplinary reasons or voluntarily requests demotion, he/she shall be demoted to a position in his/her former classification and shall receive a rate of pay determined as follows:
- A. He/she shall be required to serve a probationary period in his/her former classification. The unit member will be placed in the appropriate pay plan step of their former classification. Time served in the higher classification and the pay step the unit member occupied in the former classification (at the time of their promotion) will be included in making the determination of the appropriate pay step. In no case shall the unit member receive a higher rate of pay than the highest step of the former classification.
 - B. A rate of pay and/or probationary period as applicable under the terms of the final resolution to the grievance and arbitration procedure.
- 36.03 Demoted employees may be directed to participate in an orientation program related to the member's reassignment to the demoted position. The length and nature of this orientation shall be determined by the Fire Chief, or designee. The subject matter and performance requirements shall be determined by what training requirements are needed for the new position which the employee does not currently possess. At no time shall the requirements exceed existing Departmental requirements for an employee on new hire orientation or remediation for the new position.

ARTICLE 37
REDUCTIONS IN FORCE

- 37.01 When for any lawful reason the County determines that it must reduce its workforce, the County, in its sole discretion, shall determine the number of unit members and ranks to be reduced. The County Manager shall consider the recommendations of the Union, where such recommendations are submitted in a timely manner, prior to the final determination of layoff
- 37.02 Where a layoff is proposed as part of a preliminary budget submittal, the County shall provide the Union President, in writing, the number of positions in each rank that are to be reduced no later than September 16th (or the next business day) of the year prior to the next fiscal year. Layoffs shall occur in the following order, as applicable:
- A. In the event that the number of budget positions for a particular rank is to be reduced, the County shall first eliminate any vacant positions for that rank.
 - B. In the event the elimination of vacant positions for that rank does not satisfy the total position reduction for that rank, then such unit member subject to layoff may displace the least senior unit member in the next lowest rank for which they are qualified with a corresponding reduction in pay.
 - C. Any employee displaced under this process, including a unit member who is the subject of a single position job elimination, may displace that least senior unit member in the next lowest rank with a corresponding reduction in pay. If no such displacement can occur, the displaced unit member shall be laid off.
- 37.03 If in the sole discretion of the Fire Chief an individual is determined to be an essential employee because of specialized skills, knowledge or abilities, such unit member may be retained in favor another unit member with more rank seniority.
- 37.04 After a workforce reduction has been completed and where the County subsequently increases the number of budgeted unit member positions for a rank where one or more-unit members were displaced, such unit members who were displaced or laid off will be given notice for recall to their former ranks.
- 37.05 The County shall recall or reclassify, as applicable, in order of greatest seniority in rank at time of displacement or layoff.
- 37.06 Notice of recall shall be sent to the unit member's last known address by certified mail. A laid off unit member shall provide the County with any subsequent change in address. A unit member being recalled from layoff shall have fourteen (14) calendar days after notification was mailed to accept or reject the recall offer and two (2) calendar weeks from the date of acceptance to return to work. The County agrees to consider extending these time limits in unusual circumstances when there is no necessity for a timelier appointment.
- If a unit member fails to contact the County in the fourteen (14) calendar days, the unit member will be considered to have rejected the recall.
- 37.07 An outside applicant for a given rank will be considered for employment consistent with Article 45 after all unit members eligible to return to work in the rank have been made an offer and rejected or failed to respond in a timely manner to same.

- 37.08 If it should become necessary for the County to reduce its workforce by a layoff of one (1) or more employees covered by this Agreement, those employees laid off shall receive severance pay pursuant to the Brevard County Merit System Policies and Procedures, Policy XIV, Separation from County Service.
- 37.09 The affected employee shall receive a written notice of the County's intent to reduce its workforce no less than thirty (30) calendar days prior to the last day of work.
- 37.10 A given employee who is laid off shall be compensated for 100% of his/her unused annual leave. Unit members not vested in the Florida Retirement System shall be entitled to receive twenty percent (20%) of their net unused sick leave. Unit members vested in the Florida Retirement System shall be paid thirty percent (30%) of any unused sick leave. Unit members with fifteen (15) years of service and are vested under the Florida Retirement System, shall be paid fifty percent (50%) of their unused sick leave balance. Any such leave payout will be based upon the unit members current step and associated step rate of pay to include already eligible and approved incentives.
- 37.11 Such compensation shall be payable within the period and according to the terms as specified in Brevard County Merit System Policies and Procedures, Policy II, Pay Plan.

ARTICLE 38
INFORMATION TO THE UNION

38.01 The County's Office of Human Resources shall coordinate with the Fire Rescue Department to forward (email, etc.), or otherwise make available to the Union President the following information for unit members on a regular basis:

- Name of newly hired unit members including hire date
- Changes in job classification
- Changes in incentives, pay, and salary adjustments
- Promotions, demotions
- Notice of disciplinary hearings and of discipline
- Notices of intent to resign
- Notices of separation from County service, whether voluntary or involuntary, including separation dates
- Exit interviews

The Office of Professional Development shall make every reasonable effort to notify the Union President of an employee's intent to resign via Email within 2 days of receipt of the signed resignation letter.

In conjunction with this Article, the Chief of the Office of Professional Development shall send the Union President a notice setting forth how the records/documents will be delivered (as of the effective date of this Collective Bargaining Agreement). Should software or databases change, the Chief of the Office of Professional Development shall notify the Union president of any needed change in the delivery of any of the information set forth in Sec. 38.01 above.

38.02 The County shall not be required to create a report, which does not otherwise exist, for the purpose of providing the documentation or records set forth above.

38.03 For any other records, other than is what is set forth above, the Union will be charged the applicable fees, as set forth by the Board of County Commissioners. Requests for public records by individual unit members shall be treated as a public records requests and subject to applicable fees pursuant to Brevard County Administrative Order 47 (AO-47).

38.04 Should the Union wish to change how often it receives records/documents or the types of records/documents it receives under this Article, the Union shall notify the Fire Chief and the Office of Professional Standards of the change requested. Should the County or Fire Rescue change its personnel action data system which necessitates a change to the manner in which it has been delivering records/documents to the Union President, it shall notify the Union President.

ARTICLE 39
GRIEVANCES AND ARBITRATION

39.01 Grievance

- A. A grievance is a formal complaint made by a unit member (grievant), concerning the application of the express terms of this Agreement, including the Merit Systems Policies and Procedures. All discipline and discharge shall be for proper cause.
- B. Computation of time related to written grievances shall begin the date the grievance is marked received and shall not include the day the grievance is filed, or reply received, or any observed holiday within said period. The Union President and grievant shall be notified by e-mail or other timely manner, of when the grievances were received. Time limits, at any stage of the grievance procedure, may be extended by written, mutual agreement of the parties involved, at that step.
- C. Grievances not advanced to the next step of the process by the grievant within the prescribed time limit shall be deemed withdrawn as having been settled on the basis of the decision rendered. Failure on the part of the County to answer within the time limit set forth in any step shall result in the member or the Union having the right to proceed to the next step of the grievance process or in the member's or the Union's discretion, the right to extend the grievance until such time as a response is received.
- D. At any step of the grievance procedure, the person named as the Union or the County representative may be changed, and an alternate appointed.
- E. Any grievance filed relating to a unit member's termination from employment shall be filed by the Grievant or Union commencing at Step 3 of this grievance procedure.
- F. At any step in the grievance procedure, the grievant may request a Union representative to attend and participate in the specified meetings.
- G. Unit members shall have the option of utilizing the Merit System grievance procedure, under Merit System Policy XIII, or the procedures set forth in this Article, but cannot use both procedures for the same grievance.
- H. At no time shall any disciplinary paperwork be placed into the grievant's personnel file until the window for a grievance has expired.
- I. A unit member who is terminated while on disciplinary probation is not entitled to appeal said termination under this Bargaining Unit Agreement or the Brevard County Merit System.
- J. A class action grievance arises when an action or actions of the County affect a number of unit members in a similar manner and creates a contract violation.

39.02 Verbal Complaint and Formal Grievance Procedure

- A. Grievances shall be processed in accordance with the following procedure:

1. Verbal Complaints involving Discipline, up to and including Written Reprimands that are initiated by the unit member's immediate supervisor: In the event a dispute exists involving such discipline the unit member shall first bring this dispute to their immediate supervisor in an attempt to have the complaint resolved without invoking the formal grievance procedure, with or without the presence of the grievance representative. Such resolution shall not be inconsistent with the express terms of this agreement. Verbal complaints under this provision must be brought within fourteen (14) days from the date the unit member learned, or reasonably should have learned, the facts which constitute the complaint. If a satisfactory resolution between the parties is not arrived at during this phase, the unit member shall have fourteen (14) days to file a written grievance in accordance with Step 1 to their assigned District Fire Chief, or appropriate supervisor.
2. Grievances involving Discipline, including Disciplinary Probation, Suspension, and Demotion: In the event a dispute exists involving such discipline, the unit member shall file a Written Grievance with the Deputy Fire Chief within fourteen (14) days from the date the grievant learned, or reasonably should have learned, the facts which constitute the grievance. Such Written Grievance shall be processed in accordance with Step 2 set forth herein.
3. Class Action Grievances
 - When a class action arises, the Union may file a Class Action Grievance on behalf of the affected unit members.
 - Class action grievances shall be filed initially in writing with the Fire Chief at step 3 within twenty-one (21) days of when the Union has knowledge of this action or event which gave rise to the grievance.

B. Written Grievance Process

Step 1: In the event a unit member believes a dispute exists, as outlined in Section 39.01, and has not been resolved in accordance with Section 39.02, he/she shall file a Written Grievance with the District Chief or appropriate supervisor, or designee, within fourteen (14) days from the date the grievant learned, or reasonably should have learned, the facts which constitute the grievance. The applicable officer, or designee, and the grievant shall meet within fourteen (14) days of receipt of the grievance and, if possible, resolve the dispute which gave rise to the grievance. The applicable officer shall obtain the facts and forward his/her decision, in writing, to the grievant and to the Union, no later than fourteen (14) days following the meeting date.

Step 2: If the grievance is not settled at Step 1, the grievant shall forward the grievance within fourteen (14) days to the appropriate Assistant Fire Chief, or appropriate supervisor as applicable, within fourteen (14) days from the receipt of the grievance of the Step 1 decision. The Assistant Fire Chief or appropriate supervisor shall meet with the grievant within fourteen (14) days, excluding holidays, of receipt of the grievance. The Assistant Fire Chief or appropriate supervisor, shall obtain the facts and forward his decision, in

writing, to the grievant and the Union no later than fourteen (14) days following the meeting date.

Step 3: If the grievance is not settled at Step 2, the grievant shall forward the grievance to the Fire Chief within fourteen (14) days from the receipt of the grievance of the Step 2 decision. The Fire Chief shall meet with the grievant within fourteen (14) days of receipt of the grievance. The Fire Chief shall obtain the facts and forward his decision, in writing, to the grievant and the Union no later than fourteen (14) days following the meeting date.

Step 4: If the grievance is not settled at Step 3, the grievant shall forward the grievance to the Human Resources Director within fourteen (14) days from the receipt of the Step 3 decision. The Human Resources Director shall meet with the grievant within fourteen (14) days of receipt of the grievance. The Human Resources Director shall obtain the facts and forward his decision, in writing, to the grievant and the Union no later than fourteen (14) days following the meeting date.

39.03 Arbitration

- A. The Union can decide not to take a grievance to arbitration. No unit member can proceed to Arbitration if not represented by the Union.
- B. If the grievance is not settled during the grievance procedure, the Union or the grievant, may give written notice to the Human Resources Director of the intent to submit the matter to arbitration no later than fourteen (14) days from the receipt of the Step 4 decision.
- C. Within fourteen (14) days following receipt of the arbitration notice by the Human Resources Director, the Union President and the Human Resources Director, or their respective designee, shall meet to attempt to select an arbitrator by mutual agreement.
- D. In the event agreement cannot be reached on the selection of an arbitrator, the Union President shall request Federal Mediation and Conciliation Service to provide a panel of arbitrators within fourteen (14) days of the arbitrator selection meeting.
- E. Within fourteen (14) days of receipt of the panel of arbitrators the Human Resources Director and the Union President shall meet and beginning with the Union President, alternately strike a name from the panel of arbitrators, until one name remains. That person shall be designated as the Arbitrator and the Federal Mediation and Conciliation Service shall be informed of this decision, and shall proceed to establish a hearing date. The Union President and the Human Resources Director shall alternately be the first party to strike a name from the panel of arbitrators for subsequent arbitrations during the period of this Agreement.
- F. The Union and the County shall attempt to mutually agree, in writing, as to the statement of the matter to be arbitrated prior to the hearing. In the event that the parties fail to agree on a statement of the issues to be submitted, a written statement of the grievance and issues to be decided shall be presented to the Arbitrator by each party. Wherever possible, such statements shall be presented to the Arbitrator and exchanged between the parties fourteen (14) days prior to the arbitration hearing date. Rights of the parties shall not be prejudiced by the inability or failure

to comply with this subsection. The Arbitrator shall confine his or her decision to the particular matter specified in the Submission statement(s).

- G. The Arbitrator shall consider and decide only on the specific grievance issue(s) submitted to him/her in writing by the Union and the County. The arbitrator shall confine his or her consideration and determination to the written grievance presented in STEP ONE of the grievance procedure. The arbitrator shall have no authority to substitute his or her judgment for that of management in any area identified in this Agreement or by law as a management right, and/or change, amend, add to, subtract from, or otherwise alter or supplement this Agreement or any part thereof or amended thereto. He/she shall have no other authority to consider or rule upon on any other matter.
- H. In any arbitration proceeding, the Arbitrator shall sustain or uphold the decision of the County if the County establishes that the County's decision regarding the unit member is supported by a preponderance of the evidence, conversely, should the County fail to establish that the County's decision regarding the unit member is supported by a preponderance of the evidence, the Arbitrator shall sustain the grievance.
- I. Any hearing before an Arbitrator selected through the Federal Mediation and Conciliation Service shall be conducted in accordance with the rules of that service. All expenses of the Arbitrator and/or Service shall be split equally by the Union and the County.
- J. Either party may hire a stenographer to be present at the hearing. The party requesting the stenographer will be required to pay for this service. In the event both parties request a stenographer to be present, they shall share the cost of this service equally. The Arbitrator shall be provided a copy of any transcripts of the hearing at no cost.
- K. The decision of the Arbitrator shall be final and binding upon the aggrieved unit member, the County and the Union. The Arbitrator shall not have the power to alter, modify, amend, add to, or detract from the specific, expressed terms of this Agreement. The Arbitrator shall not have the authority to limit or impair any right that is reserved by this Agreement.
- L. No decision of the Arbitrator shall have application earlier than fourteen (14) days prior to the filing of the written grievance.
- M. In the event the Arbitrator concludes that the subject matter of the grievance is within the scope of the Management Rights Clause, and no expressed language of the Agreement provides a specific basis for an alleged breach of this Agreement, the Arbitrator shall dismiss the grievance with the ruling that the subject matter of the grievance is within the reserved rights of the County.

39.04 Management Grievance

Any Management grievance shall be presented by the Fire Chief to the Union President by any provision of written notice citing and describing the dispute and referencing the specific section or sections of this Agreement which have been violated. A copy of such notice will be provided to the County's Human Resources Director. The Union President shall give a written response to the Fire Chief within fourteen (14) days of the date of receipt of the Management grievance. If the County is not satisfied with the resolution specified by the Union President in the Union's written response, the

County may exercise its statutory rights with the Public Employee Relations Commission, pursuant to Florida law.

39.05 Determination of Grievance – Finality

The parties recognize that Department Rules and Regulations, Standard Operating Procedures, Merit System Policies and Procedures and various contractual provisions apply to both the Rank and File and Supervisory Bargaining Units. In such cases, where a grievance is filed concerning the interpretation or application of such a provision by either bargaining unit, the initial grievance filed concerning the issue shall be dispositive of the interpretation or application when the Union participated in the grievance.

ARTICLE 40

SENIORITY

40.01 Definitions

The following definitions are applicable as provided in the respective Articles in this Agreement:

- A. Department Seniority is defined as the length of continuous service with Brevard County Fire Rescue, measured from the bargaining unit member's initial or adjusted date of employment with Brevard County Fire Rescue.
- B. Rank Seniority is defined as the length of continuous service in a specific rank within Brevard County Fire Rescue. Rank is defined as follows:
 - 1. EMT (Non-Fire Certified)
 - 2. Paramedic (Non-Fire Certified)
 - 3. Firefighter
 - 4. Lieutenant (commission date)
 - 5. Emergency Vehicle Dispatcher
 - 6. Emergency Vehicle Dispatcher Supervisor (commission date)
 - 7. Fire Prevention Inspector
 - 8. Assistant Fire Marshal
- C. Certification Seniority is defined as the length of cumulative service with each respective certification of Firefighter, E.M.T. or Paramedic.
- D. County Seniority is defined as the length of cumulative service with Brevard County, measured from the bargaining unit member's initial or adjusted date of employment with the County.
- E. Pay Seniority is defined as verifiable experience as a paid full-time employee within the State of Florida in a comparable or like position to those identified in paragraph B. This applies only to initial step placement.

40.02 Seniority Hierarchy

For purposes of determining seniority for bidding, involuntary transfers, and cross shift transfers as described in Article 43, seniority shall be determined utilizing the following criteria, in order, as follows (hereinafter referred to and defined as "Seniority Hierarchy"):

- 1. Rank Seniority (applicable to Lieutenants and EVD Supervisors only)
- 2. Department Seniority
- 3. Certification Seniority
 - a) Date of State of Florida Paramedic Certification
 - b) Florida Firefighter Compliance Certification Number (chronological lowest to highest)
 - c) Date of State of Florida EMT Certification

40.03 Interruption of Service

Service shall be considered as having been interrupted when a bargaining unit member is absent due to a layoff for more than one (1) year. Service shall be considered as having been interrupted when a bargaining unit member is absent due to resignation for more than thirty (30) calendar days. The provisions of this section apply to seniority only for purposes of bidding and bumping, but not to other benefits such as annual leave, sick leave accrual, and/or Step Plan pay benefits, etc.

40.04 Initial Step Placement

Employees hired, who left in good standing, from an outside agency who meet the definition of pay seniority shall be placed in a step based upon the following calculation ,subject to the Fire Chiefs discretion:

1. One step for every two (2) years of verifiable cumulative years of service with a max placement at step 5.

Years of service with a prior Florida employer will not be considered if the employee did not leave in good standing. Good standing will not include circumstances where an employee left an employer during a pending disciplinary action.

ARTICLE 41
PROBATIONARY EMPLOYEES

41.01 Newly Hired Unit Members

- A. Newly hired unit members shall serve a probationary period of twelve (12) months from successful completion of the new hire orientation program. The termination of a probationary unit member shall not be subject of a grievance or appeal under the Merit System Policies and Procedures or this agreement.
- B. New hire employees are not eligible to bid for positions until they have successfully completed their Fire Rescue recruit orientation.
- C. Newly hired employees under the 24/48 Operations orientation program shall have their salary adjusted from a 56-hour rate of pay to a 40-hour rate of pay for their non-shift-based orientation period only.
- D. Newly hired employees and Recruits are entitled to all rights under this contract during their probationary period, unless expressly excluded.

41.02 Promoted Unit Member

Any unit member promoted to a higher classification shall become probationary in the new classification for a period of six (6) months. All such probationary unit members shall be evaluated in writing before the end of their probationary period. A "Less Than Satisfactory" rating may result in an extension of the probationary period which shall not exceed three (3) additional months or a demotion from the position, at the discretion of the County. A unit member shall be released from probation and attain permanent status in the higher classification upon receiving a "Satisfactory" rating on his/her probationary performance evaluation.

ARTICLE 42
FLOATER POSITIONS

42.01 Floater Positions

Management shall determine the number and type of floater positions. Floater personnel may be utilized to reduce overtime costs associated with the temporary absence of permanently positioned unit members. A floater is part of the crew of the station to which he/she is assigned when not required to float to another station for a specific shift or required time period, for the purpose of temporarily replacing a permanent unit member.

42.02 Floating Position Assignment

A newly hired or newly certified unit member shall not be assigned to a vacant floating position until the applicable orientation is completed.

42.03 Vacant Floater Position

- A. A vacant floater position may be filled in accordance with Article 43.11 or by a permanent unit member requesting and being granted the assignment to the floating position, otherwise the vacant floater position shall remain vacant until such time as a newly hired or newly certified unit member is available to fill the position.
- B. The Fire Chief, in his/her sole discretion, shall have the right to permanently assign floaters to a vacant permanent position, to which they are qualified.

42.04 Unit Member in a Floating Position

A unit member in a floating position may be required to float to another assignment on the same shift.

42.05 Floater Utilization

The following method will be used to determine which floater will be utilized for a given shift and which station he/she will report to:

- A. The Staffing Officer will determine if a floater can be used to fill an open position and will select a floater based on policy established by the Fire Chief or designee.
- B. The Staffing Officer will attempt to notify the unit member the shift prior to his/her regular shift that they are being floated and to which station.
- C. A unit member assigned to a floater position who has not been notified to float prior to 2200 hours the day before his/her regular shift, is to report to his/her regular duty station.
- D. A unit member who is notified before 2200 hours the day before his/her regular shift that he/she is to float to another station for the shift will be expected to report to the assigned station by 0700 hours.
- E. A unit member who is notified, at home, after 0600 hours in the morning of his/her regular shift that he/she is to float to another station for the shift, will be expected to report for duty at the assigned station as close as possible to the normal reporting time, but no later than as provided in Section F.

- F. A unit member who is notified after he/she reports to his/her normal duty station that he/she is to float to another station for the shift, will have up to thirty (30) minutes or two (2) minutes per mile (according to Brevard County Fire Stations Mileage Chart) for the distance from the normal duty station to the assigned duty station, whichever is greater, to get to the assigned station after he/she departs from the normal duty station.

ARTICLE 43
TRANSFERS AND BIDS

- 43.01 Management may temporarily assign unit members to a different reporting point, station or shift within the unit member's assigned District to meet the needs of the District at the direction of the District Chief or Dispatch Supervisor. Such transfers shall not be made as a pretext for discipline, without a hearing.

Temporary Assignments shall not exceed seven (7) consecutive days at any specific station in a thirty (30) day period, in an effort to reduce overtime, unless as a result of disciplinary action, health/welfare issues, or training/remediation.

- 43.02 For the purpose of training or professional development and the enhancement of job-related knowledge, skills, or abilities a unit member may be temporarily reassigned by their District Chief or Dispatch Supervisor within their District to a position of equal rank and qualification for a period of time, pre-determined in writing not to exceed 10 regular shifts in a twelve (12) month time period, excluding reorientation and remediation. The member being reassigned shall be given a minimum of forty-eight (48) hours prior notice regarding the reassignment.

43.03 Involuntary Transfers

Where no qualified bidders apply, involuntary transfers to permanent vacancies shall be determined by the Seniority Hierarchy on the affected shift. A unit member shall not be involuntarily transferred to a permanent vacancy, on a permanent basis, more than twice in a twelve (12) month period. Displaced unit members will not be permitted to bid back to the position in which they were displaced for the first sixty (60) days after displacement

Where there are floaters on the shift that the vacancy exists, the least senior floater (as determined by the Seniority Hierarchy) shall be placed in the vacant position before members who are already in a permanent position. It is understood that a floater may have more applicable seniority than another member on the same shift who is in a permanent position; however, this shall not inhibit the floater from being involuntarily placed instead of the less senior member.

When no floaters exist on the applicable shift, but floaters do exist on other shifts, floaters from the other shifts may be cross-shifted into the vacant position in accordance with Article 43.12 before a member already in a permanent position is involuntarily transferred.

43.04 Remediation

Unit members may be transferred involuntarily within or across Districts for the purpose of remediation. Remediation objectives and the time frame shall be clearly defined. When the unit member has successfully completed the remediation, the unit member shall return to his/her original assignment.

43.05 Bid Posting, Submission, Award and Withdrawal

A. The Staffing Office shall post a notice that assignments are available for bid. All bids shall remain open for a minimum of two (2) weeks. The notice for bid shall include the position description, the station assignment, the shift assignment, identify the position as a temporary (defined as a permanent position vacated for more than six (6) months or sixty (60) shifts) or a permanent assignment, and the

date and time the bid will close. Each Bid Submission and each Bid Withdrawal shall be presented to the Staffing office in a separate email and copy the appropriate District Chief's email for the open position, prior to the closing date and time. The Staffing office shall notify the winning bidder and the appropriate District Chief of the award of the bid and arrange the date the unit member will report to his/her District Chief. The Staffing office shall report the winning bids in a form and by means selected by the County, such as e-mail.

The Dispatch Manager shall post notice that shift assignments are available for bid in Dispatch. Bids shall remain open for a minimum of two (2) weeks. The notice shall identify the shift assignment, identify the permanent position assignment, and date of availability. Each Bid Submission and each Bid Withdrawal shall be presented to the Dispatch Manager in a separate email, prior to the closing date and time. The Dispatch Manager shall notify the winning bidder and arrange the date of assignment. The Dispatch Manager will post the winning bid.

B. The following positions shall be bid:

1. Firefighter/E.M.T. (Firefighter/E.M.T. s can bid on a Firefighter/E.M.T. position.)
2. Firefighter/Paramedic (Firefighter/Paramedics can bid on a Paramedic position. A "non-solo" Firefighter/Paramedic can only bid on a "non-solo" Firefighter/ Paramedic position. A "solo" Firefighter/Paramedic can bid on both a "non-solo" and a "solo" Firefighter/Paramedic position.)
3. EMT (Non-Firefighter Certified EMTs can only bid on a Non-Firefighter Certified EMT position.)
4. Paramedic (Non-Firefighter Certified Paramedics can only bid on a Non-Firefighter Certified Paramedic position.)
5. Lieutenant (Lieutenant can bid on an Engine Lieutenant position.)
6. Lieutenant/Paramedic (Lieutenant/Paramedic can bid on a Lieutenant /Paramedic or an Engine position.)
7. Emergency Vehicle Dispatcher Supervisor (Emergency Vehicle Dispatcher Supervisor can bid on an Emergency Vehicle Dispatcher Supervisor position.)
8. Emergency Vehicle Dispatcher (Emergency Vehicle Dispatcher can bid on an Emergency Vehicle Dispatcher position.)

C. The following positions are not eligible for bid:

1. Floater Positions

43.06 Criteria for Awarding a Bid

A unit member shall be afforded the opportunity to bid and be considered for any and all reassignment to another reporting point or station for which they are qualified on a permanent or temporary basis except as outlined in 43.03 under displacement. Such requests must be approved by the Staffing office or Dispatch Manager for Dispatch.

The criteria for awarding bids shall be determined by the Seniority Hierarchy as referenced in Section 40.02.

- 43.07 A unit member that is awarded and holds a temporary bid shall be offered the position in the event the vacancy becomes permanent.
- 43.08 If a unit member has entered or is about to enter a re-evaluation period (for performance reasons) with a specific length of time, then the unit member shall be permitted to bid on any applicable open position; but shall not take possession of the awarded bid until the re-evaluation period has been completed successfully and a new evaluation completed, but not to exceed fourteen (14) days after the unit member completes ten (10) shifts subsequent to the bid award.
- 43.09 A unit member, who is awarded a bid or does a voluntary assignment swap and physically reports to duty at their new assignment, shall remain in the new position for a minimum of three (3) months or thirty (30) regularly scheduled twenty-four (24) hour shifts or forty-five (45) days for Dispatch from the date the bid is awarded before becoming eligible to bid or swap to- another assignment. This bidding limitation shall not apply in the event a unit member is promoted to a higher rank or attains or completes an additional certification(s) or specialized training resulting in the eligibility for bidding such an assignment. In the event a temporary position does not last at least three (3) months the unit member being displaced shall be eligible to bid at the time of displacement.
- 43.10 At the time of promotion, the newly promoted unit member(s), either Lieutenant, or Emergency Vehicle Dispatch Supervisor, shall fill the opening(s) where no qualified bidders apply. If multiple openings occur and where no qualified bidders apply, openings will be offered to the promoted unit members in the order in which they scored on the promotional list.
- 43.11 Required Cross-Shift Transfers
- A. When it becomes necessary to transfer a unit member across shifts to balance the staffing profiles in Fire Rescue Operations and where no qualified bidders apply, the Staffing office first transfers qualified floaters to the vacant shift assignment. If no floaters are qualified, the Staff office shall utilize the Seniority Hierarchy to identify the unit member from the highest staffed shift with the required qualifications and the least applicable seniority to be cross shifted to the vacant shift assignment. Cross shift transfers must be approved by the Fire Chief, or designee.
 - B. The unit member who is to be cross shifted shall be afforded the opportunity to use his/her Department seniority to displace a unit member in the same classification with the least seniority on the shift with the vacant shift assignment; or voluntarily accept the cross shift opening. In the event a less, senior unit member on the targeted shift is displaced by a cross shifted unit member, he/she shall fill the vacant shift assignment.
 - C. When it becomes necessary to fill a temporarily vacant position for Dispatch, due to operational needs, the following shall apply:
 - 1. The Dispatch Manager shall first request a voluntary transfer.
 - 2. If the position is not filled by a voluntary transfer, the Dispatch Manager shall cross shift a unit member. The Dispatch Manager will make every reasonable effort to equitably distribute cross shift transfers among unit members, as defined by the Seniority Hierarchy, taking into account seniority, availability and experience.
- 43.12 Requested Stations and/or Shift Transfer

- A. Unit members of equal rank and job classification (not to include Special Operations Team) may transfer laterally between stations and/or shifts; however, such transfers must be mutually agreed upon by the unit members and both their District Supervisors or their designees or Dispatch Manager. Each unit member shall submit a request to their respective District Supervisor, or their designee, in a form and by means selected by the County, such as certified e-mail.
- B. Each respective request shall include the unit members' name, rank/certification, current station assignment and shift, and the date the unit member's request to make the trade effective.
- C. A station and/or shift transfer will not be permitted when one of the unit members is going to be promoted, bid on a station assignment or when one of the unit members is going to terminate his/her employment with the County within six (6) months.
- D. Station/shift transfers must be identified in writing as being either permanent or temporary. If the transfer is temporary, a beginning and ending date must be documented in writing.
- E. Special Operations Team transfers of all types must be approved by the Assistant Chief of Fire Operations, or designee.

43.13 Transfer Denial Explanation

A request for the privilege of a transfer to another station, worksite, or shift shall be submitted to the requesting unit member's District Supervisor, or designee, or Dispatch Manager, as applicable, at least three (3) shifts or workdays in advance, and said request shall not be unreasonably denied. The basis for a denial for transfer shall be first provided orally. If the unit member is not satisfied with the explanation, he/she may request and receive the explanation in writing.

43.14 Profile or Displacement Change

Unit members who are displaced due to changes in a station's profile may be placed into any existing open slots of appropriate rank and/or certification(s), with no bidding process. Said member(s) may then enter into the formal bidding process at their first eligible and available opportunity. Station profile is defined as: When a specific rank and/or certification is eliminated or added to a station and/or a new position is created or removed from an already established station.

When an employee bids for a position on another shift and owes a shift trade on that shift, they are unable to repay the trade at that point. The employee will be given up to three (3) weeks to rectify and work the trade prior to being assigned to their new position. Should the trade repayment not occur within that timeframe, the employee owing the trade will have annual leave equaling the amount deducted from his/her annual leave bank and given to the employee they were to work for. If the employee who owes the annual leave does not have enough time in their annual leave bank at the time of deduction the bid shall be considered void. The bid winner will return to their original assignment and the next bidder in line shall be awarded the bid.

The employee who receives this annual leave will then be given the opportunity to take annual leave on the date of the original trade. Should this fall on a holiday, normal staffing rules will apply to the position at that time, and it may be self-fill.

Should the employee who bids to another shift be owed shift trade time and they already have worked for the other party, the party who owes the time will have it deducted from their annual leave bank and given to the person they owe the time to. The party who owes the time will have the same three-week window to work for the employee before they are placed in their new position to avoid the leave time deduction.

If neither party has worked a side of a trade already in Telestaff, the entire trade shall be cancelled upon assignment of the employee to their new shift and no time deductions will be made.

At no time shall outstanding shift trades incur any expense upon the County.

ARTICLE 44
WORK OUT OF CLASS

- 44.01 It is understood that every incidental duty connected with operations cannot be listed in job classification descriptions. Unit members may be required to perform duties that are not contained in job classification descriptions. Company in-service inspections shall be considered a routine part of the duties for Fire Rescue personnel.
- 44.02 Personnel who are presently on the promotional list will constitute the Eligibility List. Unit members on the Eligibility List may be temporarily assigned to the applicable Acting Officer's position. No unit member who has failed a previous promotional exam may be placed into an Acting Officer position until that unit member successfully passes a subsequent promotional exam. Temporary assignments shall not be used to fill permanent openings.
- 44.03 The Eligibility List will be administered by assigning the Acting positions to those unit members on the existing promotional list first, and then offering Acting positions to the remaining Eligibility List on a voluntary basis, as long as there is no crossing of personnel between shifts.
- 44.04 In those cases where an Acting position is expected to exist for longer than thirty (30) days, a unit member shall be utilized from the promotional list of candidates in rank order qualified for that specific available vacancy. Subsequent Acting positions shall be filled on a rotating basis, regardless of shift.
- 44.05 A unit member who temporarily performs work in a higher classification, totally different from his/her normally assigned tasks, shall be paid the minimum of the higher classification or five percent (5%) above the current salary, whichever is greater. No unit member shall be paid more than the maximum of the salary range. Such payment shall commence immediately upon reporting for duty in the out of grade classification.
- 44.06 To the extent a unit member who temporarily performs work in a higher classification and incurs overtime his/her overtime rate of pay shall be calculated using a weighted rate combining the unit members actual rate with the adjusted out of class rate to determine the unit member's overtime premium.

ARTICLE 45
PROMOTIONAL OPPORTUNITIES

45.01 Filling of Promotional Position Vacancies

It is the intent and policy of Brevard County to consider and give priority to its own qualified employees for promotional opportunities in employment before considering outside applicants. Promotional tests for Fire Lieutenant will use a standard grading system based on a 100-point scale for determining the total score of the candidate and will consist of multiple-choice closed book written examination worth fifteen (15) points, a tactical skill exercise worth thirty-five (35) points, a personnel problem that may be oral, written or a combination of techniques worth thirty (30) points, and an interview to include consideration of professional resume worth twenty (20) points. A passing cut score will be established by the testing agency (if applicable) using professionally accepted procedures. Candidates must achieve the established cut score on the written test to be eligible to move on to the tactical and personnel problem portions of the testing process.

The cut score will be set for each portion after the data is reviewed for the following factors:

- Natural breaks in the data
- Psychometrics of the test
- Distribution of scores
- Utility the test is supposed to serve (i.e. providing an adequate number of candidates for the promotional procedures to serve the County's needs).

The Cut Score shall be set by the testing agency prior to release of the candidate scores to the County.

45.02 Promotional Eligibility Criteria

In order for a unit member to be eligible for each respective promotional examination and receive additional points for Degrees and certifications / license, the following criteria shall be met fifteen days (15) prior to the date of the written examination:

A. Lieutenant

- Four (4) continuous years of service with BCFR; and
- Three(3) years as a firefighter in the State of Florida; and
- Solo Paramedic; and
- Florida Fire Officer One (FO1) certification.

Points are awarded to the final overall passing point score: all degrees must be awarded from an accredited college or university as defined in the most current edition of Accredited Institutions of Postsecondary Education as published by the American Council on Education.

| | |
|-------------------|---|
| Associates Degree | 2 points |
| Bachelor's Degree | 4 points - not cumulative with Associates Degree points |

In order to receive the points for a degree it must be turned in prior to the date of the written examination.

In addition to points awarded for formal postsecondary education, additional points for the certifications/longevity listed below will be awarded to the candidates final overall passing point score.

- State of Florida Fire Instructor certification: 1 point
- State of Florida HazMat Technician certification (HazMat 160): 1 point
- Holding all Tech class certifications listed in Article 67.01: 1 point
- Each continuous full year of service for BCFR as a firefighter will be awarded .5 points for each additional year over five (5) years to a maximum of three (3) points total, as of the date of the official testing notification.

B. Fire Rescue Communications Shift Supervisor

- Three (3) continuous years of service with BCFR

C. Captain

Unit members who meet the eligibility requirements to test for Captain will refer to Article 45 of the Supervisory Bargaining Unit Agreement for promotional criteria.

D. District Chief

Unit members who meet the eligibility requirements to test for District Chief will refer to Article 45 of the Supervisory Bargaining Unit Agreement for promotional criteria.

45.03 Examination Ineligibility

Unit members will only be permitted to take the promotional test if they have received a three (3) or higher in all performance evaluation factors on the unit member's most recent performance evaluation and are not on disciplinary probation status 15 days prior to the written examination.

45.04 Posting of Testing Notice

- A. The County will post notices of promotional testing in each worksite, station, or reporting point at least sixty (60) calendar days in advance of any scheduled examination. The notice will advise the unit members of the time, date, location of the written examination, a list of specific reference materials that will be used for the examination and the criteria for eligibility to test.
- B. A subsequent notice will be posted giving the time, date and location of the examination as soon as practicable after such details are firmly established.
- C. Nothing contained herein prohibits the County from providing all the information required in items "A" and "B" in the original notice.

45.05 Notification of Intent to Test

- A. Upon posting of a testing notice, in order to sit for a written examination, an eligible candidate shall give notice, via e-mail, to the Office of the Assistant Chief of Professional Development (or their designee) of his/her intent to take the written examination, no later than fifteen (15) days prior to the test date.

- B. Personnel who intend to sit for any promotional exam must agree to participate in any “acting officer” position and/or work out of classification for the position he/she intends to test for.
- C. Sitting for the promotional exam indicates a commitment from the unit member to promote upon notification of an offer.

45.06 Test Administration

The promotional examination process for each rank shall be conducted, provided a minimum of three (3) eligible candidates give notice of intent to test once the test has been posted. If there are less than three (3) eligible candidates, the County, in its sole discretion, may commence the testing process, or promote from those eligible within the discretion of the Fire Chief. Prior to hiring externally, an internal process shall take place with those signed up for the promotional exam should there be less than three (3) eligible candidates.

45.07 Test Review Procedure

- A. All candidates who took the written exam shall have the opportunity to attend one (1) of two (2) group test review sessions to be conducted on consecutive days. Appeals of examination questions must be provided to the Office of the Assistant Chief of Professional Standards during the review sessions on an appeal form, provided by the Department. The decision of the Fire Chief, or designee, on all appeals shall be final.
- B. An initial grading of the exams will be performed for the purpose of validating the questions. The final grading and publishing of the written examinations shall not be performed until the filed appeals from Section 45.07 (A) have been answered.
- C. Unit members may inspect their graded written examination with the answer key and substantiate in writing to the Office of the Assistant Chief of Professional Standards any claims of error(s) in grading within seven (7) days of receiving their test scores.

45.08 Successful Candidate Ranking

The promotional eligibility list, a list of candidates who have successfully passed all portions of the promotional testing process according to the cut score established as noted above, will be provided via Department Bulletin to all members of the Department. Candidates shall be listed in order of highest score first. This list shall constitute the certified promotional list once signed by the Fire Chief.

45.09 Promotion from the Eligibility List

The Fire Chief, at his/her sole discretion, selects any one (1) of the top seven (7) candidates from the promotional list of candidates qualified for the specific available vacancy. The top seven (7) ranked applicants from an eligibility list shall be certified to the Fire Chief in response to any promotional vacancy. The next ranked applicant shall be certified in response to each additional vacancy that exists. For purposes of the application of the Rule of 7, the top seven(7) candidates are considered substantially equally qualified. A unit member not selected under this article (45.09) will at their request be provided the opportunity to discuss the reasons the unit member was not selected with the Fire Chief or designee. Unless the reason for non-selection is illegal or unlawful the reasons for non-selection are not grievable.

45.10 Maintenance of Promotional Eligibility Lists

- A. The County will strive to maintain a Promotional Eligibility List for each respective bargaining unit promotional position within Brevard County Fire Rescue. Each Promotional Eligibility List will be valid for a period of up to one (1) year; it may be extended an additional year for a total period not to exceed two (2) years from the date the list is certified. The certification of a new list may precede the expiration of an existing list where there are less than three (3) remaining candidates on the Promotional Eligibility List.
- B. A new test date may be posted when the County reasonably believes that an existing Promotional Eligibility List will be exhausted due to the promotion of the remaining candidates prior to the expiration date or less than three (3) candidates remain on the Promotional Eligibility List. In either event, the County may post a new test date within sixty (60) days of the anticipated date of the depletion of the existing list, for the administration of a promotional examination to establish a new list of qualified candidates.
- C. A unit member who is on a promotional eligibility list or has stated intent to sit for any promotional exam will participate in any "Acting Officer" position and/or work out of classification for the position the unit member intends to test/tested for. A denial to work in an "Acting Officer" position will result in removal from the current promotional testing process/eligibility.

ARTICLE 46
OUTSIDE EMPLOYMENT

- 46.01 No unit member may accept outside employment or engage in any private business, with or without compensation, if such outside employment or business is inconsistent, incompatible or provides a conflict of interest with the normal conduct of the unit member's position, including any violations of Florida Statutes relating to Ethics, or if such employment impairs the unit member's ability to perform his/her duties as a County employee.
- 46.02 Prior to acceptance of outside employment or engaging in any private business, the unit member shall request approval from the Fire Chief, or designee, on the designated Outside Employment Form. The request shall state the potential employer's name, nature of employment, address and telephone number.
- 46.03 A unit member who engages in non-County employment shall be ineligible to receive Workers' Compensation benefits or the benefits provided under Article 30 when illness, injury or disability results from such outside employment.
- 46.04 The Fire Chief, or designee, shall determine whether such employment or business activity is inconsistent, incompatible or conflicts with the unit member's duties and responsibilities or interferes with the unit member's production or efficiency. The Fire Chief, or designee, shall provide written approval or rejection of such employment or business activity to the unit member as soon as reasonably possible, within two (2) calendar weeks of the request. Approval shall not be unreasonably denied.
- 46.05 Permission to engage in outside employment or business activity may be withdrawn at any time when it is determined by the Fire Chief, or designee, that such employment or business activity is inconsistent, incompatible or conflicts with the unit member's duties and responsibilities or interferes with the unit member's production or efficiency.

**ARTICLE 47
EDUCATION**

- 47.01 The Union and the County agree to encourage unit members of Brevard County Fire Rescue to further their education, especially as such continuing education relates to the services provided by Brevard County Fire Rescue.
- 47.02 The County will, whenever feasible, agree to modifications to the work schedules of unit members to permit attendance at schools or courses which further unit members' training, education or skill in the fire and medical services so long as there is no cost to the County and qualified unit members are available to work the schedules.

47.03 Reimbursement Request Submission

All requests for educational reimbursement shall be submitted to the Office of Professional Development and approved prior to the attendance at any course or seminar. All requests for reimbursement may be granted at the sole discretion of the Fire Chief, or designee. To remain eligible for reimbursement, proof of registration must be submitted within two (2) weeks of commencement of classes.

47.04 Course Work

Course work must be directly related to the technical duties of the unit member's position or must directly enhance the technical knowledge, skills and abilities relating to the unit member's current position and of benefit to the County.

Employees who are taking college level courses with the goal of achieving a college degree and are seeking tuition reimbursement will provide information that identifies the degree being pursued and the related course catalog that lists the course requirements prior to seeking tuition reimbursement.

Required core courses, as identified in the degree curriculum (course catalog), may be approved. Elective courses are not eligible for tuition reimbursement; however, restricted electives may be considered on a case-by-case basis.

The following college degrees are recognized as being acceptable for tuition reimbursement; others may qualify upon approval of the Fire Chief.

| | |
|---------------------|--|
| Associate Degrees: | Fire Science, Emergency Medical Services, Associate of Arts |
| Bachelor's Degrees: | Fire Science, Public and Business Administration, related degrees. |
| Master's Degree: | Public Administration, Business Administration |

47.05 Educational Facilities

Post-Secondary Vocations/Technical/Trade and Business Schools. Educational facilities must be institutions that are accredited and recognized by the U.S. Department of Education as listed in the Database of Accredited Post-Secondary Institutions and Programs.

47.06 Availability of Funds

In the event a commitment for allocated funds occurs prior to the end of the fiscal year, no additional requests for tuition reimbursement shall be approved unless additional fund are allocated. The County

shall notify unit members in the event of such an occurrence. The Fire Chief shall provide the Union President, upon his request, by November 1st of each year and accounting of funds spent on the previous year's educational reimbursement.

47.07 Reimbursement Schedule

Reimbursement will be made in accordance with the following schedule:

| Letter Grade | Percentage Reimbursed |
|--------------|-----------------------|
| A | 100% |
| B | 90% |
| C | 75% |
| D or Below | 0% |
| Pass | 100% |
| Fail | 0% |

47.08 Grade and Tuition Submission

The official notice of grades and the original tuition receipt must be submitted to the Training and Personnel section within thirty (30) days of the completion of the approved course(s) or receipt of the official notice of grades, whichever date is the later. At that time, reimbursement shall be authorized.

47.09 Maximum Annual Reimbursement

Tuition reimbursement shall be limited to a maximum of \$5,250.00 per employee per fiscal year.

47.10 Limitations on Reimbursement

- A. Unit members entitled to educational benefits under other programs or legislation (i.e. G.I. benefits, scholarships, grants, etc.) shall not be approved for tuition reimbursement until such benefits have been expended.
- B. Unit members receiving assistance from another source, separate and apart from the County, will be reimbursed only in proportion to the total amount of tuition paid by the unit member and not reimbursed from another source. No unit member will receive tuition reimbursement greater than actual expenditures paid by the unit member.
- C. Reimbursement shall be made for tuition, and lab fees cost only, and shall not include student activity fees, books, materials, travel, parking fees or any other expenses.
- D. Tuition reimbursement for college courses will not exceed the current Resident average per credit hour cost (semester schedule) per the State University System of Florida. Information regarding per credit hour tuition costs can be found at [http:// www.flbog.edu/](http://www.flbog.edu/).
- E. Unit members seeking tuition reimbursement, college degree/ course approval will factor in the rank of the employee. The below table identifies the degree/ course level for each rank.
- F. Available reimbursement funds will be split into three amounts and designated for classes during each period. The first period funds will be 40%, the second period funds will be 40% and the third period funds will be 20%.
 - Class dates beginning after August 1, ending before December 31. (First period) Applications accepted July 1 to one week prior to class start by 5:00pm.

- Class dates beginning after January 1, ending before May 31. (Second period) Applications accepted December 1 to one week prior to class start by 5:00pm.
- Class dates beginning after May 1, ending before August 31. (Third period) Applications accepted April 1 to one week prior to class start by 5:00pm.

Applications will be evaluated based on the registered course and awarded in order of submission until all applications have been approved or all funds have been allocated. Any funds not used in one period will be rolled over to the next period.

47.11 Employment Obligation

A unit member receiving tuition reimbursement shall agree to remain in the employment of the County for at least two (2) years following course completion. A unit member who separates from employment for any reason other than disability, reduction in workforce, or death, within the two (2) year period shall reimburse the County for tuition benefits applicable to courses completed during the affected period. Reimbursement shall be in the amount proportionate to the two (2) year period of employment not completed, rounded to the nearest month.

- 47.12 It is agreed that any unit member who fails to reimburse the County for any tuition owed, may have the tuition deducted from their ongoing paycheck with a cap of \$50.00 per paycheck or, if leaving County employment will have their final benefit/pay check withheld. If there is any remaining balance, the terminating employee must meet with the County to create a reasonable repayment plan. If the unit member fails to reimburse the County or establish a payment plan with the County at the time of separation, the amount owed will be deducted from the unit member's final benefit payments, which includes all wages above minimum wages, (the difference between hourly rate of pay and minimum wage), annual leave, sick leave, holiday pay or red card incentive, if applicable. Failure to repay the total amount owed or successfully complete a repayment plan will result in the County sending the uncollected balance to its collection agency and/or seeking a judgment for the amount owed. Failure to pay any amount owed under this section may also result in the unit member being ineligible for rehire by Brevard County in the future.

ARTICLE 48

TRAINING

48.01 Night Drills

When on duty, night drills will be concluded by 2200 hours. Unit members shall be given at least one (1) shift (i.e., 72 hours) notice prior to commencement of night drills. It is understood that the hours may be extended for pre-scheduled (more than one shift in advance) training events.

48.02 Mandatory off duty Training

For mandatory training that occurs outside the unit member's normally scheduled shift, unit members shall be paid for all hours of mandatory off duty training at the applicable rate of pay, with a minimum guarantee of three (3) straight rime hours. Mandatory off duty training sessions will normally be conducted between 0800 and 2100 hours. Notification of mandatory off duty training periods shall be provided to affected unit members at least thirty (30) days in advance, where reasonably possible. If the unit member has approved leave during this period already scheduled in Telestaff they will be considered excused and required to attend a make-up session. Travel pay is not authorized for mandatory in-services.

ARTICLE 49
HEALTH AND WELLNESS PROGRAM

- 49.01 With the exception of unit members involved in a Department directed Physical Fitness Health and Wellness Program, each Station Lieutenant shall require a minimum of one (1) hour, up to a maximum of two (2) hours, per shift workload permitting, for physical conditioning of unit members. Lieutenants may allow unit members the ability to exercise more than two (2) hours, if time allows. Each unit member may select a group of exercises that is conducive to his/her physical condition and personal goals.
- 49.02 The County shall make available to each station, equipment for both aerobic and anaerobic strength training. Only County approved equipment and weights shall be permitted to be used on or off duty in the stations.
- 49.03 On the recommendation of the Chief of Professional Development or his/her designee, the Department is willing to provide outside assistance such as physical fitness and nutritional programs to unit members.
- 49.04 It is the sole responsibility of the unit member to maintain a degree of physical fitness that will allow the performance of their assigned duties.

ARTICLE 50
SUBSTANCE ABUSE TESTING

50.01 County Intent

It is the County's intent for this Article to establish a drug-free workplace, better maintaining unit member reliability and providing a healthier, safer, and more secure work environment for all County employees. The County recognizes that a unit member's health affects personal job performance as well as performance and job safety of other employees and citizens. Abuse of alcohol and other drugs has been an increasing problem affecting all facets of American society and ranks as one of the major health problems in our Country. Brevard County is no exception to that trend. The County has an obligation to its employees and citizens and must take the initiative to prevent alcohol and other drug abuse from entering or continuing to exist within our workforce.

The primary goal of this Article is to assure worker fitness for duty and to protect County employees and the public from the risks posed by the inappropriate use of alcohol and prohibited drugs.

For the purposes of this article, there is no distinction between a County-sponsored EAP Rehabilitation Program and Private Rehabilitation Program approved by the Fire Chief or designee, or as referred by a Medical Care Provider.

50.02 Definitions and References

The following categories of prohibited substances are addressed by this Article:

- A. **Illegally Used Controlled Substances or Drugs.** Illegal drugs include, but is not limited to amphetamines, cannabinoids (such as marijuana), cocaine, phencyclidine (PCP), hallucinogens, methaqualone, opiates, barbiturates, benzodiazepines, synthetic narcotics, designer drugs, or a metabolite of any substance listed in this paragraph. Illegal use includes use of any illegal drug, misuse of legally prescribed drugs, and use of illegally obtained prescription drugs.
- B. **Legal Drugs.** The appropriate use of legally prescribed drugs and non-prescription medications is not prohibited.
- C. **Legally Prescribed Medication.** A prescription that was written specifically for the unit member tested for the time period prescribed, not to exceed one (1) year. This would not include medications prescribed for any individual other than the unit member.
- D. **Alcohol.** Includes a distilled spirit, wine, a malt beverage, or an intoxicating liquor.
- E. **Confirmed Detected Alcohol Test.** Any level of detected alcohol from 0.02 up to and including 0.039.
- F. **Confirmed Positive Test.** Any level of detected substances as outlined in 50.14B or alcohol test results that are 0.04 or greater.

50.03 Prescription and Non-Prescription Medication

The appropriate use of legally prescribed drugs and non-prescription medications is not prohibited. "Prescription or non-prescription medication" means a drug or medication obtained pursuant to a prescription as defined by F.S. 893.02 or a medication that is authorized pursuant to Federal or State law for general distribution and use without a prescription in the treatment of human diseases, ailments, or injuries.

50.04 Reporting Use of Prescription or Non-Prescription Medication

The use of any substance which carries a warning label that indicates that mental functioning, motor skills, or judgment may be adversely affected shall be reported to supervisory personnel and the department shall determine if medical clearance is required within twenty-four (24) hours. No response within this timeframe shall constitute a clearance to work by the county. Should further medical clearance be required the cost of the physician, overtime for the member and applicable mileage shall be borne by the County. The reporting of the use of said substance shall not constitute the basis or grounds for any testing.

50.05 Applicability

All unit members shall be subject to random, post-accident (as defined in 50.08B) and reasonable suspicion testing under this Article.

This Article also applies to off-site lunch periods or breaks when a unit member is scheduled to return to work.

50.06 Prohibited Conduct

- A. The unlawful manufacture, sale, distribution, dispensation, possession, use of alcohol, drugs, controlled and illegal substances, or being under the influence of drugs or alcohol in the workplace, while conducting County business on or off County property is absolutely prohibited.
- B. Any unit member who has a confirmed positive test, refuses to be tested, submits a false sample or tampers with a test sample during the testing process for drugs and/or alcohol shall be subject to discipline up to and including termination.
- C. Any unit member who has a combined detected alcohol test must be relieved from his/her duties for at least eight (8) hours, without pay, until the return to duty test is at 0.02.
- D. Any unit member reasonably suspected to be under the influence of alcohol or other drugs shall be prevented from engaging in further work of any sort and will have given the County cause to subject them to testing, in accordance with the procedures set forth in this Article.
- E. A unit member must not consume alcohol while performing his/ her duties or for eight (8) hours before reporting to duty. A unit member must not consume alcohol while performing his/her duties, up to eight (8) hours following an accident, or until the employee undergoes a post-accident test, as provided in this Article, whichever occurs first.

50.07 Report of Arrest

All unit members must report any arrest under a criminal drug and/or DUI statute to his/her District Chief or above within twenty-four (24) hours of the arrest, or as soon as practical. The unit member must make a report of a conviction to the Office of Human Resources within five (5) days of the

conviction. Failure to comply with this Article will result in appropriate disciplinary action, up to and including termination.

50.08 Types of Testing

- A. Reasonable Suspicion Testing. This type of testing means belief that ANY unit member is using or has used drugs, alcohol, tobacco, or nicotine related products in violation of this Article based upon specific objective and articulable facts and reasonable inferences drawn from those facts in light of experience. Reasonable suspicion drug testing shall not be required except upon the recommendation of a supervisor, who is at least one level of supervision higher than the immediate supervisor of the unit member in question. Among other things, such facts and inferences may be based upon:
1. Observable phenomena while at work, such as direct observation of drug or alcohol use or of the physical symptoms or manifestations of being under the influence of drugs or alcohol
 2. Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance
 3. A report of drug or, alcohol use, provided by a reliable and credible source, which has been independently corroborated
 4. Evidence that a unit member has tampered with a drug or alcohol test during his/her employment with Brevard County
 5. Evidence and/or observations that a unit member has caused, or contributed to an accident while at work due to any impairment symptoms which appear to affect alertness, coordination, reaction, response or safety
 6. Evidence that a unit member has used, possessed, sold, solicited, or transferred drugs or alcohol while working or while on the County's premises or while operating the County's vehicles, machinery, or equipment
 - 7.
 8. Additional signs and symptoms of alcohol misuse may include one or more of the following:
 - a. Dulled mental processes
 - b. Lack of coordination
 - c. Odor of alcohol on breath
 - d. Possible constricted pupils
 - e. Sleepy or stuporous condition
 - f. Slowed reaction rate
 - g. Slurred speech

Prior to reasonable suspicion testing, the appropriate level of supervision shall sign a completed checklist form documenting the reasonable suspicion.

- B. **Post-Accident Testing.** All unit members will be subject to urine drug and/or breath alcohol testing if they are involved in an accident that results in any one of the following: a fatality, OR injuries requiring medical attention away from the accident scene, OR in which one (1) or more vehicles incur a disabling damage AND is transported away, OR the unit member receives a citation as a result of the accident.

Post-accident drug and alcohol tests must be performed as soon as possible. Drug tests must be performed within thirty-two (32) hours following an accident. Alcohol tests must be performed within eight (8) hours. If an alcohol test is not administered within two (2) hours following the accident, the County must still attempt to administer the test, and must also prepare and maintain on file a record stating the reason(s) the test was not properly administered. The requirement to do post-accident testing should in no way interfere with necessary medical attention.

- C. **Random Testing.** All unit members will be subjected to random, unannounced urine and breath testing.

A computer-based scientifically valid random number selection method shall be utilized. All unit members will have the opportunity to review a copy of this Article and be required to sign a receipt verifying receipt of the Article prior to being placed in the random pool. At least 50% of the total number of unit members shall be subject to drug testing and 25% of those employees will also be subject to alcohol testing as part of the random pool per calendar year. Once the unit member has been notified that he/ she has been selected for random testing, he/ she shall report to the testing site within sixty (60) minutes of notification unless circumstances beyond the unit member's control prevent. Unit members shall be notified of their right to discuss the testing with a Union Representative prior to the testing. The unit member shall be permitted up to thirty (30) minutes after notification of the testing to discuss the testing with his/her Union Representative and request rehabilitation assistance under Article 50.18. A request for rehabilitation shall in no way eliminate the need for the employee to complete the required testing process for validation of the substance that rehabilitation is being requested for.

A unit member will be:

1. Permitted to use his/her personal vehicle and receive mileage reimbursement,
2. Given a County vehicle,
3. Transported on their assigned unit, or
4. Have a supervisor transport him/her to the test site at the district supervisor's discretion.

Any workload missed by the member while in the performance of a required drug test shall not be held against the member and they shall be given appropriate time to complete the scheduled work at another date.

- D. **Return to Duty Testing.** Any unit member who is permitted to enter into a treatment plan/rehabilitation agreement with the County must test negative before returning to work.
- E. **Follow-Up Testing.** Once returned to duty, a unit member shall be subject to unannounced follow-up testing for at least twelve (12) months and not more than twenty-four (24) months.

A minimum of six (6) tests must be performed during the first twelve (12) months after return to duty.

50.09 Refusal to Test and Falsification

A unit member who refuses to comply with a request, as provided for in this Article, for drug, or alcohol testing, who provides false information in connection with a test, or who attempts to falsify a test result through tampering, contamination, adulteration, or substitution shall be subject to disciplinary action, up to and including termination for insubordination. Failure to provide an adequate breath or urine sample for testing within a reasonable time without a valid medical explanation from a doctor shall constitute refusal to submit.

50.10 Drug Testing Facilities

Initial or confirmation test specimens may be analyzed only if the testing facility:

1. Is certified by the Department of Health and Human Services (DHHS) and the Substance Abuse Mental Health Services Administration (SAMHSA) and approved by the Agency for Health Care Administration
2. Has written procedures to ensure the chain of custody
3. Has an internal review and certification process for drug test results, conducted by a person qualified to perform that function in the testing facility
4. Has security measures implemented by the testing laboratory to preclude adulteration of specimens and drug test results
5. Participates in a program of "blind proficiency" testing where they analyze samples sent by an independent party

50.11 Chain of Custody

The drug testing facility and the specimen collection facility shall establish and maintain a forensically acceptable chain of custody. These procedures shall require that an approved chain of custody form be used from time of collection, to receipt by the laboratory, and that upon receipt by the laboratory, an appropriate laboratory chain of custody form(s) account for the sample or sample aliquot within the laboratory. Chain of custody forms shall, at a minimum, include an entry documenting date and purpose each time a specimen or aliquot is handled or transferred and identifying every individual in the chain of custody.

50.12 Medical Review Officer (MRO) Qualifications

The MRO shall be a licensed physician selected by the County who:

- A. Has extensive knowledge of laboratory testing procedures;
- B. Has extensive knowledge of chain of custody collection procedures;
- C. Has experience verifying positive, confirmed drug test results; and
- D. Has the requisite medical training to interpret and evaluate a unit member's positive test result in relation to the unit member's medical history or any other relevant biomedical information.

50.13 Medical Review Officer (MRO) Responsibilities

The MRO shall be responsible for the following procedures when the testing facility reports a positive test:

- A. Review, interpret and certify the test results;
- B. Review the unit member's medical history, including any medical records and biomedical information that may be provided by the unit member;
- C. Afford the unit member an opportunity to discuss the test results with the MRO;
- D. Determine whether there is a legitimate medical explanation for the result, including legally prescribed medication. The unit member must furnish a medical statement from a physician specifying the drug being taken or physical proof of the prescription;
- E. Positive test results showing prohibited drug or drug metabolite shall be reported as negative where the MRO determines there is a legitimate medical explanation for the result;
- F. The MRO may request the laboratory to analyze the original specimen again in order to verify the accuracy of the test result reported;
- G. The MRO shall make every reasonable effort to contact the unit member within five (5) working days after receipt of the positive test result from the laboratory;
- H. Inform the County's Drug & Alcohol Program Specialist or designee of the initial and any subsequent test results after the unit member has been notified of the test results and the MRO has afforded the unit member an opportunity to discuss the test results.

50.14 Drug Screening Test

- A. The initial drug test will be performed from one split specimen collected sufficient for two (2) drug tests as determined by the Agency for Health Care Administration and the Substance Abuse Mental Health Services Administration.

- B. Standard for Drug Testing

When drug screening is required under the provisions of the Article, a 10-Panel Test with Extended Opiates including an OxyContin Panel will be the test used and the following standards or where more restrictive, the most current SAMHSA standards, shall be used to determine what levels of detected substances shall be considered positive:

| Drug Group | Screening Test | Confirmatory Test |
|---------------------------|------------------------|-------------------|
| 6-Acetylmorphine (heroin) | 10 ng/ml | 10 ng/ml |
| Amphetamines | 500 ng/ ml Amphetamine | 250ng/ ml GC/MS |
| Barbiturates | 300 ng/ml | 200 ng/ml |
| Benzodiazepines | 300 ng/ml | 300 ng/ml |
| Cocaine Metabolites | 150 ng/ ml Metabolite | 100 ng/ml GC/MS |

| Marijuana Metabolites | 50 ng/ml Total ng | 15 ng/ml Delta 9 -THC |
|-----------------------|---------------------|-----------------------|
| MDMA (ecstasy) | 500 ng/ml | 250 ng/ml |
| Methadone | 300 ng/ml | 300 ng/ml |
| Methaqualone | 300 ng/ml | 300 ng/ml |
| Opiate Metabolites | 300 ng/ ml Morphine | 300 ng/ml GC/MS |
| Oxycodone | 300 ng/ml | 300 ng/ml |
| Phencyclidine (PCP) | 25 ng/ml PCP | 25 ng/ml GC/MS |
| Propoxyphene | 300 ng/ml | 200 ng/ml |

- C. If the results of the tests administered by the County are positive, appropriate action shall be imposed after the following procedure has been followed:

If the unit member disputes the test results, he/she may request that the second urine sample from the original split sample be sent to another certified lab by the MRO for testing at the unit member's expense.

Upon written request, the Drug & Alcohol Program Specialist shall provide a copy of the test results to the unit member.

50.15 Alcohol Testing Procedures

- A. All alcohol testing of unit members shall be conducted at County-approved medical facilities or laboratories which follow the requirements of subsection B below.
- B. A breath specimen must be collected through the use of an Evidential Breath Testing Device (EBT) that is approved by the National Highway Traffic Safety Administration (NHTSA). The test must be performed by a Breath Alcohol Technician (BAT) who is trained and proficient in the operation of the EBT. The BAT must successfully complete an NHTSA course of instruction that provides training in the principles of EBT methodology, operation and calibration.
- C. The taking of a breath specimen shall be conducted in a manner compatible with the unit member's dignity and privacy.
- D. If the result of a screening test is in the alcohol concentration of less than 0.02, no further testing is required and the test result will be reported as negative.

If the result of a screening test is in an alcohol concentration of 0.02 or greater for unit members, a confirmation test must be performed. The confirmation test must be conducted at least 15 minutes, but not more than 20 minutes, after completion of the initial test.

If the result of the confirmation test has an alcohol concentration of 0.02 up to and including 0.039, the BAT will notify the Drug & Alcohol Program Specialist or designee immediately in a confidential manner. A unit member whose test result is in the range of 0.02 up to and including 0.039, confirmed detected alcohol test result, must be relieved from his/her duties for at least eight (8) hours, without pay, until the return to duty test is below 0.02. In the event the return to duty test is 0.02 or above, the unit member will continue to be off the remainder of the shift without pay. The unit member will be responsible for the costs associated with the return to duty test.

Unit members whose confirmation test results are 0.04 or greater will not be permitted to return to duty.

- E. At any reasonable time during the alcohol testing procedure a unit member may submit, at his/her own expense, blood samples for a legal blood alcohol test. The samples will be taken as privately as possible. The collection facility will use comparable chain of custody procedures and exercise a comparable level of professional care and scientifically accepted standards and procedures in the collection and testing of blood samples for the presence of alcohol as with urine samples for the presence of drugs.

50.16 Notification of Positive Test Results

The Drug & Alcohol Program Specialist or his/her designee will contact the unit member's Department Health Officer and notify him/her of any positive test result. The unit member will be relieved from duty immediately and notice of pre-disciplinary action will be given.

50.17 Return from Light/Restricted Duty Testing

No unit member who enters into a Drug/Alcohol Treatment Agreement shall drive any County vehicle until he/ she tests negative. The County shall administer a return-to-regular duty test not less than the time necessary for the substance to clear from the body or sixty (60) days, whichever is greater. At any time during this period, the unit member may submit the results of a negative test, administered by an appropriate testing facility, at his/her own cost, to the Medical Review Officer (MRO) and be returned to his/her regular duty.

50.18 Rehabilitation

- A. A unit member who voluntarily comes forth and requests assistance will be encouraged to obtain assistance through the County's Employee Assistance Program (EAP) or obtains assistance through a private rehabilitation provider A unit member shall report within 24 hours of entering into any drug or alcohol rehabilitation program. A signed voluntary rehabilitation agreement for a County sponsored rehabilitation program shall be deemed appropriate notice. Upon receipt of notice of participation in any rehabilitation program, the County will make reasonable efforts to assist and encourage the unit member to complete any necessary rehabilitation program.

A unit member, not currently under a drug, or alcohol rehabilitation program, may voluntarily enter such a program without disciplinary action being taken against him or her. Any information concerning the participation in a rehabilitation program shall remain absolutely confidential.

- B. The unit member will not be permitted to return to duty until they have been evaluated by an SAP AND passed a return to duty test AND agreed to the SAP's recommendation for treatment.
- C. A unit member who voluntarily participates in a drug, nicotine or an alcohol rehabilitation program may be placed on restricted duty, light duty or use sick leave, or annual leave while undergoing rehabilitation. The use of leave time shall be subject to the approval of the Fire Chief, or designee. The placement of a unit member on restricted light duty shall be subject to the approval of the Fire Chief, or designee.

- D. The County may provide the opportunity for employees to enter a County approved/sponsored rehabilitation program. The parties agree that the County has the sole authority to determine whether to maintain and/or continue any County approved/ sponsored rehabilitation program and that any approval for an employee to enter any rehabilitation program may be limited by the County to one opportunity during an employee's employment. Every unit member shall be allowed a one-time opportunity to voluntarily enter a County approved/sponsored rehabilitation program during the course of his/her employment, assuming that no disciplinary action is pending (and further that the employee has done nothing for which he could be subject to disciplinary action), and that no accident, injury, reasonable suspicion testing, or random drug testing has occurred prior to the time of such request. The County and Union encourage employees to volunteer in seeking assistance by way of professional counseling. Within thirty (30) minutes of notification to test the unit member shall have the one-time opportunity to request assistance as outlined above. The unit member must accept and sign a rehabilitation agreement when presented by the County.

If an employee enters a County approved/ sponsored rehabilitation program, then, upon successful completion of rehabilitation (as determined by a County designated physician), the employee shall be returned to his regular duty assignment or the equivalent thereof upon receipt of medical clearance. follow up care is prescribed after treatment, such shall be imposed by the County as a condition of continued employment.

Immediately upon an employee's discharge from a rehabilitation program, the employee will provide the County with documentation of the follow up care requirements as well as permission for the County to ascertain whether the employee has been and/or is abiding by the program requirements. Moreover, the parties agree that entry into such a rehabilitation program shall be deemed to constitute reasonable suspicion that the employee has in his system or is using controlled substances, narcotics, drugs or alcohol, and that, accordingly, the employee may be subject to testing procedures in accordance with paragraphs B and C above, as required by management, for a period not to exceed twenty-four (24) months from the date that the employee is released from treatment.

50.19 Treatment Compliance

Unit members are encouraged to make use of the available resources for treatment for substance abuse problems. As provided in this Article, a unit member may be required to undergo treatment for substance abuse. A unit member who refuses or fails to comply with the requirements for treatment, after care, return to duty, or follow-up testing shall be subject to discipline up to and including termination.

50.20 Unbiased and Impartial Application

The County is dedicated to assuring fair and equitable application of this substance abuse Article. Managers and supervisors shall use all aspects of this Article in an unbiased and impartial manner.

50.21 Confidentiality

- A. All information from a unit member's alcohol or other drug test is confidential and only the Drug & Alcohol Program Specialist or designee are to be informed of test results, except when

test results warrant pre-disciplinary and/or termination proceedings. Under these circumstances, test results will be given to the Fire Chief, or designee.

- B. All records relating to the taking of, or the order to take, an alcohol or other drug test shall be deemed confidential unless written authorization has been obtained from the unit member or the records become the subject of an administrative or judicial proceeding.
- C. The employee shall only be required to provide their County employee number when submitting for a random drug test. At no time shall an employee be compelled to provide their social security or driver license number to the physician's office.
- D. The consent form for the unit member's voluntary release of confidential drug testing information shall contain, at a minimum, the following information:
 - 1. The name and/or title of the person(s) who is authorized to obtain the information;
 - 2. The purpose of the disclosure;
 - 3. The duration of the consent; and
 - 4. The signature of the unit member authorizing release of the information.
- E. As provided for in F.S. 440.102.8(c), "Information on drug test results shall not be used in any criminal proceeding against the employee or job applicant. Information released contrary to this Section is inadmissible as evidence in any such criminal proceeding. "In addition, information on drug test results shall not be voluntarily provided by the County for use in any criminal proceedings against a unit member."
- F. All records relating to the taking or ordering of an alcohol or other drug test shall be kept by the County's Risk Management Office in a separate medical file.
- G. The Fire Chief shall prevent the unauthorized disclosure of the order to take, or the results of, an alcohol or other drug test, maintaining such records in a secure manner.

50.22 Compensable Time

With the exception of return to duty testing, time involved for any drug or alcohol testing shall be conducted on duty and compensated in accordance with this Agreement.

50.23 Expedited Arbitration for Reasonable Suspicion Testing

- A. None of the arbitration procedures set forth below shall be used to, or have the effect of, halting or interrupting the testing procedure (including collection of the sample) itself. However, once this procedure is properly invoked and followed, no results of a test shall be released except in accordance with this procedure.
- B. Within twenty-four (24) hours of receiving written notice of testing, either the unit member or the Union may invoke expedited arbitration challenging the County's reasonable suspicion determination.
- C. Within twenty-four (24) hours of such notice to the County, the Union and the County shall meet and select an Arbitrator from a list of permanent arbitrators established by the County and the Union.

- D. The Arbitrator shall be notified immediately, via telephone, and the Arbitrator shall schedule a hearing within twenty-four (24) hours of such notification. If the Arbitrator is unavailable, the parties shall select another Arbitrator, from the permanent list, who is able to hold a hearing within twenty-four (24) hours.
- E. The scope of the Arbitrator's jurisdiction at the hearing shall be limited to determining whether the County had reasonable suspicion to subject the unit member to drug testing. The Arbitrator shall not determine any other issue.
- F. The County shall have the burden of proof on this issue, and the facts upon which the County may rely shall be limited to those relevant to the issue of the County's reasonable suspicion and as otherwise set forth in the County's written notice of reasonable suspicion and as might be subsequently developed. The Union and/or the unit member shall have the right to present countervailing evidence and defenses. The County may present rebuttal evidence to issues raised by the Union. Either party may submit oral argument and/ or briefs at the close of the hearing.
- G. The Arbitrator shall issue a ruling within forty-eight (48) hours following the parties' submission of evidence and arguments, unless additional time is allowed as mutually agreed by the Union and the County.
- H. Should the Arbitrator determine that the County did not have reasonable suspicion, the test results shall not be communicated to either the County or the Union, except by permission of the tested unit member. Records of the test results shall not be used by the County against the unit member in any future proceeding.
- I. Should the Arbitrator determine that the County had reasonable suspicion, the test results will be communicated by the laboratory to the County and the unit member, consistent with Section 50.13 above.
- J. A unit member who has either been suspended or discharged shall be placed on leave with pay status pending the result of expedited arbitration.

50.24 Grievances

Application of all aspects of this Article shall be subject to the grievance procedure.

50.25 Reopener

If U.S. Department of Transportation rules or regulations become applicable to any unit member other than emergency vehicle dispatchers and supervisors, who are already part of the County DOT program, the parties agree to re-open this Article, for the limited purpose of negotiating changes necessary to bring this Article in conformance with U.S. Department of Transportation rules or regulations. Negotiations shall commence within two (2) weeks of written notice invoking this Provision.

50.26 Severability

The Union reserves the right to challenge the constitutionality of random drug testing.

If any section, paragraph, sentence, clause, phrase or word of this Article is held by a court to be unconstitutional, inoperative, or void, for any reason, including, but not limited to, the declaration by a

court of competent jurisdiction that random drug testing is unconstitutional, such holding shall not affect the remainder of this Article.

ARTICLE 51
EMPLOYEE ASSISTANCE

- 51.01 The County agrees that all unit members covered in this Agreement may be subject to emotional, physical and stress-related problems as a direct or indirect result of the unit members' work. The County encourages unit members to seek out assistance for such problems whenever necessary.
- 51.02 The County provides an Employee Assistance Program (EAP) to all employees, including unit members. EAP services shall be on an individual basis for those in need of counseling as a result of emotional, physical or stress-related conditions, regardless of whether the condition has been caused by a work-related incident or not.
- 51.03 All consultation/ counseling through the Employee Assistance Program will be considered confidential in nature. The mere fact that a unit member seeks or receives assistance from such a program will not affect the unit member's annual evaluation or be noted on any attempt at promotions or in any other manner be used against the unit member.
- 51.04 Peer Support including the Critical Incident Stress Management (CISM) Team shall typically be reserved to assist County personnel only. This may include any section, department, branch or group who operates under the auspices of the Brevard County Board of County Commissioners. CISM Team members shall not respond or report to outside agencies or municipalities without the expressed consent of the Fire Chief or designee.

A. Peer Support Team

- a. The County will provide resources for unit members to receive emotional and tangible support through times of personal or professional crisis and to help anticipate and address potential difficulties.
- b. The Peer Support Team may be comprised of personnel's peers including but, not limited to career personnel, supervisors, and other volunteers (e.g. Chaplain, volunteer firefighters, and other mental health professionals) as approved by the Fire Chief or designee.
- c. Peer Support Team members shall receive training and education to provide the aforementioned benefits as deemed by the Fire Chief or designee.

B. Critical Incident Stress Management (CISM) Team

- a. The County will provide resources to aid in the relief of stressors stemming from high-stressed incidents through the deployment of the Critical Incident Stress Management Team. Incidents may include but, not limited to death or serious injury to a department member, personal connection to a victim and emotionally charged incidents involving children.
- b. Every reasonable effort will be made to provide services as soon as possible following a triggering event, not to exceed six (6) calendar days. Personnel who request services after six (6) days may be directly referred to Peer Support or Employee Assistance Program provider.

- 51.05 A unit member who seeks out or receives assistance from the Peer Support or Critical Incident Stress Management Team will have these services provided at no cost to the unit member.
- 51.06 Any recommendations from the Peer Support or Critical Incident Stress Management Team for possible follow-up counseling with a mental health professional will be confidential. Follow-up services will be voluntary, unless required by the Fire Chief or designee.
- 51.07 Unit members acknowledge that peer-driven support including but, not limited to Peer Support or Critical Incident Stress Management Team is not intended to replace or be a substitute for professional health services.
- 51.08 To the extent that any portion of this shall conflict with Florida Statutes the Florida Statute shall prevail.

ARTICLE 52
HEALTH AND WELFARE (INSURANCE)

52.01 Group Health Insurance

The County shall furnish unit members such group health insurance as is authorized by the Board of County Commissioners of Brevard County. The unit member and County premiums for plan benefits shall be paid in accordance with the amounts currently established by the Board of County Commissioners or as may be revised (benefits and/or premiums) via a committee/public meeting process. Deductibles and co-payments shall be established annually by the Board of County Commissioners. Dependent coverage shall be made available at rates determined annually by the Board of County Commissioners. Optional vision and dental benefits and premiums for unit members and dependents shall be established annually by the Board of County Commissioners and paid by participants.

52.02 Committee Participation

During the review period whereby, the County is evaluating/negotiating premiums, deductibles, co-payments and/or benefits with a provider(s), the Union may, at its option, participate as a member of the Employee Benefits Advisory Committee or other relevant committee(s).

52.03 Retirement

Upon retirement, a unit member shall be entitled to convert to an individual group insurance policy in accordance with the terms and conditions of the policy then in existence.

52.04 Appeals

If a unit member is discharged or indefinitely suspended, and he/she files a grievance or appeal with the Merit System or follows the grievance procedure set forth in this Agreement, the unit member may continue his/her Health and Life Insurance Coverage until final disposition of the case by paying the entire premium cost until he/she is either reinstated or terminated.

52.05 Life Insurance

The County shall maintain such life insurance policies for all unit members covered by this Agreement as is authorized by the Board of County Commissioners of Brevard County.

52.06 Benefits

In the event of the death of a unit member, the County shall send to his/her designated beneficiary or estate any accrued pay, and pay for any unused annual leave and any unused sick leave in accordance with the provisions of Articles 19 and 20.

ARTICLE 53
HEALTH AND SAFETY

- 53.01 The County and the Union desire to maintain high standards of safety and health in firefighting, prevention, training, emergency medical services, and other related areas; to eliminate, in so far as reasonably possible, accidents, deaths, injuries, health hazards and occupational illnesses.
- 53.02 Protective devices, wearing apparel and other equipment necessary to properly protect firefighters and emergency medical personnel, shall be provided by the County. These devices, apparel and equipment shall be inspected by a joint Occupational Health and Safety Committee on a periodic basis to ensure proper care and maintenance. Each committee member shall receive the Annual Purchase Project Plan upon its completion.
- 53.03 The County and the Union shall each appoint three (3) members to the Occupational Health and Safety Committee. This Committee shall meet at least quarterly to discuss safety concerns and develop recommendations to resolve these concerns to the Fire Chief, whose decision concerning the recommendations shall be final. Union appointments shall be from the same shift when possible. The Committee shall forward a copy of all reports and recommendations to the Union President.
- (3) Appointments from the Union
 - (3) Appointments from Management
 - (1) Chair as appointed by the Fire Chief
 - (1) County Health & Safety Officer – Risk Management [this is a non-voting member serving as a subject matter expert]
- 53.04 Time spent participating in joint Safety Committee meetings with Management shall be counted as hours worked. Time spent participating in inspections or investigation of safety and health concerns, approved by the Fire Chief, shall also be considered as hours worked.
- 53.05 A member of the Occupational Health and Safety Committee, appointed by the Fire Chief, shall serve on the Countywide Executive Safety Committee.
- 53.06 The Occupational Health and Safety Committee shall be guided by the following:
- A. Monitor the independent investigation of Department deaths or serious injuries to determine the fundamental cause and contributing factors.
 - B. Make periodic checks of protective devices, wearing apparel, other equipment, facilities and apparatus, to monitor proper care and maintenance and report their findings to the Fire Chief.
 - C. Review and analyze all reports of accidents, death, injuries and illnesses. Recommend corrective actions to improve work practices or conditions.
 - D. Provide recommendations for correction of hazardous conditions or unsafe work methods and unsafe work practices or conditions found in the investigation of accidents. All such recommendations shall be forwarded to the Fire Chief and the Union President.
 - E. Research and prepare recommendations on any matter pertaining to the health and safety of bargaining unit members at the request of the Fire Chief.

F. Keep minutes of all joint Committee meetings to be distributed to Committee members, the Union President and the Fire Chief.

- 53.07 The County agrees to vaccinate bargaining unit members against Hepatitis B, at the unit member's discretion, and at no cost to the unit member.
- 53.08 The County shall designate the Department Infectious Disease Control Officer(s) and shall establish procedures for bargaining unit members to notify the Officer(s) in the event of a significant exposure to a patient or victim, as defined in the Ryan White Act.
- 53.09 The Occupational Health and Safety Committee shall present to and discuss their recommendations with the Fire Chief, who shall study the Committee's recommendations and provide a response.

ARTICLE 54
UNIFORMS AND EQUIPMENT

- 54.01 All combat firefighting personnel shall be provided with personal protective equipment and other equipment which shall meet the required N.F.P.A., O.S.H.A., N.I.O.S.H., Federal or State Standards and shall include, but not be limited to:
- A. Helmet for Structural Firefighting
 - B. Protective Clothing/Equipment for Structural Firefighting
 - C. Gloves for Structural Firefighting
 - D. Protective Clothing/Equipment for Wildland Firefighting footwear for Firefighters
 - E. Personal Protective Eyewear
 - F. Ear Protection
- 54.02 All Fire inspector personnel shall be provided with adequate uniforms, personal protective equipment, and other equipment provided shall meet the required N.F.P.A., O.S.H.A., N.I.O.S.H., Federal or State Standards and shall include, but not be limited to:
- A. Certified construction hardhat
 - B. NFPA approved NOMEX protective outerwear
 - C. Gloves for Structural Fire investigations
 - D. Personal Protective Eyewear
 - E. Ear Protection
- 54.03 The unit member is responsible for maintaining issued gear and equipment in an acceptable condition and shall wear the gear and equipment in the manner required by regulations issued by the Fire Chief.
- 54.04 Safety equipment issued by Brevard County Fire Rescue must be worn by unit members under the conditions and circumstances required by Department regulations. Failure to abide by said regulations may result in disciplinary action up to and including discharge.
- 54.05 The Fire Chief, or designee, shall designate and provide the uniforms and equipment required of unit members in the Department and such required uniform items (except personal items such as socks and undergarments) will be issued by the Department to each unit member.
- A. Members may wear the approved department issued items including, but not limited to:
- T-Shirt (short sleeved and/or long sleeved)
 - Pants
 - Belt
 - Boots
 - Class B shirts
 - Polo shirts

- Standardized hat

The approved company pride T-Shirt purchased at the unit members expense, may be worn at the discretion of the Fire Chief.

- B. The department shall retain the right to require different duty uniforms for specific events anytime during a unit member's tour of duty, as defined in the department's orders and procedures. The company officer may insist upon crew uniformity.

- 54.06 Union pins and insignias approved by the Fire Chief, or designee, may be displayed on unit member uniforms.
- 54.07 Uniform items which are damaged or lost through no fault of the unit member, will be replaced by the Department. Damage to or loss of uniform articles as a result of neglect or intentional misuse will be grounds for disciplinary action and the unit member will be required to replace the damaged or lost item at his/her cost.
- 54.08 It is understood and agreed that unit members are not to wear uniforms while off duty, except for special occasions as may be authorized by the Fire Chief, or designee.
- 54.09 A unit member who wishes to purchase his/her own safety equipment may do so as long as the equipment meets or exceeds the standards described above at the time of purchase and is approved by the Fire Chief, or designee.
- 54.10 The Occupational Health and Safety Committee may recommend to the Fire Chief that the issued equipment or uniforms be changed or modified. The Fire Chief shall have final authority on the issuance of equipment or uniforms.
- 54.11 Upon request by a unit member to replace equipment or uniforms, the Supply Manager shall verify the need for replacement. The need to replace personal protective wear (for example, firefighter wear) will be verified by the District Supervisor. Where verified, the Department shall provide the replacement as soon as reasonably possible. Where combat equipment is involved, the Department shall make every reasonable effort to expedite the replacement and/or provide temporary equipment.
- 54.12 When a known hazardous material or biohazard is found to be involved in an incident, every reasonable effort will be made to replace the gear until proper decontamination can be accomplished.
- 54.13 Upon retirement or promotion, each unit member may elect to retain his/her issued badge and/or helmet. Retirees shall have the option to retain their dress uniforms and be issued retirement patches. Additional gear may be retained with the approval of the Support Chief or designee.
- 54.14 Upon cessation of employment with Brevard County Fire Rescue, all issued equipment and uniforms will be surrendered by the unit member. If a unit member fails to turn in all of his/her issued equipment, his/her final paycheck, including any benefits owed may be withheld. Nothing contained herein prohibits the County from seeking criminal or civil satisfaction for the missing items.

ARTICLE 55
REIMBURSEMENT FOR DAMAGED PERSONAL EFFECTS

55.01 Any unit member, while engaged in the performance of his/her assigned duties, who shall have damaged or broken his/her watch, prescription eye glasses, contact lenses, retainers, dentures or cell phone, shall have the same replaced or repaired, whichever is the lesser cost of the two, by the County subject to the following limits:

| Item | Maximum Contribution by County |
|----------------|---|
| Watch | \$ \$100.00 |
| Eyeglasses | \$100.00 for frame; \$50.00 for each lens |
| Contact Lenses | \$20.00 for each lens |
| Retainers | \$40.00 |
| Dentures | \$120.00 |
| Cell Phone | \$200.00 |

55.02 In the event of an injury covered by Workers' Compensation, Workers' Compensation shall apply to the replacement of eyeglasses or dentures.

55.03 However, such damage shall not be the result of normal wear and tear, negligence, or misuse on the part of the unit member or his/her failure to use proper eye protective equipment, where provided by the County.

55.04 Claims mentioned in this Article must be supported with proof of damage and reported to the Fire Chief, or designee, within seventy-two (72) hours following the incident. The Fire Chief or designee may waive this requirement, dependent upon surrounding circumstances.

55.05 Reimbursement for damaged personally owned property detailed in 55.01 is limited to two (2) incidents in a calendar year unless otherwise approved by the Fire Chief. Item must be inoperable; in the case of an insurance deductible the reimbursement will be the actual cost of the deductible for the same unit up to the maximum allowable amount. Proof of purchase shall be provided to the department within 14 days following the incident.

ARTICLE 56
MILEAGE ALLOWANCE

- 56.01 Any unit member covered in the bargaining unit who is required to provide their own transportation with the use of their privately-owned vehicle, for County business, shall be compensated for such use at the current mileage rate established by the Board of County Commissioners or the rate as mandated by Section 112.061, Florida Statutes, whichever is greater.
- 56.02 The term "County business" shall be defined as a specific assignment to an employee by his/her supervisor which requires the employee to travel, from one work site to another, when County transportation is not made available. This shall not include commuting to or from the employee's place of residence, to his/her assigned reporting point.
- 56.03 Employees shall submit, to the appropriate operating division, the number of miles driven during the previous three (3) month period on a properly completed, appropriate County Travel Reimbursement form. This form shall be submitted on a quarterly basis by the 15th of the month following the end of the quarter; no forms will be accepted after the 15th for that quarter. Management, on receipt of the form, shall submit it to the County Finance Department within five (5) days and keep documentation of the submission.
- 56.04 Mileage will not be paid for attendance of mandatory meetings, physicals, or overtime assignments.

**ARTICLE 57
RESERVED**

ARTICLE 58
SECURITY

- 58.01 The County hereby agrees not to discipline a unit member for lost or stolen County equipment, unless said loss results from the intentional or negligent actions of the unit member.
- 58.02 The County shall take reasonable, practical efforts to minimize the potential for public access to locations where County and unit members' private gear is stored.
- 58.03 The County shall take reasonable, practical efforts to illuminate employee parking areas at all worksites.
- 58.04 Unit members shall exercise reasonable care in the protection of their personal property and County assets.

ARTICLE 59
SUSPENSION OF AGREEMENT DURING EMERGENCIES

59.01 If in the sole discretion of the County Manager it is determined that emergency conditions exist, including but not limited to, riots, civil disorders, hurricane conditions, or other similar catastrophes, provisions of this Agreement, reasonably necessary to meet the circumstances of the emergency, may be suspended by the County Manager or designee during the time of the declared emergency, provided unit members shall be paid their regular rate to include overtime pay for hours actually worked. The County Manager or designee, pursuant to the *DEFINITIONS SECTION*, shall provide a minimum of 24-hours' notice in writing, unless the emergency itself prohibits, to the Union President of his/her intent to suspend the reasonably necessary specific provisions of this Agreement during Emergency Conditions

59.02

- A. Within thirty (30) days of the conclusion of the stated emergency, the Union must place in writing any alleged violations which the Union has good cause to believe may have occurred during the suspension of the Agreement.
- B. The Fire Chief and the Union must meet within fourteen (14) days of receipt of the Union's written notice in an attempt to mediate any alleged violation.
- C. If the mediation is unsuccessful; unit members may file a grievance as outlined under Article 39, Grievances and Arbitration.

ARTICLE 60
PROHIBITION OF STRIKES

- 60.01 The Union and its membership agree that it will not under any circumstances or for any reason, participate in or engage in any strike, slowdown, intentional interference with their work, boycott, or picketing which is intended to, or has the effect of, deterring employees of Brevard County Fire Rescue from performing their assigned duties.
- 60.02 It shall be a violation of this Agreement for any unit member, while on duty, to fail to or refuse to cross or pass any picket line if such failure or refusal should in any way cause a delay or interruption in carrying out the duties of Brevard County Fire Rescue.
- 60.03 The Union agrees that any violation of this section shall be grounds for immediate discharge, and such discharge or other disciplinary action, will not be reviewable under any grievance procedure, except to determine if in fact, a violation has occurred.
- 60.04 The Union further agrees that in the event of any strike, work stoppage, or interference with the operation of the County, a responsible official of the Union shall promptly and publicly disavow such activities, and forward written orders to any unit members engaged in such activities, to return to work immediately.
- 60.05 The Union agrees to post on the bulletin boards, as referenced in Article 8 of this Agreement, notices which order the prohibited activities to cease immediately.
- 60.06 These Union responses shall occur immediately upon receipt of written notice from the Office of the County Manager or the County's Office of Human Resources Director, that such prohibited activities have occurred or are taking place.
- 60.07 Nothing herein shall preclude the County from using other remedies and/or penalties provided by law in the case of a public employee strike.
- 60.08 This article shall not preclude the union or its' members from an informational picket.

ARTICLE 61
NON-DISCRIMINATION

- 61.01 Neither the County nor the Union shall discriminate or sanction intimidation against any unit member because of his/her membership, or lack of membership in the Union, or for the exercise of any rights or privileges provided under this Agreement or by any Federal, State, or local law or ordinance. The County and the Union further agree that neither shall discriminate against any unit member because of his/her race, color, creed, national origin, sex, sexual orientation, gender identity or age.
- 61.02 The County and the Union further agree that the use of the masculine gender pronouns to indicate unit members shall be interpreted to mean both male and female unit members, and that such usage is in the interest of readability and follows the proper rules of English, and further that such usage is not intended, nor shall it be interpreted to be, sexual discrimination.

ARTICLE 62
RESERVED

ARTICLE 63
SEVERABILITY

63.01 Pursuant to Florida Statute 447.309(3):

- If any provision of this Agreement is in conflict with State or federal laws or regulations by reason of any court action or existing or subsequently enacted legislation (when effective); or
- If the Board of County Commissioners has the power to change a law, or regulation which is in conflict with a provision of this Agreement and fails to enact or adopt an amendment to make the provision effective in accordance with Section 447.309(3), Florida Statutes,

Then such provision shall not be applicable, performed, or enforced, but the remaining parts or portions of this Agreement shall remain in full force and effect for the term of this Agreement.

63.02 If such action occurs, the Union and the County agree they shall meet within fifteen (15) days to negotiate a replacement Article.

ARTICLE 64
PRE-EMPLOYMENT AGREEMENT

64.01 The Union acknowledges the need for pre-employment agreements.

64.02 The Union acknowledges the existence of pre-employment agreements.

64.03 The current pre-employment agreement may contain the following information and requirements:

1. Continued compliance with tobacco product use limitation of the Florida State Fire Marshal's Office.
2. Maintain current those certifications obtained during orientation, to include, but not be limited to: BTLs, PALS, ACLS Healthcare Provider (CPR), Public Safety Telecommunicator (Dispatch), CJIS.
3. Certification as a Florida Paramedic within no more than twenty-four (24) months of the end of orientation. At the discretion of the Fire Chief or designee, this requirement may be extended for an additional year.
4. Repayment clauses for courses taken which were paid for by the County. A unit member who has received tuition reimbursement or school funding who separates from employment for any reason other than disability, reduction in workforce, or death, within the two (2) year period shall reimburse the County for tuition benefits applicable to courses (including Paramedic school) completed during the affected period. Reimbursement shall be in the amount proportionate to the two (2) year period of employment not completed, rounded to the nearest month. Unit member employment will have their final benefit/pay check withheld. If there is any remaining balance, the terminating employee must meet with the County to create a reasonable repayment plan. If the unit member fails to reimburse the County or establish a payment plan with the County at the time of separation, the amount owed will be deducted from the unit member's final benefit payments, which includes all wages above minimum wages, (the difference between hourly rate of pay and minimum wage), annual leave, sick leave, holiday pay or red card incentive, if applicable. Failure to repay the total amount owed or successfully complete a repayment plan will result in the County sending the uncollected balance to its collection agency and/or seeking a judgment for the amount owed. Failure to pay any amount owed under this section may also result in the unit member being ineligible for rehire by Brevard County in the future.
5. Attendance and successful completion of a Florida approved Firefighter 1 and Firefighter 2 training program in order to achieve and maintain a Certificate of Completion and Compliance.

ARTICLE 65
VIOLENCE IN THE WORKPLACE

- 65.01 Brevard County and Brevard County Fire Rescue will not tolerate physical actions or verbal statements that incite, suggest, or threaten violence against an employee, officer, agent, citizen and/or patient of Brevard County.
- 65.02 Any unit member who, on or off duty, threatens violent actions against another Brevard County employee or acts in a violent manner towards a Brevard County employee, regardless of that employees' job function with Brevard County government, shall be subject to immediate suspension with pay.
- 65.03 A hearing must be held within ten (10) days. Failure to conduct the hearing within ten (10) days due to the unavailability of either the unit member and/or the Union will result in the employee's with pay suspension being automatically converted to a suspension without pay.
- 65.04 It is the intent of this Article to address only violent actions and/or statements as they relate to work performance, actions, location and/or functions of working for Brevard County and/or Brevard County Fire Rescue.
- 65.05 Unit members who, pursuant to the hearing process, are found to be guilty of a violent act and/or statement as defined within this Article, shall be guilty of a "dismissal" offense per the County Merit System and the County's Violence in the Workplace policy. Disciplinary action will be taken as outlined for a dismissal offense per the County Merit System.

65.06 Anti-Hazing.

As part of its commitment to promoting a safe and healthy environment for all staff, including unit members, and cultivating a culture that fosters respect for the dignity and rights of all its employees, the County does not tolerate hazing activities by any employees and/or unit members.

No unit member shall initiate, participate in, or be witness to any act that inflicts or intends to inflict physical or mental harm or discomfort or which may demean, disgrace, coerce, intimidate or degrade any person, regardless of location, intent, or consent of participant(s).

Participating in acts of hazing or failure to report acts of hazing shall be subject to discipline up to and including termination.

ARTICLE 66
DAMAGE TO COUNTY PROPERTY

- 66.01 When a unit member intentionally or through repeated acts of negligence damages or allows to be damaged a piece of County property, outside of its normal wear and tear for its use, it is permissible to require the unit member to pay the applicable County insurance deductible or replace/repair the property.
- 66.02 If the damaged property cannot be replaced through the County insurance program and the unit member is found to have caused or allowed the property to be damaged, the unit member may be required to pay the full amount of the depreciated value of the equipment, as determined by Brevard County Asset Management representatives.
- 66.03 The County may deduct the necessary repayment from the unit member's bi-weekly compensation in the amount not to exceed \$250.00 until the total repayment is met. If there is any remaining balance, upon separation of employment, that balance will be withheld from the employee's separation pay, so long as the reduced separation pay does fall below minimum wage.
- 66.04 Nothing contained in the Article precludes the Department from conducting a pre-disciplinary hearing and issuing progressive discipline in conjunction with Section 66.01 and 66.02 above.
- 66.05 A unit member may be disciplined and be required to pay for the replacement of lost equipment if the loss is due to intentional and/or negligent action(s) by the unit member.

ARTICLE 67
SPECIAL OPERATIONS TEAM

67.01 Qualifications

The minimum training requirements for a Special Operations Team member are as follows:

1. State of Florida Hazardous Materials 160 certification
2. Rope Operations
3. Rope Technician
4. Trench Technician
5. Confined Space Technician
6. Vehicle Machinery Rescue (VMR) Operations
7. Vehicle Machinery Rescue (VMR) Technician
8. Structural Collapse Operations

The Department reserves the right to modify this list of requirements as needed based on continuation of the programs, renaming or rewriting of programs, or addition or deletion to these training requirements from the NFPA 1670 Rescue Technician standard or NFPA 471,472,473 Hazardous Materials Response Standards.

Any employee becoming a member of the Special Operations Team will have twenty-four (24) months from their start date on the Team to complete all core requirements. If, for reasons out of the employee's control, he/she is unable to complete these requirements in this time frame, it may be extended by the Fire Chief, or designee. Otherwise, failing to meet these requirements would constitute reassignment of the employee and placing the position open for bid.

67.02 Staffing

Open positions created on the Team due to Department approved leave usage will be filled with Team members first. If no Team members are available to work the overtime, the Department's Hazardous Materials Technician list will be used. If no Hazardous Materials Technicians are available to work the overtime, the Department's Mandatory Overtime List will be used to select the first qualified person for the position. When open positions exist for an extended period of time Longer than ten (10) shifts) on the SOT a SOT 1 certified member may be moved from their regular assignment to the SOT to cover the vacancy. A qualified member will be defined as a member of the Department that currently receives the Special Operations Team (SOT) 1 or SOT 2 incentive.

Persons hired after 1999 that have entered into a pre-employment agreement with Brevard County Fire Rescue to attend Paramedic School, and are assigned to the Special Response Team, will be required to attend Paramedic School as per their agreement.

Unit members required to complete Paramedic program will not be removed from the Team assignment upon receiving Paramedic certification. Team members are currently assigned to the Team with outstanding MOU agreements with the County will have 2 (two) years to complete their contract requirement for paramedic certification from the date this agreement is ratified.

67.03 Bidding

The bid process for open positions on the Special Operations Team will follow the guidelines established in Article 43, and will additionally be subjected to the following condition:

1. Personnel who bid must meet the Special Response Team qualifications identified in this article and be a minimum of State of Florida Hazmat 160 certified. If no bidder meets all the identified qualifications, personnel with the highest number of required classes (in addition to State of Florida Hazmat 160 certification) can be considered at the discretion of the Fire Chief or designee.

ARTICLE 68
ANTI-TOBACCO/NICOTINE POLICY

All firefighter-certified unit members hired after October 01, 2008, shall be non-tobacco users at the time of hire as a condition of employment, and should thereafter refrain from smoking cigarettes, e-cig/vaping, cigars, pipes, or use of any type of tobacco/nicotine products of any kind at all times, whether on or off duty. A unit member's failure to refrain from use of tobacco/nicotine products as described herein may impact his/her eligibility for various benefits afforded to them under Florida Law.

The County reserves the right to require nicotine (Cotinine) testing at annual physicals and/or to determine eligibility for benefits under the Firefighter Cancer Bill (§112.1816, Florida Statutes), the Heart and Lung Bill (112.18, Florida Statutes) or as otherwise required under Florida Law.

ARTICLE 69
FINANCIAL HARDSHIP

The Union and the County agree to reopen Article 13 of this Agreement when the BOCC declares there exists a "financial hardship" that has an adverse impact on Public Employer's ability to pay benefits contained in the Agreement. The proof of such an inability to pay these benefits lies strictly on the County and must be shown to have a similar impact on all other Ad Valorem funded County agencies. To invoke this article, the Board of County Commissioners must pass a resolution to declare a state of 'financial emergency' necessitating the re-opening of Article 13. The Union and County further agree that any modification of the wage article shall be no more than the burden shared by the balance of all other County employees.

**ARTICLE 70
DURATION OF AGREEMENT**

Upon ratification and/or approval by the IAFF Loca| 2969 and the Brevard County Board of County Commissioners this agreement shall become effective October 1, 2024 and shall continue in effect until midnight September 30, 2027.

For all bargaining unit members employed by the County as of the date of ratification of this agreement, all wage adjustments set forth in Article 13, including the Year 1 step increase and longevity, shall be retroactive for October 1, 2024. The County will endeavor to make payment of retroactive wages within 60 days of ratification. If the Union identifies any FRS retirees who it believes are eligible for payment of retroactive wages, it must provide the names of those retirees within 14 days after execution of this Agreement. The County will make a determination whether those retirees are eligible for payment of retroactive wages, which shall not be grievable.

Rob Feltner, Chairman

Brevard County Commission

James Liesenfelt
Interim County Manager
Chief Executive Officer for the
Board of County Commissioners

As approved by the Board on _____

Chief Patrick Voltaire, Fire Rescue Director

Michael S. Bramson, President
International Association of Fire Fighters
Local 2969

APPENDIX 1 DEFINITIONS

All Hazards: Encompassing Emergency Medical Services, Emergency Medical Transport, Fire Suppression, Hazardous Materials, Technical Rescue, and Water Rescue.

Brevard County Fire Rescue Standing Orders: Standards set forth by the Medical Director of the Department for the care and treatment of the acutely ill or traumatic patient take priority for all patient encounters/emergency medical service delivery. These procedures may only be carried out by a State Certified Paramedic and/or a State Certified EMT who are approved to do so by the Medical Director and Office of Emergency Medical Services for the Department.

Bulletins: Published orders of a temporary nature for a specific date or dates which expire after such date including temporary informational publications for the instruction, enlightenment and notice of members.

Class Action Grievance: Any issue(s) subject to a grievance pursued by one or more bargaining unit members on behalf of a larger group of bargaining unit members who have a common claim. All Class Action Grievances must be approved by the Union President.

Continuous Service (continuous years of service): Any separation of service (resignation or termination, voluntary or involuntary), that is not protected under Federal or State regulations, does not count towards the calculation of continuous years. When an employee is rehired back into a covered union position the most recent rehire date shall be utilized when calculating continuous years of service, not the original hire date.

Countywide Administrative Orders: Administrative Orders issued under the authority of the County Manager applicable to all County employees.

Countywide Policies: Policies issued under the authority of the Board of County Commissioners applicable to all County employees.

Days: Calendar days not including holidays as provided for within the Board's approved holiday schedule, excluding the Personal Holiday.

Declared Emergency Condition: When an emergency condition has been declared by the County Manager, where employees in all departments/offices performing non-essential functions on a countywide basis are granted paid administrative leave by the County Manager to return home because of the emergency conditions. In accordance with Brevard County Merit System Policy II.II.H.5. This is independent of a Local State of Emergency Declaration.

EMS Medical Protocols: Standards set forth by the Medical Director of the Department for the care and treatment of the acutely ill or traumatic patient take priority for all patient encounters/emergency medical service delivery. These procedures may only be carried out by a State Certified Paramedic and/or a State Certified EMT who are approved to do so by the Medical Director and Office of Emergency Medical Services for the Department. In the event of any conflict with documents set forth in 4.04, the EMS Protocols take priority over all documents listed in 4.04.

General Orders: Published orders of a permanent nature published to augment and supplement the Rules and Regulations for the governing of the Department and having the effect and force thereof.

Local State of Emergency: A Local State of Emergency as issued by the Brevard County Board of County Commissioners. This declaration is independent of Federal and State Declarations of Emergency. In

accordance with Florida Statute 252.38 in accordance with Brevard County Comprehensive Emergency Management Plan (CEMP).

Merit System Policies: Merit System Policies issued under the authority of the Board of County Commissioners applicable to all County employees.

Merit System Procedures: Merit System Procedures issued under the authority of the County Manager applicable to all County employees.

Metropolitan Size: Population of 250,000 or greater and a Fire Department workforce of 350 or more.

Public Trust: Defined as conducting oneself in an honest and lawful manner at all times, so that a department's unit member's behavior, both on and off duty, reflects positively on him/her and the department and in accordance with the Oath each unit member has made.

A violation of the public trust can occur when the acts and/or conduct call into question the confidence of the public and/or the department whether the unit member can continue to perform the duties of the position. Such offenses could include, but are not limited to:

- Arrest for a felony
- Allegation involving violence
- Allegation involving fraud and/or dishonesty
- Refusal to perform duties while on an emergency call

An inadvertent violation of the oath or excusable neglect during the performance of a unit member's duties shall not be considered a violation of public trust for the purpose of preliminary administrative suspension without pay prior to investigation and any pre-disciplinary hearing.

Rule of 5: The top five scoring candidates, where scores are no longer a consideration and each candidate is considered equal.

Rules and Regulations: Specifically, the Rules and Regulations for the governing of the Fire Rescue Department.

Standard Operating Guidelines: (SOGs) Published orders of a permanent nature, generally informational, setting forth the conduct concerning the specific circumstances or situations and having the effect and force of the Rules and Regulations.

Standard Operating Procedures: (SOPs) Published orders of a permanent nature, providing step-by-step direction, setting forth the conduct concerning the specific circumstances or situations and having the effect and force of the Rules and Regulations.

Step Date: Hire date or the date on which the employee last promoted, demoted or transferred.

Termination: Separation of Service from Brevard County Fire Rescue. Includes both voluntary and involuntary separations.

Timeframe: Any timeframe used throughout either contract will refer to calendar days.

Union: Employees in both the IAFF, Local 2969 Rank and File Bargaining Unit and the Supervisory Bargaining Unit combined, as specified within Article 1.01 of each respective Bargaining Unit Agreement.

Union Member: Any Brevard County dues paying unit member in good standing.

Unit Member: Any Brevard County employee whose job description is covered under their respective International Association of Fire Fighters (IAFF) Collective Bargaining Agreement.

APPENDIX 2
STEP PLANS

Attached

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

| | |
|------------------|------------|
| Single Cert Long | \$2,000.00 |
|------------------|------------|

| Rank & File |
|---------------------------|
| PARAMEDIC (NON-FIRE CERT) |

October 2023 (FY 23/24)

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Paramedic | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 13.28 | \$ 13.57 | \$ 13.86 | \$ 14.15 | \$ 14.44 | \$ 14.73 | \$ 15.02 | \$ 15.31 | \$ 15.60 | \$ 15.89 | \$ 16.18 | \$ 16.47 | \$ 16.76 | \$ 17.05 | \$ 17.34 | \$ 17.63 |
| Base Annual | \$ 44,195.84 | \$ 45,160.96 | \$ 46,126.08 | \$ 47,091.20 | \$ 48,056.32 | \$ 49,021.44 | \$ 49,986.56 | \$ 50,951.68 | \$ 51,916.80 | \$ 52,881.92 | \$ 53,847.04 | \$ 54,812.16 | \$ 55,777.28 | \$ 56,742.40 | \$ 57,707.52 | \$ 58,672.64 |
| PM Holiday | \$ 1,636.10 | \$ 1,671.82 | \$ 1,707.55 | \$ 1,743.28 | \$ 1,779.01 | \$ 1,814.74 | \$ 1,850.46 | \$ 1,886.19 | \$ 1,921.92 | \$ 1,957.65 | \$ 1,993.38 | \$ 2,029.10 | \$ 2,064.83 | \$ 2,100.56 | \$ 2,136.29 | \$ 2,172.02 |
| PM Annual | \$ 45,831.94 | \$ 46,832.78 | \$ 47,833.63 | \$ 48,834.48 | \$ 49,835.33 | \$ 50,836.18 | \$ 51,837.02 | \$ 52,837.87 | \$ 53,838.72 | \$ 54,839.57 | \$ 55,840.42 | \$ 56,841.26 | \$ 57,842.11 | \$ 58,842.96 | \$ 59,843.81 | \$ 60,844.66 |

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Paramedic | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 15.75 | \$ 16.00 | \$ 16.26 | \$ 16.52 | \$ 16.78 | \$ 17.05 | \$ 17.32 | \$ 17.63 | \$ 17.99 | \$ 18.35 | \$ 18.72 | \$ 19.09 | \$ 19.46 | \$ 19.87 | \$ 20.26 | \$ 20.67 |
| Base Annual | \$ 52,416.00 | \$ 53,254.56 | \$ 54,106.73 | \$ 54,972.44 | \$ 55,852.00 | \$ 56,745.63 | \$ 57,653.56 | \$ 58,578.12 | \$ 59,518.19 | \$ 61,076.82 | \$ 62,300.39 | \$ 63,546.40 | \$ 64,817.33 | \$ 66,113.67 | \$ 67,435.94 | \$ 68,784.66 |
| PM Holiday | \$ 1,940.40 | \$ 1,971.45 | \$ 2,002.99 | \$ 2,035.04 | \$ 2,067.60 | \$ 2,100.68 | \$ 2,134.29 | \$ 2,172.22 | \$ 2,216.76 | \$ 2,261.09 | \$ 2,306.31 | \$ 2,352.44 | \$ 2,399.49 | \$ 2,447.48 | \$ 2,496.43 | \$ 2,546.36 |
| PM Annual | \$ 54,356.40 | \$ 55,226.10 | \$ 56,109.72 | \$ 57,007.48 | \$ 57,919.60 | \$ 58,846.31 | \$ 59,787.85 | \$ 60,850.34 | \$ 62,097.96 | \$ 63,399.91 | \$ 64,666.70 | \$ 65,896.84 | \$ 67,216.82 | \$ 68,561.15 | \$ 69,923.37 | \$ 71,331.02 |

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Paramedic | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 15.50 | \$ 16.02 | \$ 16.37 | \$ 16.82 | \$ 17.28 | \$ 17.75 | \$ 18.24 | \$ 18.74 | \$ 19.26 | \$ 19.79 | \$ 20.33 | \$ 20.89 | \$ 21.47 | \$ 22.06 | \$ 22.66 | \$ 23.29 |
| Base Annual | \$ 51,588.58 | \$ 53,328.92 | \$ 54,464.96 | \$ 55,962.75 | \$ 57,501.72 | \$ 59,083.02 | \$ 60,707.81 | \$ 62,377.27 | \$ 64,092.65 | \$ 65,855.19 | \$ 67,666.21 | \$ 69,527.03 | \$ 71,439.02 | \$ 73,403.60 | \$ 75,422.20 | \$ 77,496.31 |
| PM Holiday | \$ 1,900.77 | \$ 1,974.08 | \$ 2,016.25 | \$ 2,071.70 | \$ 2,128.67 | \$ 2,187.21 | \$ 2,247.36 | \$ 2,309.16 | \$ 2,372.66 | \$ 2,437.81 | \$ 2,504.95 | \$ 2,573.84 | \$ 2,644.62 | \$ 2,717.34 | \$ 2,792.07 | \$ 2,868.85 |
| PM Annual | \$ 53,489.35 | \$ 55,303.00 | \$ 56,481.21 | \$ 58,034.45 | \$ 59,630.39 | \$ 61,270.23 | \$ 62,955.16 | \$ 64,686.43 | \$ 66,465.31 | \$ 68,293.10 | \$ 70,171.16 | \$ 72,100.87 | \$ 74,083.64 | \$ 76,120.94 | \$ 78,214.27 | \$ 80,365.16 |

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Paramedic | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 17.26 | \$ 17.67 | \$ 18.07 | \$ 18.49 | \$ 18.91 | \$ 19.34 | \$ 19.78 | \$ 20.24 | \$ 20.70 | \$ 21.18 | \$ 21.66 | \$ 22.16 | \$ 22.67 | \$ 23.19 | \$ 23.73 | \$ 24.27 |
| Base Annual | \$ 57,499.01 | \$ 58,809.05 | \$ 60,150.10 | \$ 61,522.92 | \$ 62,928.29 | \$ 64,367.01 | \$ 65,839.89 | \$ 67,347.76 | \$ 68,891.53 | \$ 70,472.03 | \$ 72,090.19 | \$ 73,746.93 | \$ 75,443.21 | \$ 77,178.99 | \$ 78,958.29 | \$ 80,779.12 |
| PM Holiday | \$ 2,128.57 | \$ 2,177.07 | \$ 2,226.71 | \$ 2,277.53 | \$ 2,329.56 | \$ 2,382.82 | \$ 2,437.34 | \$ 2,493.16 | \$ 2,550.31 | \$ 2,608.82 | \$ 2,668.72 | \$ 2,730.05 | \$ 2,792.85 | \$ 2,857.14 | \$ 2,922.98 | \$ 2,990.38 |
| PM Annual | \$ 59,627.58 | \$ 60,986.12 | \$ 62,376.81 | \$ 63,800.46 | \$ 65,257.85 | \$ 66,749.83 | \$ 68,277.23 | \$ 69,840.94 | \$ 71,441.84 | \$ 73,080.86 | \$ 74,758.92 | \$ 76,476.99 | \$ 78,236.06 | \$ 80,037.14 | \$ 81,881.26 | \$ 83,769.50 |

| Incentive & De-Incentive | Haz Mat Tech (SRT II) | SRT II | Driver Engineer | Foreign Language |
|--------------------------|-----------------------|-------------|-----------------|------------------|
| Hourly Rate | \$ 0.25 | \$ 0.72 | \$ 0.25 | \$ 0.10 |
| Annual | \$ 832.00 | \$ 2,396.16 | \$ 832.00 | \$ 332.80 |

| Incentive* | Transport | *New Incentive; flat rate |
|-------------|-------------|---------------------------|
| Hourly Rate | \$ - | |
| Annual | \$ 3,011.00 | |

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

| | |
|----------|------------|
| Imp Long | \$2,250.00 |
|----------|------------|

| Rank & Title |
|----------------------------|
| FIRE PREVENTION INSPECTORS |

| October 2023 (FY 23/24) | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Imp Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 18.37 | \$ 18.96 | \$ 19.55 | \$ 20.14 | \$ 20.73 | \$ 21.32 | \$ 21.91 | \$ 22.50 | \$ 23.09 | \$ 23.68 | \$ 24.27 | \$ 24.86 | \$ 25.45 | \$ 26.04 | \$ 26.63 | \$ 28.75 |
| Base Annual | \$ 38,209.60 | \$ 39,436.80 | \$ 40,664.00 | \$ 41,891.20 | \$ 43,118.40 | \$ 44,345.60 | \$ 45,572.80 | \$ 46,800.00 | \$ 48,027.20 | \$ 49,254.40 | \$ 50,481.60 | \$ 51,708.80 | \$ 52,936.00 | \$ 54,163.20 | \$ 55,390.40 | \$ 59,821.60 |

| Year 1 | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Imp Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 21.87 | \$ 22.56 | \$ 23.29 | \$ 24.05 | \$ 24.83 | \$ 25.64 | \$ 26.47 | \$ 26.95 | \$ 28.22 | \$ 29.14 | \$ 30.09 | \$ 31.06 | \$ 32.07 | \$ 33.11 | \$ 34.19 | \$ 35.30 |
| Base Annual | \$ 45,488.00 | \$ 46,929.00 | \$ 48,450.12 | \$ 50,024.75 | \$ 51,650.56 | \$ 53,329.20 | \$ 55,062.40 | \$ 56,062.40 | \$ 58,099.62 | \$ 60,607.35 | \$ 62,577.09 | \$ 64,610.85 | \$ 66,710.70 | \$ 68,878.90 | \$ 71,117.36 | \$ 73,428.67 |

| Year 2 | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Imp Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 27.10 | \$ 27.77 | \$ 28.47 | \$ 29.18 | \$ 29.91 | \$ 30.66 | \$ 31.42 | \$ 32.21 | \$ 33.01 | \$ 33.84 | \$ 34.68 | \$ 35.55 | \$ 36.44 | \$ 37.35 | \$ 38.28 | \$ 39.24 |
| Base Annual | \$ 56,358.20 | \$ 57,767.23 | \$ 59,211.41 | \$ 60,691.70 | \$ 62,208.99 | \$ 63,764.22 | \$ 65,358.33 | \$ 66,992.28 | \$ 68,667.09 | \$ 70,383.76 | \$ 72,143.36 | \$ 73,948.94 | \$ 75,795.61 | \$ 77,680.50 | \$ 79,602.77 | \$ 81,623.59 |

| Year 3 | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Imp Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 28.84 | \$ 29.66 | \$ 30.49 | \$ 31.35 | \$ 32.24 | \$ 33.15 | \$ 34.09 | \$ 35.05 | \$ 36.04 | \$ 37.06 | \$ 38.11 | \$ 39.19 | \$ 40.31 | \$ 41.45 | \$ 42.62 | \$ 43.83 |
| Base Annual | \$ 59,993.08 | \$ 61,685.94 | \$ 63,426.45 | \$ 65,216.92 | \$ 67,058.30 | \$ 68,953.61 | \$ 70,902.88 | \$ 72,908.21 | \$ 74,971.24 | \$ 77,093.69 | \$ 79,277.19 | \$ 81,523.64 | \$ 83,834.85 | \$ 86,212.72 | \$ 88,659.20 | \$ 91,176.30 |

| Incentive & De-Incentive | FD1 | SRT 1 | Haz Mat Tech | Driver Engineer | Foreign Language | EMT | Paramedic | Fire Insp II |
|--------------------------|-----------|-----------|--------------|-----------------|------------------|-------------|-------------|--------------|
| Hourly Rate | \$ 0.36 | \$ 0.25 | \$ 0.25 | \$ 0.25 | \$ 0.10 | \$ 0.55 | \$ 1.00 | \$ 0.50 |
| Annual | \$ 748.80 | \$ 520.00 | \$ 520.00 | \$ 520.00 | \$ 208.00 | \$ 1,144.00 | \$ 2,080.00 | \$ 1,040.00 |

| | |
|------|------------|
| Long | \$2,250.00 |
|------|------------|

| Rank & Title |
|------------------------|
| ASSISTANT FIRE MARSHAL |

| October 2023 (FY 23/24) | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| AFM Pay Plan | | | | | | | | | | | | | |
| Hourly Rate | \$ 25.87 | \$ 26.35 | \$ 26.83 | \$ 27.31 | \$ 27.79 | \$ 28.27 | \$ 28.75 | \$ 29.23 | \$ 29.71 | \$ 30.19 | \$ 30.67 | \$ 31.15 | \$ 32.37 |
| Base Annual | \$ 53,809.60 | \$ 54,808.00 | \$ 55,806.40 | \$ 56,804.80 | \$ 57,803.20 | \$ 58,801.60 | \$ 59,800.00 | \$ 60,798.40 | \$ 61,796.80 | \$ 62,795.20 | \$ 63,793.60 | \$ 64,792.00 | \$ 67,329.60 |

| Year 1 | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| AFM Pay Plan | | | | | | | | | | | | | |
| Hourly Rate | \$ 31.07 | \$ 32.69 | \$ 33.43 | \$ 34.18 | \$ 34.95 | \$ 35.73 | \$ 36.54 | \$ 37.36 | \$ 38.20 | \$ 39.06 | \$ 39.94 | \$ 40.84 | \$ 41.76 |
| Base Annual | \$ 66,500.00 | \$ 67,996.25 | \$ 69,526.17 | \$ 71,090.50 | \$ 72,690.04 | \$ 74,325.57 | \$ 75,997.89 | \$ 77,707.84 | \$ 79,456.27 | \$ 81,244.04 | \$ 83,072.03 | \$ 84,941.15 | \$ 86,852.32 |

| Year 2 | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| AFM Pay Plan | | | | | | | | | | | | | |
| Hourly Rate | \$ 37.00 | \$ 37.83 | \$ 38.68 | \$ 39.55 | \$ 40.44 | \$ 41.35 | \$ 42.28 | \$ 43.23 | \$ 44.21 | \$ 45.20 | \$ 46.22 | \$ 47.26 | \$ 48.32 |
| Base Annual | \$ 76,950.79 | \$ 78,687.29 | \$ 80,457.76 | \$ 82,268.06 | \$ 84,119.09 | \$ 86,011.77 | \$ 87,947.03 | \$ 89,925.64 | \$ 91,949.17 | \$ 94,018.03 | \$ 96,133.44 | \$ 98,296.44 | \$ 100,508.11 |

| Year 3 | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|
| AFM Pay Plan | | | | | | | | | | | | | |
| Hourly Rate | \$ 38.27 | \$ 39.25 | \$ 40.26 | \$ 41.29 | \$ 42.34 | \$ 43.43 | \$ 44.54 | \$ 45.68 | \$ 46.85 | \$ 48.05 | \$ 49.28 | \$ 50.54 | \$ 51.84 |
| Base Annual | \$ 79,606.01 | \$ 81,642.98 | \$ 83,732.38 | \$ 85,875.50 | \$ 88,073.08 | \$ 90,329.00 | \$ 92,642.10 | \$ 95,014.80 | \$ 97,448.63 | \$ 99,945.19 | \$ 102,506.10 | \$ 105,133.02 | \$ 107,827.87 |

| Incentive & De-Incentive | SRT 1 | Haz Mat Tech | Driver Engineer | Foreign Language | Investigator I |
|--------------------------|-----------|--------------|-----------------|------------------|----------------|
| Hourly Rate | \$ 0.25 | \$ 0.25 | \$ 0.25 | \$ 0.10 | \$ 0.75 |
| Annual | \$ 520.00 | \$ 520.00 | \$ 520.00 | \$ 208.00 | \$ 1,560.00 |

Salaries and Impacts Were Not Developed for Negotiations - Bullt to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

| | |
|----------|------------|
| Imp Long | \$7,000.00 |
|----------|------------|

| |
|--------------|
| Rank & File |
| FIREFIGHTERS |

October 2023 (FY 23/24)

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FM2 Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 18.68 | \$ 17.00 | \$ 17.32 | \$ 17.64 | \$ 17.96 | \$ 18.28 | \$ 18.60 | \$ 18.92 | \$ 19.24 | \$ 19.56 | \$ 19.88 | \$ 20.20 | \$ 20.52 | \$ 20.84 | \$ 21.16 | \$ 21.48 |
| Base Annual | \$ 50,223.48 | \$ 51,187.00 | \$ 52,150.52 | \$ 53,114.04 | \$ 54,077.56 | \$ 55,041.08 | \$ 56,004.60 | \$ 56,968.12 | \$ 57,931.64 | \$ 58,895.16 | \$ 59,858.68 | \$ 60,822.20 | \$ 61,785.72 | \$ 62,749.24 | \$ 63,712.76 | \$ 64,676.28 |
| FM2 Holiday | \$ 2,054.98 | \$ 2,094.40 | \$ 2,133.82 | \$ 2,173.25 | \$ 2,212.67 | \$ 2,252.10 | \$ 2,291.52 | \$ 2,330.94 | \$ 2,370.37 | \$ 2,409.79 | \$ 2,449.22 | \$ 2,488.64 | \$ 2,528.06 | \$ 2,567.49 | \$ 2,606.91 | \$ 2,646.34 |
| FM2 Annual | \$ 52,278.46 | \$ 53,281.40 | \$ 54,284.34 | \$ 55,287.29 | \$ 56,290.23 | \$ 57,293.18 | \$ 58,296.12 | \$ 59,299.06 | \$ 60,302.01 | \$ 61,304.95 | \$ 62,307.90 | \$ 63,310.84 | \$ 64,313.78 | \$ 65,316.73 | \$ 66,319.67 | \$ 67,322.62 |

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FM2 Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 19.15 | \$ 19.46 | \$ 19.77 | \$ 20.08 | \$ 20.41 | \$ 20.73 | \$ 21.06 | \$ 21.40 | \$ 21.74 | \$ 22.22 | \$ 22.72 | \$ 23.23 | \$ 23.75 | \$ 23.97 | \$ 24.83 | \$ 25.38 |
| Base Annual | \$ 57,660.65 | \$ 58,583.22 | \$ 59,505.55 | \$ 60,427.88 | \$ 61,440.44 | \$ 62,423.49 | \$ 63,422.27 | \$ 64,437.02 | \$ 65,468.02 | \$ 66,900.41 | \$ 68,405.67 | \$ 69,944.79 | \$ 71,518.55 | \$ 72,167.03 | \$ 74,773.09 | \$ 76,435.49 |
| FM2 Holiday | \$ 2,359.28 | \$ 2,397.03 | \$ 2,435.38 | \$ 2,474.35 | \$ 2,513.94 | \$ 2,554.16 | \$ 2,595.03 | \$ 2,636.55 | \$ 2,678.73 | \$ 2,737.34 | \$ 2,798.93 | \$ 2,861.91 | \$ 2,926.30 | \$ 2,952.83 | \$ 3,059.46 | \$ 3,128.30 |
| FM2 Annual | \$ 60,019.93 | \$ 60,980.25 | \$ 61,955.93 | \$ 62,947.23 | \$ 63,954.38 | \$ 64,977.65 | \$ 66,017.30 | \$ 67,073.57 | \$ 68,146.75 | \$ 69,637.75 | \$ 71,204.60 | \$ 72,806.70 | \$ 74,444.85 | \$ 75,119.86 | \$ 77,832.55 | \$ 79,563.79 |

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FM2 Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 20.70 | \$ 21.22 | \$ 21.75 | \$ 22.30 | \$ 22.85 | \$ 23.42 | \$ 24.01 | \$ 24.61 | \$ 25.22 | \$ 25.86 | \$ 26.50 | \$ 27.16 | \$ 27.84 | \$ 28.54 | \$ 29.25 | \$ 29.96 |
| Base Annual | \$ 62,337.39 | \$ 63,895.82 | \$ 65,493.22 | \$ 67,130.55 | \$ 68,808.91 | \$ 70,529.03 | \$ 72,292.26 | \$ 74,099.57 | \$ 75,952.05 | \$ 77,850.86 | \$ 79,797.13 | \$ 81,792.06 | \$ 83,836.86 | \$ 85,932.78 | \$ 88,081.10 | \$ 90,283.12 |
| FM2 Holiday | \$ 2,550.84 | \$ 2,614.40 | \$ 2,679.76 | \$ 2,746.76 | \$ 2,815.43 | \$ 2,885.81 | \$ 2,957.96 | \$ 3,031.91 | \$ 3,107.79 | \$ 3,185.40 | \$ 3,265.03 | \$ 3,346.66 | \$ 3,430.32 | \$ 3,516.08 | \$ 3,603.98 | \$ 3,694.08 |
| FM2 Annual | \$ 64,888.02 | \$ 66,510.23 | \$ 68,172.98 | \$ 69,877.31 | \$ 71,624.24 | \$ 73,414.84 | \$ 75,250.21 | \$ 77,131.47 | \$ 79,059.76 | \$ 81,036.25 | \$ 83,062.16 | \$ 85,138.71 | \$ 87,267.18 | \$ 89,448.86 | \$ 91,685.08 | \$ 93,977.21 |

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FM2 Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 21.73 | \$ 22.23 | \$ 22.74 | \$ 23.26 | \$ 23.80 | \$ 24.35 | \$ 24.91 | \$ 25.48 | \$ 26.07 | \$ 26.67 | \$ 27.29 | \$ 27.92 | \$ 28.57 | \$ 29.23 | \$ 29.91 | \$ 30.60 |
| Base Annual | \$ 65,436.92 | \$ 66,937.84 | \$ 68,474.51 | \$ 70,047.81 | \$ 71,658.05 | \$ 73,307.95 | \$ 74,996.66 | \$ 76,725.76 | \$ 78,496.24 | \$ 80,309.13 | \$ 82,165.47 | \$ 84,066.35 | \$ 86,012.87 | \$ 88,006.16 | \$ 90,047.39 | \$ 92,137.74 |
| FM2 Holiday | \$ 2,677.46 | \$ 2,738.87 | \$ 2,801.75 | \$ 2,866.12 | \$ 2,932.03 | \$ 2,999.51 | \$ 3,068.61 | \$ 3,139.36 | \$ 3,211.80 | \$ 3,285.98 | \$ 3,361.93 | \$ 3,439.71 | \$ 3,519.36 | \$ 3,600.92 | \$ 3,684.44 | \$ 3,769.97 |
| FM2 Annual | \$ 68,114.38 | \$ 69,676.71 | \$ 71,276.25 | \$ 72,913.93 | \$ 74,590.68 | \$ 76,307.46 | \$ 78,065.27 | \$ 79,865.12 | \$ 81,708.04 | \$ 83,595.11 | \$ 85,527.41 | \$ 87,506.07 | \$ 89,532.23 | \$ 91,607.08 | \$ 93,731.62 | \$ 95,907.70 |

| Incentive & De-Incentive | FM1 | FO1 | Haz Mat Tech (SRT II) | SRT II | Driver Engineer | Foreign Language |
|--------------------------|---------------|-------------|-----------------------|-------------|-----------------|------------------|
| Hourly Rate | \$ (1.00) | \$ 0.36 | \$ 0.25 | \$ 0.72 | \$ 0.25 | \$ 0.10 |
| Annual | \$ (3,011.00) | \$ 1,083.06 | \$ 752.75 | \$ 2,167.92 | \$ 762.75 | \$ 301.10 |

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

October 2023 (FY 23/24)

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FF/EMT Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 13.11 | \$ 13.43 | \$ 13.75 | \$ 14.07 | \$ 14.39 | \$ 14.71 | \$ 15.03 | \$ 15.35 | \$ 15.67 | \$ 15.99 | \$ 16.31 | \$ 16.63 | \$ 16.95 | \$ 17.27 | \$ 17.59 | \$ 17.91 |
| Base Annual | \$ 30,474.21 | \$ 40,437.75 | \$ 41,401.25 | \$ 42,364.77 | \$ 43,328.29 | \$ 44,291.81 | \$ 45,255.33 | \$ 46,218.85 | \$ 47,182.37 | \$ 48,145.89 | \$ 49,109.41 | \$ 50,072.93 | \$ 51,036.45 | \$ 51,999.97 | \$ 52,963.49 | \$ 53,927.01 |
| FF/EMT Holiday | \$ 1,615.15 | \$ 1,654.58 | \$ 1,694.00 | \$ 1,733.42 | \$ 1,772.85 | \$ 1,812.27 | \$ 1,851.70 | \$ 1,891.12 | \$ 1,930.54 | \$ 1,969.97 | \$ 2,009.39 | \$ 2,048.82 | \$ 2,088.24 | \$ 2,127.66 | \$ 2,167.09 | \$ 2,206.51 |
| FF/EMT Annual | \$ 41,089.36 | \$ 42,092.31 | \$ 43,095.25 | \$ 44,098.19 | \$ 45,101.14 | \$ 46,104.08 | \$ 47,107.03 | \$ 48,109.97 | \$ 49,112.91 | \$ 50,115.86 | \$ 51,118.80 | \$ 52,121.75 | \$ 53,124.69 | \$ 54,127.63 | \$ 55,130.58 | \$ 56,133.52 |

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FF/EMT Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 16.19 | \$ 16.45 | \$ 16.71 | \$ 16.98 | \$ 17.25 | \$ 17.53 | \$ 17.81 | \$ 18.10 | \$ 18.46 | \$ 18.68 | \$ 18.98 | \$ 19.30 | \$ 19.74 | \$ 20.18 | \$ 20.63 | \$ 21.10 |
| Base Annual | \$ 48,756.17 | \$ 49,536.27 | \$ 50,328.85 | \$ 51,134.12 | \$ 51,952.26 | \$ 52,783.50 | \$ 53,628.03 | \$ 54,486.08 | \$ 55,347.30 | \$ 56,211.30 | \$ 57,078.67 | \$ 57,949.02 | \$ 58,822.95 | \$ 59,699.97 | \$ 60,579.56 | \$ 61,461.54 |
| FF/EMT Holiday | \$ 1,994.94 | \$ 2,026.36 | \$ 2,058.29 | \$ 2,092.34 | \$ 2,125.71 | \$ 2,159.72 | \$ 2,194.28 | \$ 2,229.39 | \$ 2,274.45 | \$ 2,325.62 | \$ 2,377.95 | \$ 2,431.45 | \$ 2,486.16 | \$ 2,542.10 | \$ 2,599.29 | \$ 2,657.78 |
| FF/EMT Annual | \$ 50,751.11 | \$ 51,562.63 | \$ 52,387.14 | \$ 53,226.46 | \$ 54,077.97 | \$ 54,943.22 | \$ 55,822.31 | \$ 56,715.47 | \$ 57,611.75 | \$ 58,511.64 | \$ 59,414.62 | \$ 60,320.47 | \$ 61,229.11 | \$ 62,140.07 | \$ 63,053.85 | \$ 63,970.32 |

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FF/EMT Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 17.07 | \$ 17.54 | \$ 18.02 | \$ 18.52 | \$ 19.03 | \$ 19.55 | \$ 20.09 | \$ 20.64 | \$ 21.21 | \$ 21.79 | \$ 22.39 | \$ 23.00 | \$ 23.64 | \$ 24.29 | \$ 24.96 | \$ 25.64 |
| Base Annual | \$ 51,395.42 | \$ 52,808.79 | \$ 54,261.03 | \$ 55,753.21 | \$ 57,286.43 | \$ 58,861.80 | \$ 60,480.50 | \$ 62,143.72 | \$ 63,852.67 | \$ 65,608.62 | \$ 67,412.85 | \$ 69,266.71 | \$ 71,171.54 | \$ 73,128.76 | \$ 75,139.80 | \$ 77,206.15 |
| FF/EMT Holiday | \$ 2,102.93 | \$ 2,160.76 | \$ 2,220.18 | \$ 2,281.23 | \$ 2,343.97 | \$ 2,408.43 | \$ 2,474.66 | \$ 2,542.71 | \$ 2,612.64 | \$ 2,684.48 | \$ 2,758.31 | \$ 2,834.16 | \$ 2,912.10 | \$ 2,992.18 | \$ 3,074.47 | \$ 3,159.02 |
| FF/EMT Annual | \$ 53,498.35 | \$ 54,969.55 | \$ 56,481.21 | \$ 58,034.45 | \$ 59,630.39 | \$ 61,270.23 | \$ 62,955.16 | \$ 64,686.43 | \$ 66,465.31 | \$ 68,293.10 | \$ 70,171.16 | \$ 72,100.87 | \$ 74,083.64 | \$ 76,120.94 | \$ 78,214.27 | \$ 80,363.16 |

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FF/EMT Pay Plan | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 18.37 | \$ 18.79 | \$ 19.23 | \$ 19.67 | \$ 20.12 | \$ 20.58 | \$ 21.06 | \$ 21.54 | \$ 22.04 | \$ 22.55 | \$ 23.07 | \$ 23.60 | \$ 24.15 | \$ 24.71 | \$ 25.26 | \$ 25.87 |
| Base Annual | \$ 55,319.05 | \$ 56,587.54 | \$ 57,886.85 | \$ 59,216.82 | \$ 60,578.53 | \$ 61,972.75 | \$ 63,400.28 | \$ 64,861.95 | \$ 66,358.60 | \$ 67,891.10 | \$ 69,460.33 | \$ 71,067.21 | \$ 72,712.67 | \$ 74,397.66 | \$ 76,123.17 | \$ 77,890.20 |
| FF/EMT Holiday | \$ 2,263.47 | \$ 2,315.38 | \$ 2,368.54 | \$ 2,422.95 | \$ 2,478.67 | \$ 2,535.72 | \$ 2,594.13 | \$ 2,653.90 | \$ 2,715.17 | \$ 2,777.88 | \$ 2,842.09 | \$ 2,907.83 | \$ 2,975.16 | \$ 3,044.10 | \$ 3,114.70 | \$ 3,187.01 |
| FF/EMT Annual | \$ 57,582.52 | \$ 58,902.92 | \$ 60,255.38 | \$ 61,639.78 | \$ 63,057.20 | \$ 64,508.46 | \$ 65,994.40 | \$ 67,515.88 | \$ 69,073.77 | \$ 70,668.97 | \$ 72,302.41 | \$ 73,975.04 | \$ 75,687.82 | \$ 77,441.76 | \$ 79,237.87 | \$ 81,077.21 |

| Incentive & De-Incentive | FOI | Haz Mat Tech (SRT II) | SRT II | Driver Engineer | Foreign Language |
|--------------------------|-------------|-----------------------|-------------|-----------------|------------------|
| Hourly Rate | \$ 0.36 | \$ 0.25 | \$ 0.72 | \$ 0.25 | \$ 0.10 |
| Annual | \$ 1,083.96 | \$ 762.75 | \$ 2,167.92 | \$ 752.75 | \$ 301.10 |

| Incentive* | Transport |
|-------------|-------------|
| Hourly Rate | \$ - |
| Annual | \$ 1,505.50 |

*New Incentive; flat rate

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

| | |
|----------|------------|
| Lt. Long | \$2,250.00 |
|----------|------------|

| |
|-------------|
| Rank & File |
| LIEUTENANTS |

October 2023 (FY 23/24)

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTFM2 | \$ 20.91 | \$ 21.23 | \$ 21.55 | \$ 21.87 | \$ 22.19 | \$ 22.51 | \$ 22.83 | \$ 23.15 | \$ 23.47 | \$ 23.79 | \$ 24.11 | \$ 24.43 | \$ 24.98 |
| Hourly Rate | \$ 62,960.01 | \$ 63,923.53 | \$ 64,887.05 | \$ 65,850.57 | \$ 66,814.09 | \$ 67,777.61 | \$ 68,741.13 | \$ 69,704.65 | \$ 70,668.17 | \$ 71,631.69 | \$ 72,595.21 | \$ 73,558.73 | \$ 75,214.78 |
| Base Annual | \$ 2,576.11 | \$ 2,615.54 | \$ 2,654.96 | \$ 2,694.38 | \$ 2,733.81 | \$ 2,773.23 | \$ 2,812.66 | \$ 2,852.08 | \$ 2,891.50 | \$ 2,930.93 | \$ 2,970.35 | \$ 3,009.78 | \$ 3,077.54 |
| LTFM2 Holiday | \$ 65,536.12 | \$ 66,539.07 | \$ 67,542.01 | \$ 68,544.95 | \$ 69,547.90 | \$ 70,550.84 | \$ 71,553.79 | \$ 72,556.73 | \$ 73,559.67 | \$ 74,562.62 | \$ 75,565.56 | \$ 76,568.51 | \$ 78,292.32 |
| LTFM2 Annual | | | | | | | | | | | | | |

Year 1

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTFM2 | \$ 22.30 | \$ 22.74 | \$ 23.20 | \$ 23.66 | \$ 24.14 | \$ 24.62 | \$ 25.11 | \$ 25.61 | \$ 26.13 | \$ 26.65 | \$ 27.18 | \$ 27.73 | \$ 28.28 |
| Hourly Rate | \$ 67,140.55 | \$ 68,483.36 | \$ 69,853.03 | \$ 71,250.09 | \$ 72,675.09 | \$ 74,128.60 | \$ 75,611.17 | \$ 77,123.39 | \$ 78,665.86 | \$ 80,239.18 | \$ 81,843.96 | \$ 83,480.84 | \$ 85,150.46 |
| Base Annual | \$ 2,747.17 | \$ 2,802.11 | \$ 2,858.15 | \$ 2,915.31 | \$ 2,973.62 | \$ 3,033.09 | \$ 3,093.75 | \$ 3,155.63 | \$ 3,218.74 | \$ 3,283.12 | \$ 3,348.78 | \$ 3,415.76 | \$ 3,484.07 |
| LTFM2 Holiday | \$ 69,867.72 | \$ 71,285.47 | \$ 72,711.18 | \$ 74,165.41 | \$ 75,648.71 | \$ 77,161.69 | \$ 78,704.92 | \$ 80,279.02 | \$ 81,884.60 | \$ 83,522.29 | \$ 85,192.74 | \$ 86,896.59 | \$ 88,634.53 |
| LTFM2 Annual | | | | | | | | | | | | | |

Year 2

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| LTFM2 | \$ 24.55 | \$ 25.11 | \$ 25.67 | \$ 26.25 | \$ 26.84 | \$ 27.44 | \$ 28.06 | \$ 28.69 | \$ 29.34 | \$ 30.00 | \$ 30.67 | \$ 31.36 | \$ 32.07 |
| Hourly Rate | \$ 73,930.79 | \$ 75,594.23 | \$ 77,285.10 | \$ 79,034.24 | \$ 80,812.51 | \$ 82,630.79 | \$ 84,489.99 | \$ 86,391.01 | \$ 88,334.81 | \$ 90,322.34 | \$ 92,354.60 | \$ 94,432.57 | \$ 96,557.31 |
| Base Annual | \$ 3,025.00 | \$ 3,093.06 | \$ 3,162.66 | \$ 3,233.82 | \$ 3,306.58 | \$ 3,380.97 | \$ 3,457.05 | \$ 3,534.83 | \$ 3,614.36 | \$ 3,695.69 | \$ 3,778.84 | \$ 3,863.86 | \$ 3,950.80 |
| LTFM2 Holiday | \$ 76,955.79 | \$ 78,687.29 | \$ 80,457.76 | \$ 82,268.06 | \$ 84,119.09 | \$ 86,011.77 | \$ 87,947.03 | \$ 89,925.84 | \$ 91,949.17 | \$ 94,018.03 | \$ 96,133.44 | \$ 98,296.44 | \$ 100,508.11 |
| LTFM2 Annual | | | | | | | | | | | | | |

Year 3

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|
| LTFM2 | \$ 26.41 | \$ 27.04 | \$ 27.69 | \$ 28.35 | \$ 29.02 | \$ 29.72 | \$ 30.43 | \$ 31.16 | \$ 31.90 | \$ 32.67 | \$ 33.45 | \$ 34.25 | \$ 35.07 |
| Hourly Rate | \$ 79,528.76 | \$ 81,424.30 | \$ 83,366.14 | \$ 85,355.43 | \$ 87,393.36 | \$ 89,481.15 | \$ 91,620.04 | \$ 93,811.31 | \$ 96,056.28 | \$ 98,356.29 | \$ 100,712.71 | \$ 103,126.97 | \$ 105,600.52 |
| Base Annual | \$ 3,254.05 | \$ 3,331.61 | \$ 3,411.06 | \$ 3,492.46 | \$ 3,575.84 | \$ 3,661.27 | \$ 3,748.78 | \$ 3,838.44 | \$ 3,930.30 | \$ 4,024.41 | \$ 4,120.83 | \$ 4,219.61 | \$ 4,320.82 |
| LTFM2 Holiday | \$ 82,782.81 | \$ 84,755.91 | \$ 86,777.20 | \$ 88,847.89 | \$ 90,969.20 | \$ 93,142.41 | \$ 95,368.82 | \$ 97,649.75 | \$ 99,986.58 | \$ 102,380.69 | \$ 104,833.54 | \$ 107,346.58 | \$ 109,921.34 |
| LTFM2 Annual | | | | | | | | | | | | | |

| Incentive & De-Incentive | FM1 | Haz Mat Tech (SRT I) | SRT II | Driver Engineer | Foreign Language |
|--------------------------|---------------|----------------------|-------------|-----------------|------------------|
| Hourly Rate | \$ (1.00) | \$ 0.25 | \$ 0.72 | \$ 0.25 | \$ 0.10 |
| Annual | \$ (3,011.00) | \$ 752.75 | \$ 2,167.92 | \$ 752.75 | \$ 301.10 |

Salaries and Impacts Were Not Developed for Negotiations - Built to Test the Formulas Contained Within the Spreadsheet
Impact from FY 23/24 (Year 3 Step Plan Base Rate) to Draft Base Rate FY 24/25

October 2023 (FY 23/24)

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTEM | | | | | | | | | | | | | |
| Hourly Rate | \$ 17.66 | \$ 17.98 | \$ 18.30 | \$ 18.62 | \$ 18.94 | \$ 19.26 | \$ 19.58 | \$ 19.90 | \$ 20.22 | \$ 20.54 | \$ 20.86 | \$ 21.18 | \$ 21.87 |
| Base Annual | \$ 53,174.26 | \$ 54,137.78 | \$ 55,101.30 | \$ 56,064.82 | \$ 57,028.34 | \$ 57,991.86 | \$ 58,955.38 | \$ 59,918.90 | \$ 60,882.42 | \$ 61,845.94 | \$ 62,809.46 | \$ 63,772.98 | \$ 65,850.57 |
| LTEM Holiday | \$ 2,175.71 | \$ 2,215.14 | \$ 2,254.56 | \$ 2,293.98 | \$ 2,333.41 | \$ 2,372.83 | \$ 2,412.26 | \$ 2,451.68 | \$ 2,491.10 | \$ 2,530.53 | \$ 2,569.95 | \$ 2,609.38 | \$ 2,694.38 |
| LTEM Annual | \$ 55,349.97 | \$ 56,352.92 | \$ 57,355.86 | \$ 58,358.80 | \$ 59,361.75 | \$ 60,364.69 | \$ 61,367.64 | \$ 62,370.58 | \$ 63,373.52 | \$ 64,376.47 | \$ 65,379.41 | \$ 66,382.36 | \$ 68,544.95 |

Year 1

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTEM | | | | | | | | | | | | | |
| Hourly Rate | \$ 19.88 | \$ 20.28 | \$ 20.68 | \$ 21.10 | \$ 21.52 | \$ 21.95 | \$ 22.39 | \$ 22.84 | \$ 23.29 | \$ 23.76 | \$ 24.23 | \$ 24.72 | \$ 25.21 |
| Base Annual | \$ 59,857.29 | \$ 61,054.43 | \$ 62,275.52 | \$ 63,521.03 | \$ 64,791.45 | \$ 66,087.28 | \$ 67,409.03 | \$ 68,757.21 | \$ 70,132.35 | \$ 71,535.00 | \$ 72,965.70 | \$ 74,425.01 | \$ 75,913.51 |
| LTEM Holiday | \$ 2,449.16 | \$ 2,498.14 | \$ 2,548.10 | \$ 2,599.07 | \$ 2,651.05 | \$ 2,704.07 | \$ 2,758.15 | \$ 2,813.31 | \$ 2,869.58 | \$ 2,926.97 | \$ 2,985.51 | \$ 3,045.22 | \$ 3,106.13 |
| LTEM Annual | \$ 62,306.45 | \$ 63,552.57 | \$ 64,823.63 | \$ 66,120.10 | \$ 67,442.50 | \$ 68,791.35 | \$ 70,167.18 | \$ 71,570.52 | \$ 73,001.93 | \$ 74,461.97 | \$ 75,951.21 | \$ 77,470.23 | \$ 79,019.64 |

Year 2

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTEM | | | | | | | | | | | | | |
| Hourly Rate | \$ 21.44 | \$ 22.03 | \$ 22.64 | \$ 23.26 | \$ 23.90 | \$ 24.56 | \$ 25.23 | \$ 25.92 | \$ 26.64 | \$ 27.37 | \$ 28.12 | \$ 28.90 | \$ 29.69 |
| Base Annual | \$ 64,558.87 | \$ 66,334.24 | \$ 68,158.43 | \$ 70,032.78 | \$ 71,958.69 | \$ 73,937.55 | \$ 75,970.83 | \$ 78,060.03 | \$ 80,206.68 | \$ 82,412.36 | \$ 84,678.70 | \$ 87,007.37 | \$ 89,400.07 |
| LTEM Holiday | \$ 2,641.53 | \$ 2,714.17 | \$ 2,788.81 | \$ 2,865.51 | \$ 2,944.31 | \$ 3,025.28 | \$ 3,108.47 | \$ 3,193.95 | \$ 3,281.79 | \$ 3,372.04 | \$ 3,464.77 | \$ 3,560.05 | \$ 3,657.95 |
| LTEM Annual | \$ 67,200.40 | \$ 69,048.41 | \$ 70,947.24 | \$ 72,898.29 | \$ 74,902.99 | \$ 76,962.83 | \$ 79,079.30 | \$ 81,253.98 | \$ 83,488.47 | \$ 85,784.40 | \$ 88,143.47 | \$ 90,567.42 | \$ 93,058.02 |

Year 3

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTEM | | | | | | | | | | | | | |
| Hourly Rate | \$ 23.90 | \$ 24.47 | \$ 25.05 | \$ 25.65 | \$ 26.26 | \$ 26.89 | \$ 27.54 | \$ 28.20 | \$ 28.87 | \$ 29.57 | \$ 30.28 | \$ 31.00 | \$ 31.75 |
| Base Annual | \$ 71,949.52 | \$ 73,668.75 | \$ 75,429.05 | \$ 77,232.97 | \$ 79,081.09 | \$ 80,974.52 | \$ 82,914.39 | \$ 84,901.87 | \$ 86,938.15 | \$ 89,024.46 | \$ 91,162.05 | \$ 93,352.22 | \$ 95,596.27 |
| LTEM Holiday | \$ 2,943.93 | \$ 3,014.26 | \$ 3,086.30 | \$ 3,160.11 | \$ 3,235.73 | \$ 3,313.21 | \$ 3,392.58 | \$ 3,473.90 | \$ 3,557.22 | \$ 3,642.58 | \$ 3,730.04 | \$ 3,819.66 | \$ 3,911.48 |
| LTEM Annual | \$ 74,893.45 | \$ 76,682.51 | \$ 78,515.36 | \$ 80,393.09 | \$ 82,316.82 | \$ 84,287.73 | \$ 86,306.97 | \$ 88,375.77 | \$ 90,495.37 | \$ 92,667.04 | \$ 94,892.10 | \$ 97,171.88 | \$ 99,507.75 |

| Incentive & De-Incentive | Haz Mat Tech (SRT I) | SRT II | Driver Engineer | Foreign Language |
|--------------------------|----------------------|-------------|-----------------|------------------|
| Hourly Rate | \$ 0.25 | \$ 0.72 | \$ 0.25 | \$ 0.10 |
| Annual | \$ 752.75 | \$ 2,167.92 | \$ 752.75 | \$ 301.10 |

APPENDIX 3
EXECUTED DURATION ARTICLE

Attached

**ARTICLE 70
DURATION OF AGREEMENT**

Upon ratification and/or approval by the IAFF Loca | 2969 and the Brevard County Board of County Commissioners this agreement shall become effective October 1, 2024 and shall continue in effect until midnight September 30, 2027.

For all bargaining unit members employed by the County as of the date of ratification of this agreement, all wage adjustments set forth in Article 13, including the Year 1 step increase and longevity, shall be retroactive for October 1, 2024. The County will endeavor to make payment of retroactive wages within 60 days of ratification. If the Union identifies any FRS retirees who it believes are eligible for payment of retroactive wages, it must provide the names of those retirees within 14 days after execution of this Agreement. The County will make a determination whether those retirees are eligible for payment of retroactive wages, which shall not be grievable.



Rob Feltner, Chairman

Brevard County Commission



James Liesenfelt

Interim County Manager

Chief Executive Officer for the

Board of County Commissioners

As approved by the Board on 07/22/2025



Chief Patrick Voltaire, Fire Rescue Director



Michael S. Bramson, President

International Association of Fire Fighters

Local 2969



Rachel M. Sadoff, Clerk

Rank & File
PARAMEDIC (NON-FIRE CERT)

Single Cert Long \$2,000.00

October 2023 (FY 23/24)

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Paramedic | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 13.28 | \$ 13.57 | \$ 13.86 | \$ 14.15 | \$ 14.44 | \$ 14.73 | \$ 15.02 | \$ 15.31 | \$ 15.60 | \$ 15.89 | \$ 16.18 | \$ 16.47 | \$ 16.76 | \$ 17.05 | \$ 17.34 | \$ 17.63 |
| Base Annual | \$ 44,195.84 | \$ 45,160.96 | \$ 46,126.08 | \$ 47,091.20 | \$ 48,056.32 | \$ 49,021.44 | \$ 49,986.56 | \$ 50,951.68 | \$ 51,916.80 | \$ 52,881.92 | \$ 53,847.04 | \$ 54,812.16 | \$ 55,777.28 | \$ 56,742.40 | \$ 57,707.52 | \$ 58,672.64 |
| PM Holiday | \$ 1,636.10 | \$ 1,671.82 | \$ 1,707.55 | \$ 1,743.28 | \$ 1,779.01 | \$ 1,814.74 | \$ 1,850.46 | \$ 1,886.19 | \$ 1,921.92 | \$ 1,957.65 | \$ 1,993.38 | \$ 2,029.10 | \$ 2,064.83 | \$ 2,100.56 | \$ 2,136.29 | \$ 2,172.02 |
| PM Annual | \$ 45,831.94 | \$ 46,832.78 | \$ 47,833.63 | \$ 48,834.48 | \$ 49,835.33 | \$ 50,836.18 | \$ 51,837.02 | \$ 52,837.87 | \$ 53,838.72 | \$ 54,839.57 | \$ 55,840.42 | \$ 56,841.26 | \$ 57,842.11 | \$ 58,842.96 | \$ 59,843.81 | \$ 60,844.66 |

Year 1

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Paramedic | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 15.75 | \$ 16.00 | \$ 16.26 | \$ 16.52 | \$ 16.78 | \$ 17.05 | \$ 17.32 | \$ 17.63 | \$ 17.99 | \$ 18.35 | \$ 18.72 | \$ 19.09 | \$ 19.48 | \$ 19.87 | \$ 20.26 | \$ 20.67 |
| Base Annual | \$ 52,416.00 | \$ 53,254.66 | \$ 54,106.73 | \$ 54,972.44 | \$ 55,852.00 | \$ 56,745.63 | \$ 57,653.56 | \$ 58,578.12 | \$ 59,511.19 | \$ 61,078.82 | \$ 62,300.39 | \$ 63,546.40 | \$ 64,817.33 | \$ 66,113.67 | \$ 67,435.94 | \$ 68,784.66 |
| PM Holiday | \$ 1,940.40 | \$ 1,971.45 | \$ 2,002.99 | \$ 2,035.04 | \$ 2,067.60 | \$ 2,100.68 | \$ 2,134.29 | \$ 2,172.22 | \$ 2,216.76 | \$ 2,261.09 | \$ 2,306.31 | \$ 2,352.44 | \$ 2,399.49 | \$ 2,447.48 | \$ 2,496.43 | \$ 2,546.36 |
| PM Annual | \$ 54,356.40 | \$ 55,226.10 | \$ 56,109.72 | \$ 57,007.48 | \$ 57,919.60 | \$ 58,846.31 | \$ 59,787.85 | \$ 60,850.34 | \$ 62,097.95 | \$ 63,338.91 | \$ 64,606.70 | \$ 65,898.84 | \$ 67,216.82 | \$ 68,561.15 | \$ 69,932.37 | \$ 71,331.02 |

Year 2

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Paramedic | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 15.60 | \$ 16.02 | \$ 16.37 | \$ 16.82 | \$ 17.28 | \$ 17.75 | \$ 18.24 | \$ 18.74 | \$ 19.28 | \$ 19.79 | \$ 20.33 | \$ 20.89 | \$ 21.47 | \$ 22.06 | \$ 22.66 | \$ 23.29 |
| Base Annual | \$ 51,548.58 | \$ 53,325.92 | \$ 54,464.96 | \$ 55,962.75 | \$ 57,501.72 | \$ 59,083.02 | \$ 60,707.81 | \$ 62,377.27 | \$ 64,092.65 | \$ 65,855.19 | \$ 67,666.21 | \$ 69,527.03 | \$ 71,439.02 | \$ 73,403.60 | \$ 75,422.20 | \$ 77,496.31 |
| PM Holiday | \$ 1,909.77 | \$ 1,974.08 | \$ 2,016.25 | \$ 2,071.70 | \$ 2,128.67 | \$ 2,187.21 | \$ 2,247.36 | \$ 2,309.16 | \$ 2,372.66 | \$ 2,437.91 | \$ 2,504.95 | \$ 2,573.84 | \$ 2,644.62 | \$ 2,717.34 | \$ 2,792.07 | \$ 2,868.85 |
| PM Annual | \$ 53,458.35 | \$ 55,300.00 | \$ 56,481.21 | \$ 58,034.45 | \$ 59,630.39 | \$ 61,270.23 | \$ 62,955.16 | \$ 64,686.43 | \$ 66,465.31 | \$ 68,293.10 | \$ 70,171.16 | \$ 72,100.87 | \$ 74,083.64 | \$ 76,120.94 | \$ 78,214.27 | \$ 80,365.16 |

Year 3

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Paramedic | | | | | | | | | | | | | | | | |
| Hourly Rate | \$ 17.28 | \$ 17.67 | \$ 18.07 | \$ 18.49 | \$ 18.91 | \$ 19.34 | \$ 19.78 | \$ 20.24 | \$ 20.70 | \$ 21.18 | \$ 21.66 | \$ 22.16 | \$ 22.67 | \$ 23.19 | \$ 23.73 | \$ 24.27 |
| Base Annual | \$ 57,489.01 | \$ 58,809.05 | \$ 60,150.10 | \$ 61,522.92 | \$ 62,928.29 | \$ 64,367.01 | \$ 65,839.89 | \$ 67,347.78 | \$ 68,891.53 | \$ 70,472.03 | \$ 72,090.19 | \$ 73,746.93 | \$ 75,443.21 | \$ 77,179.99 | \$ 78,958.29 | \$ 80,779.12 |
| PM Holiday | \$ 2,128.57 | \$ 2,177.07 | \$ 2,226.71 | \$ 2,277.53 | \$ 2,329.56 | \$ 2,382.82 | \$ 2,437.34 | \$ 2,493.16 | \$ 2,550.31 | \$ 2,608.82 | \$ 2,668.72 | \$ 2,729.05 | \$ 2,792.85 | \$ 2,857.14 | \$ 2,922.98 | \$ 2,990.38 |
| PM Annual | \$ 59,617.58 | \$ 60,986.12 | \$ 62,376.81 | \$ 63,800.46 | \$ 65,257.85 | \$ 66,749.83 | \$ 68,277.23 | \$ 69,840.94 | \$ 71,441.84 | \$ 73,080.85 | \$ 74,758.92 | \$ 76,476.99 | \$ 78,236.06 | \$ 80,037.14 | \$ 81,881.26 | \$ 83,769.50 |

| Incentive & De-Incentive | Haz Mat Tech (SRT I) | SRT II | Driver Engineer | Foreign Language |
|--------------------------|----------------------|-------------|-----------------|------------------|
| Hourly Rate | \$ 0.25 | \$ 0.72 | \$ 0.25 | \$ 0.10 |
| Annual | \$ 832.00 | \$ 2,396.16 | \$ 832.00 | \$ 332.80 |

| Incentive* | Transport |
|-------------|-------------|
| Hourly Rate | \$ + |
| Annual | \$ 3,011.00 |

*New Incentive/flat rate

Rank & File
FIRE PREVENTION INSPECTORS

Long \$2,250.00

October 2023 (FY 23/24)

| | | | | | | | | | | | | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Insp Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
| Hourly Rate | \$ 18.37 | \$ 18.96 | \$ 19.55 | \$ 20.14 | \$ 20.73 | \$ 21.32 | \$ 21.91 | \$ 22.50 | \$ 23.09 | \$ 23.68 | \$ 24.27 | \$ 24.86 | \$ 25.45 | \$ 26.04 | \$ 26.63 | \$ 28.75 |
| Base Annual | \$ 38,209.60 | \$ 38,436.80 | \$ 40,664.00 | \$ 41,891.20 | \$ 43,118.40 | \$ 44,345.60 | \$ 45,572.80 | \$ 46,800.00 | \$ 48,027.20 | \$ 49,254.40 | \$ 50,481.60 | \$ 51,708.80 | \$ 52,936.00 | \$ 54,163.20 | \$ 55,390.40 | \$ 59,801.69 |

Year 1

| | | | | | | | | | | | | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Insp Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
| Hourly Rate | \$ 21.87 | \$ 22.56 | \$ 23.29 | \$ 24.05 | \$ 24.83 | \$ 25.64 | \$ 26.47 | \$ 26.95 | \$ 28.22 | \$ 29.14 | \$ 30.09 | \$ 31.06 | \$ 32.07 | \$ 33.11 | \$ 34.19 | \$ 35.30 |
| Base Annual | \$ 45,488.00 | \$ 46,925.06 | \$ 48,450.12 | \$ 50,024.75 | \$ 51,650.56 | \$ 53,329.20 | \$ 55,062.40 | \$ 56,062.40 | \$ 58,699.62 | \$ 60,607.35 | \$ 62,577.09 | \$ 64,610.85 | \$ 66,710.70 | \$ 68,878.90 | \$ 71,117.36 | \$ 73,428.67 |

Year 2

| | | | | | | | | | | | | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Insp Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
| Hourly Rate | \$ 27.10 | \$ 27.77 | \$ 28.47 | \$ 29.18 | \$ 29.91 | \$ 30.66 | \$ 31.42 | \$ 32.21 | \$ 33.01 | \$ 33.84 | \$ 34.68 | \$ 35.55 | \$ 36.44 | \$ 37.35 | \$ 38.28 | \$ 39.24 |
| Base Annual | \$ 56,358.28 | \$ 57,767.23 | \$ 59,211.41 | \$ 60,691.70 | \$ 62,208.99 | \$ 63,764.22 | \$ 65,358.32 | \$ 66,992.28 | \$ 68,667.09 | \$ 70,383.76 | \$ 72,143.36 | \$ 73,946.94 | \$ 75,795.61 | \$ 77,690.50 | \$ 79,632.77 | \$ 81,623.59 |

Year 3

| | | | | | | | | | | | | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Insp Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
| Hourly Rate | \$ 28.84 | \$ 29.66 | \$ 30.49 | \$ 31.35 | \$ 32.24 | \$ 33.15 | \$ 34.09 | \$ 35.05 | \$ 36.04 | \$ 37.06 | \$ 38.11 | \$ 39.19 | \$ 40.31 | \$ 41.45 | \$ 42.62 | \$ 43.83 |
| Base Annual | \$ 59,893.98 | \$ 61,685.94 | \$ 63,426.45 | \$ 65,216.92 | \$ 67,058.80 | \$ 68,953.61 | \$ 70,902.88 | \$ 72,908.21 | \$ 74,971.24 | \$ 77,093.65 | \$ 79,277.19 | \$ 81,523.64 | \$ 83,834.85 | \$ 86,212.72 | \$ 88,659.20 | \$ 91,176.30 |

| | | | | | | | | |
|--------------------------|-----------|-----------|--------------|-----------------|------------------|-------------|-------------|--------------|
| Incentive & De-Incentive | FOI | SRT 1 | Haz Mat Tech | Driver Engineer | Foreign Language | EMT | Paramedic | Fire Insp II |
| Hourly Rate | \$ 0.36 | \$ 0.25 | \$ 0.25 | \$ 0.25 | \$ 0.10 | \$ 0.55 | \$ 1.00 | \$ 0.50 |
| Annual | \$ 748.80 | \$ 520.00 | \$ 520.00 | \$ 520.00 | \$ 208.00 | \$ 1,144.00 | \$ 2,080.00 | \$ 1,040.00 |

Rank & File
ASSISTANT FIRE MARSHAL

Long \$2,250.00

October 2023 (FY 23/24)

| | | | | | | | | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| AFM Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
| Hourly Rate | \$ 25.87 | \$ 26.35 | \$ 26.83 | \$ 27.31 | \$ 27.79 | \$ 28.27 | \$ 28.75 | \$ 29.23 | \$ 29.71 | \$ 30.19 | \$ 30.67 | \$ 31.15 | \$ 32.37 |
| Base Annual | \$ 53,809.60 | \$ 54,808.00 | \$ 55,806.40 | \$ 56,804.80 | \$ 57,803.20 | \$ 58,801.60 | \$ 59,800.00 | \$ 60,798.40 | \$ 61,796.80 | \$ 62,795.20 | \$ 63,793.60 | \$ 64,792.00 | \$ 67,329.60 |

Year 1

| | | | | | | | | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| AFM Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
| Hourly Rate | \$ 31.97 | \$ 32.69 | \$ 33.43 | \$ 34.18 | \$ 34.85 | \$ 35.73 | \$ 36.54 | \$ 37.36 | \$ 38.20 | \$ 39.06 | \$ 39.94 | \$ 40.84 | \$ 41.76 |
| Base Annual | \$ 66,500.00 | \$ 67,996.25 | \$ 69,526.17 | \$ 71,090.50 | \$ 72,690.04 | \$ 74,325.57 | \$ 75,987.89 | \$ 77,707.84 | \$ 79,456.27 | \$ 81,244.04 | \$ 83,072.03 | \$ 84,941.15 | \$ 86,852.32 |

Year 2

| | | | | | | | | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| AFM Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
| Hourly Rate | \$ 37.00 | \$ 37.83 | \$ 38.68 | \$ 39.55 | \$ 40.44 | \$ 41.35 | \$ 42.28 | \$ 43.23 | \$ 44.21 | \$ 45.20 | \$ 46.22 | \$ 47.26 | \$ 48.32 |
| Base Annual | \$ 76,955.79 | \$ 78,687.29 | \$ 80,457.76 | \$ 82,268.06 | \$ 84,119.09 | \$ 86,011.77 | \$ 87,947.03 | \$ 89,925.84 | \$ 91,949.17 | \$ 94,018.03 | \$ 96,133.44 | \$ 98,296.44 | \$ 100,508.11 |

Year 3

| | | | | | | | | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|
| AFM Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
| Hourly Rate | \$ 38.27 | \$ 39.25 | \$ 40.26 | \$ 41.29 | \$ 42.34 | \$ 43.43 | \$ 44.54 | \$ 45.68 | \$ 46.85 | \$ 48.05 | \$ 49.28 | \$ 50.54 | \$ 51.84 |
| Base Annual | \$ 79,606.01 | \$ 81,642.98 | \$ 83,732.38 | \$ 85,875.59 | \$ 88,073.98 | \$ 90,329.00 | \$ 92,642.10 | \$ 95,014.80 | \$ 97,448.63 | \$ 99,945.19 | \$ 102,506.10 | \$ 105,133.02 | \$ 107,827.67 |

| | | | | | |
|--------------------------|-----------|--------------|-----------------|------------------|----------------|
| Incentive & De-Incentive | SRT 1 | Haz Mat Tech | Driver Engineer | Foreign Language | Investigator I |
| Hourly Rate | \$ 0.25 | \$ 0.25 | \$ 0.25 | \$ 0.10 | \$ 0.75 |
| Annual | \$ 520.00 | \$ 520.00 | \$ 520.00 | \$ 208.00 | \$ 1,560.00 |

Rank & File
FIREFIGHTERS

Step Long \$2,000.00

October 2023 (FY 23/24)

| PM2 Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly Rate | \$ 16.68 | \$ 17.00 | \$ 17.32 | \$ 17.64 | \$ 17.96 | \$ 18.28 | \$ 18.60 | \$ 18.92 | \$ 19.24 | \$ 19.56 | \$ 19.88 | \$ 20.20 | \$ 20.52 | \$ 20.84 | \$ 21.16 | \$ 21.48 |
| Base Annual | \$ 50,223.48 | \$ 51,187.00 | \$ 52,150.52 | \$ 53,114.04 | \$ 54,077.56 | \$ 55,041.08 | \$ 56,004.60 | \$ 56,968.12 | \$ 57,931.64 | \$ 58,895.16 | \$ 59,858.68 | \$ 60,822.20 | \$ 61,785.72 | \$ 62,749.24 | \$ 63,712.76 | \$ 64,676.28 |
| PM2 Holiday | \$ 2,054.98 | \$ 2,094.40 | \$ 2,133.82 | \$ 2,172.25 | \$ 2,211.67 | \$ 2,251.10 | \$ 2,290.52 | \$ 2,330.94 | \$ 2,370.37 | \$ 2,409.79 | \$ 2,449.22 | \$ 2,488.64 | \$ 2,528.06 | \$ 2,567.49 | \$ 2,606.91 | \$ 2,646.34 |
| PM2 Annual | \$ 52,278.46 | \$ 53,281.40 | \$ 54,284.34 | \$ 55,287.29 | \$ 56,290.23 | \$ 57,293.18 | \$ 58,296.12 | \$ 59,299.06 | \$ 60,302.01 | \$ 61,304.95 | \$ 62,307.90 | \$ 63,310.84 | \$ 64,313.78 | \$ 65,316.73 | \$ 66,319.67 | \$ 67,322.62 |

Year 1

| PM2 Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly Rate | \$ 19.15 | \$ 19.46 | \$ 19.77 | \$ 20.08 | \$ 20.41 | \$ 20.73 | \$ 21.06 | \$ 21.40 | \$ 21.74 | \$ 22.22 | \$ 22.72 | \$ 23.23 | \$ 23.75 | \$ 24.27 | \$ 24.83 | \$ 25.39 |
| Base Annual | \$ 57,660.65 | \$ 58,583.22 | \$ 59,505.79 | \$ 60,428.36 | \$ 61,350.93 | \$ 62,273.50 | \$ 63,196.07 | \$ 64,118.64 | \$ 65,041.21 | \$ 66,004.11 | \$ 66,967.01 | \$ 67,930.00 | \$ 68,893.00 | \$ 69,856.00 | \$ 70,819.00 | \$ 71,782.00 |
| PM2 Holiday | \$ 2,359.28 | \$ 2,397.03 | \$ 2,435.38 | \$ 2,474.35 | \$ 2,513.94 | \$ 2,554.16 | \$ 2,595.03 | \$ 2,636.55 | \$ 2,678.73 | \$ 2,737.34 | \$ 2,796.93 | \$ 2,857.01 | \$ 2,917.60 | \$ 2,978.73 | \$ 3,040.40 | \$ 3,102.60 |
| PM2 Annual | \$ 60,019.93 | \$ 60,980.25 | \$ 61,955.93 | \$ 62,942.71 | \$ 63,954.87 | \$ 64,977.65 | \$ 66,017.30 | \$ 67,073.57 | \$ 68,146.75 | \$ 69,637.75 | \$ 71,204.60 | \$ 72,806.70 | \$ 74,444.85 | \$ 76,119.96 | \$ 77,832.55 | \$ 79,583.79 |

Year 2

| PM2 Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly Rate | \$ 20.70 | \$ 21.22 | \$ 21.75 | \$ 22.30 | \$ 22.85 | \$ 23.42 | \$ 24.01 | \$ 24.61 | \$ 25.22 | \$ 25.86 | \$ 26.50 | \$ 27.16 | \$ 27.84 | \$ 28.54 | \$ 29.25 | \$ 29.96 |
| Base Annual | \$ 62,337.39 | \$ 63,895.82 | \$ 65,453.22 | \$ 67,010.55 | \$ 68,567.81 | \$ 70,125.08 | \$ 71,682.35 | \$ 73,239.62 | \$ 74,796.89 | \$ 76,354.16 | \$ 77,911.43 | \$ 79,468.70 | \$ 81,025.97 | \$ 82,583.24 | \$ 84,140.51 | \$ 85,697.78 |
| PM2 Holiday | \$ 2,550.64 | \$ 2,614.40 | \$ 2,679.76 | \$ 2,746.76 | \$ 2,815.43 | \$ 2,885.81 | \$ 2,957.96 | \$ 3,031.91 | \$ 3,107.70 | \$ 3,185.40 | \$ 3,265.03 | \$ 3,346.66 | \$ 3,430.32 | \$ 3,516.08 | \$ 3,603.98 | \$ 3,694.08 |
| PM2 Annual | \$ 64,888.02 | \$ 66,510.23 | \$ 68,172.98 | \$ 69,877.31 | \$ 71,624.24 | \$ 73,414.84 | \$ 75,250.21 | \$ 77,131.47 | \$ 79,059.76 | \$ 81,036.25 | \$ 83,062.16 | \$ 85,138.71 | \$ 87,267.18 | \$ 89,448.86 | \$ 91,685.08 | \$ 93,977.21 |

Year 3

| PM2 Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly Rate | \$ 21.73 | \$ 22.23 | \$ 22.74 | \$ 23.26 | \$ 23.80 | \$ 24.35 | \$ 24.91 | \$ 25.48 | \$ 26.07 | \$ 26.67 | \$ 27.29 | \$ 27.92 | \$ 28.57 | \$ 29.23 | \$ 29.91 | \$ 30.60 |
| Base Annual | \$ 65,436.92 | \$ 66,937.84 | \$ 68,474.51 | \$ 70,047.81 | \$ 71,658.65 | \$ 73,307.95 | \$ 74,996.66 | \$ 76,725.76 | \$ 78,496.24 | \$ 80,309.13 | \$ 82,165.47 | \$ 84,066.35 | \$ 86,012.87 | \$ 88,006.16 | \$ 90,047.39 | \$ 92,137.74 |
| PM2 Holiday | \$ 2,677.46 | \$ 2,738.87 | \$ 2,801.75 | \$ 2,866.12 | \$ 2,932.03 | \$ 2,999.51 | \$ 3,068.61 | \$ 3,139.36 | \$ 3,211.80 | \$ 3,285.98 | \$ 3,361.93 | \$ 3,439.71 | \$ 3,519.36 | \$ 3,600.92 | \$ 3,684.44 | \$ 3,769.97 |
| PM2 Annual | \$ 68,114.38 | \$ 69,676.71 | \$ 71,276.25 | \$ 72,913.93 | \$ 74,590.68 | \$ 76,307.46 | \$ 78,065.27 | \$ 79,865.12 | \$ 81,708.04 | \$ 83,595.11 | \$ 85,527.41 | \$ 87,506.07 | \$ 89,532.23 | \$ 91,607.08 | \$ 93,731.82 | \$ 95,907.70 |

| Incentive & De-Incentive | FM1 | FO1 | Haz Mat Tech (SRT I) | Driver Engineer | Foreign Language |
|--------------------------|---------------|-------------|----------------------|-----------------|------------------|
| Hourly Rate | \$ (1.00) | \$ 0.36 | \$ 0.25 | \$ 0.72 | \$ 0.10 |
| Annual | \$ (3,011.00) | \$ 1,083.96 | \$ 752.75 | \$ 2,167.92 | \$ 301.10 |

October 2023 (FY 23/24)

| FF/EMT Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly Rate | \$ 13.11 | \$ 13.43 | \$ 13.75 | \$ 14.07 | \$ 14.39 | \$ 14.71 | \$ 15.03 | \$ 15.35 | \$ 15.67 | \$ 15.99 | \$ 16.31 | \$ 16.63 | \$ 16.95 | \$ 17.27 | \$ 17.59 | \$ 17.91 |
| Base Annual | \$ 39,474.21 | \$ 40,437.73 | \$ 41,401.25 | \$ 42,364.77 | \$ 43,328.29 | \$ 44,291.81 | \$ 45,255.33 | \$ 46,218.85 | \$ 47,182.37 | \$ 48,145.89 | \$ 49,109.41 | \$ 50,072.93 | \$ 51,036.45 | \$ 51,999.97 | \$ 52,963.49 | \$ 53,927.01 |
| FF/EMT Holiday | \$ 1,615.15 | \$ 1,654.58 | \$ 1,694.00 | \$ 1,733.42 | \$ 1,772.85 | \$ 1,812.27 | \$ 1,851.70 | \$ 1,891.12 | \$ 1,930.54 | \$ 1,969.97 | \$ 2,009.39 | \$ 2,048.82 | \$ 2,088.24 | \$ 2,127.66 | \$ 2,167.09 | \$ 2,206.51 |
| FF/EMT Annual | \$ 41,089.36 | \$ 42,092.31 | \$ 43,095.25 | \$ 44,098.19 | \$ 45,101.14 | \$ 46,104.08 | \$ 47,107.03 | \$ 48,109.97 | \$ 49,112.91 | \$ 50,115.85 | \$ 51,118.80 | \$ 52,121.75 | \$ 53,124.69 | \$ 54,127.63 | \$ 55,130.58 | \$ 56,133.52 |

Year 1

| FF/EMT Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly Rate | \$ 16.19 | \$ 16.45 | \$ 16.71 | \$ 16.98 | \$ 17.25 | \$ 17.53 | \$ 17.81 | \$ 18.10 | \$ 18.46 | \$ 18.88 | \$ 19.30 | \$ 19.74 | \$ 20.18 | \$ 20.63 | \$ 21.10 | \$ 21.57 |
| Base Annual | \$ 48,796.17 | \$ 49,536.27 | \$ 50,276.37 | \$ 51,016.47 | \$ 51,756.57 | \$ 52,496.67 | \$ 53,236.77 | \$ 53,976.87 | \$ 54,716.97 | \$ 55,457.07 | \$ 56,197.17 | \$ 56,937.27 | \$ 57,677.37 | \$ 58,417.47 | \$ 59,157.57 | \$ 59,897.67 |
| FF/EMT Holiday | \$ 1,994.94 | \$ 2,026.86 | \$ 2,058.78 | \$ 2,090.70 | \$ 2,122.62 | \$ 2,154.54 | \$ 2,186.46 | \$ 2,218.38 | \$ 2,250.30 | \$ 2,282.22 | \$ 2,314.14 | \$ 2,346.06 | \$ 2,377.98 | \$ 2,409.90 | \$ 2,441.82 | \$ 2,473.74 |
| FF/EMT Annual | \$ 50,791.11 | \$ 51,563.13 | \$ 52,335.15 | \$ 53,107.17 | \$ 53,879.19 | \$ 54,651.21 | \$ 55,423.23 | \$ 56,195.25 | \$ 56,967.27 | \$ 57,739.29 | \$ 58,511.31 | \$ 59,283.33 | \$ 60,055.35 | \$ 60,827.37 | \$ 61,599.39 | \$ 62,371.41 |

Year 2

| FF/EMT Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly Rate | \$ 17.07 | \$ 17.54 | \$ 18.02 | \$ 18.52 | \$ 19.03 | \$ 19.55 | \$ 20.09 | \$ 20.64 | \$ 21.21 | \$ 21.79 | \$ 22.39 | \$ 23.00 | \$ 23.64 | \$ 24.29 | \$ 24.96 | \$ 25.64 |
| Base Annual | \$ 51,385.42 | \$ 52,806.79 | \$ 54,228.16 | \$ 55,649.53 | \$ 57,070.90 | \$ 58,492.27 | \$ 59,913.64 | \$ 61,335.01 | \$ 62,756.38 | \$ 64,177.75 | \$ 65,599.12 | \$ 67,020.49 | \$ 68,441.86 | \$ 69,863.23 | \$ 71,284.60 | \$ 72,705.97 |
| FF/EMT Holiday | \$ 2,102.83 | \$ 2,160.76 | \$ 2,220.18 | \$ 2,281.23 | \$ 2,343.97 | \$ 2,408.43 | \$ 2,474.66 | \$ 2,542.71 | \$ 2,612.64 | \$ 2,684.48 | \$ 2,758.31 | \$ 2,834.16 | \$ 2,912.10 | \$ 2,992.18 | \$ 3,074.47 | \$ 3,159.02 |
| FF/EMT Annual | \$ 53,488.25 | \$ 54,967.55 | \$ 56,448.34 | \$ 57,930.76 | \$ 59,414.87 | \$ 60,900.70 | \$ 62,388.30 | \$ 63,877.72 | \$ 65,368.02 | \$ 66,859.23 | \$ 68,351.43 | \$ 69,844.64 | \$ 71,338.84 | \$ 72,833.04 | \$ 74,327.25 | \$ 75,821.45 |

Year 3

| FF/EMT Pay Plan | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly Rate | \$ 18.37 | \$ 18.79 | \$ 19.23 | \$ 19.67 | \$ 20.12 | \$ 20.58 | \$ 21.06 | \$ 21.54 | \$ 22.04 | \$ 22.55 | \$ 23.07 | \$ 23.60 | \$ 24.15 | \$ 24.71 | \$ 25.28 | \$ 25.87 |
| Base Annual | \$ 55,319.05 | \$ 56,587.84 | \$ 57,856.63 | \$ 59,125.42 | \$ 60,394.21 | \$ 61,663.00 | \$ 62,931.79 | \$ 64,200.58 | \$ 65,469.37 | \$ 66,738.16 | \$ 68,006.95 | \$ 69,275.74 | \$ 70,544.53 | \$ 71,813.32 | \$ 73,082.11 | \$ 74,350.90 |
| FF/EMT Holiday | \$ 2,263.47 | \$ 2,315.38 | \$ 2,368.54 | \$ 2,422.95 | \$ 2,478.67 | \$ 2,535.72 | \$ 2,594.13 | \$ 2,653.83 | \$ 2,715.17 | \$ 2,778.88 | \$ 2,844.08 | \$ 2,909.83 | \$ 2,976.16 | \$ 3,044.10 | \$ 3,114.70 | \$ 3,187.01 |
| FF/EMT Annual | \$ 57,582.52 | \$ 58,903.22 | \$ 60,224.17 | \$ 61,547.37 | \$ 62,872.88 | \$ 64,200.72 | \$ 65,530.92 | \$ 66,864.41 | \$ 68,201.54 | \$ 69,542.05 | \$ 70,886.03 | \$ 72,233.57 | \$ 73,584.69 | \$ 74,939.39 | \$ 76,297.69 | \$ 77,659.91 |

| Incentive & De-Incentive | FO1 | Har Mail Tech (SRT I) | SRT II | Driver Engineer | Foreign Language |
|--------------------------|-------------|-----------------------|-------------|-----------------|------------------|
| Hourly Rate | \$ 0.36 | \$ 0.25 | \$ 0.72 | \$ 0.25 | \$ 0.10 |
| Annual | \$ 1,083.96 | \$ 752.75 | \$ 2,167.92 | \$ 752.75 | \$ 301.10 |

| Incentive* | Transport |
|-------------|-------------|
| Hourly Rate | \$ - |
| Annual | \$ 1,505.50 |

*New Incentive; flat rate

Lt. Long \$2,250.00

Rank & File
LIEUTENANTS

October 2023 (FY 23/24)

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTFM2 | | | | | | | | | | | | | |
| Hourly Rate | \$ 20.91 | \$ 21.23 | \$ 21.55 | \$ 21.87 | \$ 22.19 | \$ 22.51 | \$ 22.83 | \$ 23.15 | \$ 23.47 | \$ 23.79 | \$ 24.11 | \$ 24.43 | \$ 24.98 |
| Base Annual | \$ 62,960.01 | \$ 63,923.53 | \$ 64,887.05 | \$ 65,850.57 | \$ 66,814.09 | \$ 67,777.61 | \$ 68,741.13 | \$ 69,704.65 | \$ 70,668.17 | \$ 71,631.69 | \$ 72,595.21 | \$ 73,558.73 | \$ 75,214.78 |
| LTFM2 Holiday | \$ 2,576.11 | \$ 2,615.54 | \$ 2,654.96 | \$ 2,694.38 | \$ 2,733.81 | \$ 2,773.23 | \$ 2,812.66 | \$ 2,852.08 | \$ 2,891.50 | \$ 2,930.93 | \$ 2,970.35 | \$ 3,009.78 | \$ 3,077.54 |
| LTFM2 Annual | \$ 65,536.12 | \$ 66,539.07 | \$ 67,542.01 | \$ 68,544.95 | \$ 69,547.90 | \$ 70,550.84 | \$ 71,553.79 | \$ 72,556.73 | \$ 73,559.67 | \$ 74,562.62 | \$ 75,565.56 | \$ 76,568.51 | \$ 78,292.32 |

Year 1

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTFM2 | | | | | | | | | | | | | |
| Hourly Rate | \$ 22.30 | \$ 22.74 | \$ 23.20 | \$ 23.66 | \$ 24.14 | \$ 24.62 | \$ 25.11 | \$ 25.61 | \$ 26.13 | \$ 26.65 | \$ 27.18 | \$ 27.73 | \$ 28.28 |
| Base Annual | \$ 67,140.55 | \$ 68,483.36 | \$ 69,853.03 | \$ 71,250.09 | \$ 72,675.09 | \$ 74,128.60 | \$ 75,611.17 | \$ 77,123.39 | \$ 78,665.86 | \$ 80,239.18 | \$ 81,843.96 | \$ 83,480.84 | \$ 85,150.46 |
| LTFM2 Holiday | \$ 2,747.17 | \$ 2,802.11 | \$ 2,858.15 | \$ 2,915.31 | \$ 2,973.62 | \$ 3,033.09 | \$ 3,093.75 | \$ 3,155.63 | \$ 3,218.74 | \$ 3,283.12 | \$ 3,348.78 | \$ 3,415.76 | \$ 3,484.07 |
| LTFM2 Annual | \$ 69,887.72 | \$ 71,285.47 | \$ 72,711.18 | \$ 74,165.41 | \$ 75,648.71 | \$ 77,161.69 | \$ 78,704.92 | \$ 80,279.02 | \$ 81,884.60 | \$ 83,522.29 | \$ 85,192.74 | \$ 86,896.59 | \$ 88,634.53 |

Year 2

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| LTFM2 | | | | | | | | | | | | | |
| Hourly Rate | \$ 24.55 | \$ 25.11 | \$ 25.67 | \$ 26.25 | \$ 26.84 | \$ 27.44 | \$ 28.06 | \$ 28.69 | \$ 29.34 | \$ 30.00 | \$ 30.67 | \$ 31.36 | \$ 32.07 |
| Base Annual | \$ 73,930.79 | \$ 75,594.23 | \$ 77,295.10 | \$ 79,034.24 | \$ 80,812.51 | \$ 82,630.79 | \$ 84,489.99 | \$ 86,391.01 | \$ 88,334.81 | \$ 90,322.34 | \$ 92,354.60 | \$ 94,432.57 | \$ 96,557.31 |
| LTFM2 Holiday | \$ 3,025.00 | \$ 3,093.06 | \$ 3,162.66 | \$ 3,233.82 | \$ 3,306.58 | \$ 3,380.97 | \$ 3,457.05 | \$ 3,534.83 | \$ 3,614.36 | \$ 3,695.69 | \$ 3,778.84 | \$ 3,863.86 | \$ 3,950.80 |
| LTFM2 Annual | \$ 76,955.79 | \$ 78,687.29 | \$ 80,457.76 | \$ 82,268.06 | \$ 84,119.09 | \$ 86,011.77 | \$ 87,947.03 | \$ 89,925.84 | \$ 91,949.17 | \$ 94,018.03 | \$ 96,133.44 | \$ 98,296.44 | \$ 100,508.11 |

Year 3

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|
| LTFM2 | | | | | | | | | | | | | |
| Hourly Rate | \$ 26.41 | \$ 27.04 | \$ 27.69 | \$ 28.35 | \$ 29.02 | \$ 29.72 | \$ 30.43 | \$ 31.16 | \$ 31.90 | \$ 32.67 | \$ 33.45 | \$ 34.25 | \$ 35.07 |
| Base Annual | \$ 79,528.76 | \$ 81,424.30 | \$ 83,366.14 | \$ 85,355.43 | \$ 87,393.36 | \$ 89,481.15 | \$ 91,620.04 | \$ 93,811.31 | \$ 96,056.28 | \$ 98,356.29 | \$ 100,712.71 | \$ 103,126.97 | \$ 105,600.52 |
| LTFM2 Holiday | \$ 3,254.05 | \$ 3,331.61 | \$ 3,411.06 | \$ 3,492.46 | \$ 3,575.84 | \$ 3,661.27 | \$ 3,748.78 | \$ 3,838.44 | \$ 3,930.30 | \$ 4,024.41 | \$ 4,120.83 | \$ 4,219.61 | \$ 4,320.82 |
| LTFM2 Annual | \$ 82,782.81 | \$ 84,755.91 | \$ 86,777.20 | \$ 88,847.89 | \$ 90,969.20 | \$ 93,142.41 | \$ 95,368.82 | \$ 97,649.75 | \$ 99,986.58 | \$ 102,380.69 | \$ 104,833.54 | \$ 107,346.58 | \$ 109,921.34 |

| Incentive & De-Incentive | FM1 | Har Mat Tech (SRT I) | SRT II | Driver Engineer | Foreign Language |
|--------------------------|---------------|----------------------|-------------|-----------------|------------------|
| Hourly Rate | \$ (1.00) | \$ 0.25 | \$ 0.72 | \$ 0.25 | \$ 0.10 |
| Annual | \$ (3,011.00) | \$ 752.75 | \$ 2,167.92 | \$ 752.75 | \$ 301.10 |

October 2023 (FY 23/24)

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTEMT | | | | | | | | | | | | | |
| Hourly Rate | \$ 17.66 | \$ 17.98 | \$ 18.30 | \$ 18.62 | \$ 18.94 | \$ 19.26 | \$ 19.58 | \$ 19.90 | \$ 20.22 | \$ 20.54 | \$ 20.86 | \$ 21.18 | \$ 21.87 |
| Base Annual | \$ 53,174.26 | \$ 54,137.78 | \$ 55,101.30 | \$ 56,064.82 | \$ 57,028.34 | \$ 57,991.86 | \$ 58,955.38 | \$ 59,918.90 | \$ 60,882.42 | \$ 61,845.94 | \$ 62,809.46 | \$ 63,772.98 | \$ 65,850.57 |
| LTEMT Holiday | \$ 2,175.71 | \$ 2,215.14 | \$ 2,254.56 | \$ 2,293.98 | \$ 2,333.41 | \$ 2,372.83 | \$ 2,412.26 | \$ 2,451.68 | \$ 2,491.10 | \$ 2,530.53 | \$ 2,569.95 | \$ 2,609.38 | \$ 2,694.38 |
| LTEMT Annual | \$ 55,349.97 | \$ 56,352.92 | \$ 57,355.86 | \$ 58,358.80 | \$ 59,361.75 | \$ 60,364.69 | \$ 61,367.64 | \$ 62,370.58 | \$ 63,373.52 | \$ 64,376.47 | \$ 65,379.41 | \$ 66,382.36 | \$ 68,544.95 |

Year 1

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTEMT | | | | | | | | | | | | | |
| Hourly Rate | \$ 19.88 | \$ 20.28 | \$ 20.68 | \$ 21.10 | \$ 21.52 | \$ 21.95 | \$ 22.39 | \$ 22.84 | \$ 23.29 | \$ 23.76 | \$ 24.23 | \$ 24.72 | \$ 25.21 |
| Base Annual | \$ 59,857.29 | \$ 61,054.43 | \$ 62,275.52 | \$ 63,521.03 | \$ 64,791.45 | \$ 66,087.28 | \$ 67,409.03 | \$ 68,757.21 | \$ 70,132.35 | \$ 71,535.00 | \$ 72,965.70 | \$ 74,425.01 | \$ 75,913.51 |
| LTEMT Holiday | \$ 2,449.16 | \$ 2,498.14 | \$ 2,548.10 | \$ 2,599.07 | \$ 2,651.05 | \$ 2,704.07 | \$ 2,758.15 | \$ 2,813.31 | \$ 2,869.58 | \$ 2,926.97 | \$ 2,985.51 | \$ 3,045.22 | \$ 3,106.13 |
| LTEMT Annual | \$ 62,306.45 | \$ 63,552.57 | \$ 64,823.63 | \$ 66,120.10 | \$ 67,442.50 | \$ 68,791.35 | \$ 70,167.18 | \$ 71,570.52 | \$ 73,001.93 | \$ 74,461.97 | \$ 75,951.21 | \$ 77,470.23 | \$ 79,019.64 |

Year 2

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTEMT | | | | | | | | | | | | | |
| Hourly Rate | \$ 21.44 | \$ 22.03 | \$ 22.64 | \$ 23.26 | \$ 23.90 | \$ 24.56 | \$ 25.23 | \$ 25.92 | \$ 26.64 | \$ 27.37 | \$ 28.12 | \$ 28.90 | \$ 29.69 |
| Base Annual | \$ 64,558.87 | \$ 66,334.24 | \$ 68,158.43 | \$ 70,032.78 | \$ 71,958.69 | \$ 73,937.55 | \$ 75,970.83 | \$ 78,060.03 | \$ 80,206.68 | \$ 82,412.36 | \$ 84,678.70 | \$ 87,007.37 | \$ 89,400.07 |
| LTEMT Holiday | \$ 2,641.53 | \$ 2,714.17 | \$ 2,788.81 | \$ 2,865.51 | \$ 2,944.31 | \$ 3,025.28 | \$ 3,108.47 | \$ 3,193.95 | \$ 3,281.79 | \$ 3,372.04 | \$ 3,464.77 | \$ 3,560.05 | \$ 3,657.95 |
| LTEMT Annual | \$ 67,200.40 | \$ 69,048.41 | \$ 70,947.24 | \$ 72,898.29 | \$ 74,902.99 | \$ 76,962.83 | \$ 79,079.30 | \$ 81,253.98 | \$ 83,488.47 | \$ 85,784.40 | \$ 88,143.47 | \$ 90,567.42 | \$ 93,058.02 |

Year 3

| | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LTEMT | | | | | | | | | | | | | |
| Hourly Rate | \$ 23.90 | \$ 24.47 | \$ 25.05 | \$ 25.65 | \$ 26.26 | \$ 26.89 | \$ 27.54 | \$ 28.20 | \$ 28.87 | \$ 29.57 | \$ 30.28 | \$ 31.00 | \$ 31.75 |
| Base Annual | \$ 71,949.52 | \$ 73,668.25 | \$ 75,429.05 | \$ 77,232.97 | \$ 79,081.09 | \$ 80,974.52 | \$ 82,914.39 | \$ 84,901.87 | \$ 86,938.15 | \$ 89,024.46 | \$ 91,162.05 | \$ 93,352.22 | \$ 95,596.27 |
| LTEMT Holiday | \$ 2,943.93 | \$ 3,014.26 | \$ 3,086.30 | \$ 3,160.11 | \$ 3,235.73 | \$ 3,313.21 | \$ 3,392.58 | \$ 3,473.90 | \$ 3,557.22 | \$ 3,642.58 | \$ 3,730.04 | \$ 3,819.66 | \$ 3,911.48 |
| LTEMT Annual | \$ 74,893.45 | \$ 76,682.51 | \$ 78,515.36 | \$ 80,393.09 | \$ 82,316.82 | \$ 84,287.73 | \$ 86,306.97 | \$ 88,375.77 | \$ 90,495.37 | \$ 92,667.04 | \$ 94,892.10 | \$ 97,171.88 | \$ 99,507.75 |

| Incentive & De-Incentive | Haz Mat Tech (SRT I) | SRT II | Driver Engineer | Foreign Language |
|--------------------------|----------------------|-------------|-----------------|------------------|
| Hourly Rate | \$ 0.25 | \$ 0.72 | \$ 0.25 | \$ 0.10 |
| Annual | \$ 752.75 | \$ 2,167.92 | \$ 752.75 | \$ 301.10 |

| | |
|--------------------------|-------------|
| Captain Longevity | \$ 2,201.89 |
| District Chief Longevity | \$ 2,279.16 |

IAFF Supervisory Unit

[illegible]

| | EMT | FM1 (Non-Sales) | FM2 (Sales) | NO-SRT | NO-F01 | F0-2* | F0-3* | F0-4* | Inst Ht |
|---------|-----------|--------------------|----------------|-------------|----------|----------|----------|------------|------------|
| Bi-Wkly | 13,193.40 | 15,115.81 | 60.00 | 1537.601 | 129.801 | \$28.80 | \$28.80 | \$37.60 | \$200.00 |
| Annual | 65,928.40 | 15,115.81 | 50.00 | 151,437.601 | 1728.801 | \$748.80 | \$748.80 | \$1,427.60 | \$5,210.00 |

District Chief

| October 2023 (FY 23/24) | | | | | | | | | | | | | November 2023 (FY 23/24) | | | | | | | | | | | | | December 2023 (FY 23/24) | | | | | | | | | | | | | January 2024 (FY 23/24) | | | | | | | | | | | | | February 2024 (FY 23/24) | | | | | | | | | | | | | March 2024 (FY 23/24) | | | | | | | | | | | | | April 2024 (FY 23/24) | | | | | | | | | | | | | May 2024 (FY 23/24) | | | | | | | | | | | | | June 2024 (FY 23/24) | | | | | | | | | | | | | July 2024 (FY 23/24) | | | | | | | | | | | | | August 2024 (FY 23/24) | | | | | | | | | | | | | September 2024 (FY 23/24) | | | | | | | | | | | | | October 2024 (FY 23/24) | | | | | | | | | | | | | November 2024 (FY 23/24) | | | | | | | | | | | | | December 2024 (FY 23/24) | | | | | | | | | | | | | January 2025 (FY 24/25) | | | | | | | | | | | | | February 2025 (FY 24/25) | | | | | | | | | | | | | March 2025 (FY 24/25) | | | | | | | | | | | | | April 2025 (FY 24/25) | | | | | | | | | | | | | May 2025 (FY 24/25) | | | | | | | | | | | | | June 2025 (FY 24/25) | | | | | | | | | | | | | July 2025 (FY 24/25) | | | | | | | | | | | | | August 2025 (FY 24/25) | | | | | | | | | | | | | September 2025 (FY 24/25) | | | | | | | | | | | | | October 2025 (FY 24/25) | | | | | | | | | | | | | November 2025 (FY 24/25) | | | | | | | | | | | | | December 2025 (FY 24/25) | | | | | | | | | | | | | January 2026 (FY 25/26) | | | | | | | | | | | | | February 2026 (FY 25/26) | | | | | | | | | | | | | March 2026 (FY 25/26) | | | | | | | | | | | | | April 2026 (FY 25/26) | | | | | | | | | | | | | May 2026 (FY 25/26) | | | | | | | | | | | | | June 2026 (FY 25/26) | | | | | | | | | | | | | July 2026 (FY 25/26) | | | | | | | | | | | | | August 2026 (FY 25/26) | | | | | | | | | | | | | September 2026 (FY 25/26) | | | | | | | | | | | | | October 2026 (FY 25/26) | | | | | | | | | | | | | November 2026 (FY 25/26) | | | | | | | | | | | | | December 2026 (FY 25/26) | | | | | | | | | | | | | January 2027 (FY 26/27) | | | | | | | | | | | | | February 2027 (FY 26/27) | | | | | | | | | | | | | March 2027 (FY 26/27) | | | | | | | | | | | | | April 2027 (FY 26/27) | | | | | | | | | | | | | May 2027 (FY 26/27) | | | | | | | | | | | | | June 2027 (FY 26/27) | | | | | | | | | | | | | July 2027 (FY 26/27) | | | | | | | | | | | | | August 2027 (FY 26/27) | | | | | | | | | | | | | September 2027 (FY 26/27) | | | | | | | | | | | | | October 2027 (FY 26/27) | | | | | | | | | | | | | November 2027 (FY 26/27) | | | | | | | | | | | | | December 2027 (FY 26/27) | | | | | | | | | | | | | January 2028 (FY 27/28) | | | | | | | | | | | | | February 2028 (FY 27/28) | | | | | | | | | | | | | March 2028 (FY 27/28) | | | | | | | | | | | | | April 2028 (FY 27/28) | | | | | | | | | | | | | May 2028 (FY 27/28) | | | | | | | | | | | | | June 2028 (FY 27/28) | | | | | | | | | | | | | July 2028 (FY 27/28) | | | | | | | | | | | | | August 2028 (FY 27/28) | | | | | | | | | | | | | September 2028 (FY 27/28) | | | | | | | | | | | | | October 2028 (FY 27/28) | | | | | | | | | | | | | November 2028 (FY 27/28) | | | | | | | | | | | | | December 2028 (FY 27/28) | | | | | | | | | | | | | January 2029 (FY 28/29) | | | | | | | | | | | | | February 2029 (FY 28/29) | | | | | | | | | | | | | March 2029 (FY 28/29) | | | | | | | | | | | | | April 2029 (FY 28/29) | | | | | | | | | | | | | May 2029 (FY 28/29) | | | | | | | | | | | | | June 2029 (FY 28/29) | | | | | | | | | | | | | July 2029 (FY 28/29) | | | | | | | | | | | | | August 2029 (FY 28/29) | | | | | | | | | | | | | September 2029 (FY 28/29) | | | | | | | | | | | | | October 2029 (FY 28/29) | | | | | | | | | | | | | November 2029 (FY 28/29) | | | | | | | | | | | | | December 2029 (FY 28/29) | | | | | | | | | | | | | January 2030 (FY 29/30) | | | | | | | | | | | | | February 2030 (FY 29/30) | | | | | | | | | | | | | March 2030 (FY 29/30) | | | | | | | | | | | | | April 2030 (FY 29/30) | | | | | | | | | | | | | May 2030 (FY 29/30) | | | | | | | | | | | | | June 2030 (FY 29/30) | | | | | | | | | | | | | July 2030 (FY 29/30) | | | | | | | | | | | | | August 2030 (FY 29/30) | | | | | | | | | | | | | September 2030 (FY 29/30) | | | | | | | | | | | | | October 2030 (FY 29/30) | | | | | | | | | | | | | November 2030 (FY 29/30) | | | | | | | | | | | | | December 2030 (FY 29/30) | | | | | | | | | | | | | January 2031 (FY 30/31) | | | | | | | | | | | | | February 2031 (FY 30/31) | | | | | | | | | | | | | March 2031 (FY 30/31) | | | | | | | | | | | | | April 2031 (FY 30/31) | | | | | | | | | | | | | May 2031 (FY 30/31) | | | | | | | | | | | | | June 2031 (FY 30/31) | | | | | | | | | | | | | July 2031 (FY 30/31) | | | | | | | | | | | | | August 2031 (FY 30/31) | | | | | | | | | | | | | September 2031 (FY 30/31) | | | | | | | | | | | | | October 2031 (FY 30/31) | | | | | | | | | | | | | November 2031 (FY 30/31) | | | | | | | | | | | | | December 2031 (FY 30/31) | | | | | | | | | | | | | January 2032 (FY 31/32) | | | | | | | | | | | | | February 2032 (FY 31/32) | | | | | | | | | | | | | March 2032 (FY 31/32) | | | | | | | | | | | | | April 2032 (FY 31/32) | | | | | | | | | | | | | May 2032 (FY 31/32) | | | | | | | | | | | | | June 2032 (FY 31/32) | | | | | | | | | | | | | July 2032 (FY 31/32) | | | | | | | | | | | | | August 2032 (FY 31/32) | | | | | | | | | | | | | September 2032 (FY 31/32) | | | | | | | | | | | | | October 2032 (FY 31/32) | | | | | | | | | | | | | November 2032 (FY 31/32) | | | | | | | | | | | | | December 2032 (FY 31/32) | | | | | | | | | | | | | January 2033 (FY 32/33) | | | | | | | | | | | | | February 2033 (FY 32/33) | | | | | | | | | | | | | March 2033 (FY 32/33) | | | | | | | | | | | | | April 2033 (FY 32/33) | | | | | | | | | | | | | May 2033 (FY 32/33) | | | | | | | | | | | | | June 2033 (FY 32/33) | | | | | | | | | | | | | July 2033 (FY 32/33) | | | | | | | | | | | | | August 2033 (FY 32/33) | | | | | | | | | | | | | September 2033 (FY 32/33) | | | | | | | | | | | | | October 2033 (FY 32/33) | | | | | | | | | | | | | November 2033 (FY 32/33) | | | | | | | | | | | | | December 2033 (FY 32/33) | | | | | | | | | | | | | January 2034 (FY 33/34) | | | | | | | | | | | | | February 2034 (FY 33/34) | | | | | | | | | | | | | March 2034 (FY 33/34) | | | | | | | | | | | | | April 2034 (FY 33/34) | | | | | | | | | | | | | May 2034 (FY 33/34) | | | | | | | | | | | | | June 2034 (FY 33/34) | | | | | | | | | | | | | July 2034 (FY 33/34) | | | | | | | | | | | | | August 2034 (FY 33/34) | | | | | | | | | | | | | September 2034 (FY 33/34) | | | | | | | | | | | | | October 2034 (FY 33/34) | | | | | | | | | | | | | November 2034 (FY 33/34) | | | | | | | | | | | | | December 2034 (FY 33/34) | | | | | | | | | | | | | January 2035 (FY 34/35) | | | | | | | | | | | | | February 2035 (FY 34/35) | | | | | | | | | | | | | March 2035 (FY 34/35) | | | | | | | | | | | | | April 2035 (FY 34/35) | | | | | | | | | | | | | May 2035 (FY 34/35) | | | | | | | | | | | | | June 2035 (FY 34/35) | | | | | | | | | | | | | July 2035 (FY 34/35) | | | | | | | | | | | | | August 2035 (FY 34/35) | | | | | | | | | | | | | September 2035 (FY 34/35) | | | | | | | | | | | | | October 2035 (FY 34/35) | | | | | | | | | | | | | November 2035 (FY 34/35) | | | | | | | | | | | | | December 2035 (FY 34/35) | | | | | | | | | | | | | January 2036 (FY 35/36) | | | | | | | | | | | | | February 2036 (FY 35/36) | | | | | | | | | | | | | March 2036 (FY 35/36) | | | | | | | | | | | | | April 2036 (FY 35/36) | | | | | | | | | | | | | May 2036 (FY 35/36) | | | | | | | | | | | | | June 2036 (FY 35/36) | | | | | | | | | | | | | July 2036 (FY 35/36) | | | | | | | | | | | | | August 2036 (FY 35/36) | | | | | | | | | | | | | September 2036 (FY 35/36) | | | | | | | | | | | | | October 2036 (FY 35/36) | | | | | | | | | | | | | November 2036 (FY 35/36) | | | | | | | | | | | | | December 2036 (FY 35/36) | | | | | | | | | | | | | January 2037 (FY 36/37) | | | | | | | | | | | | | February 2037 (FY 36/37) | | | | | | | | | | | | | March 2037 (FY 36/37) | | | | | | | | | | | | | April 2037 (FY 36/37) | | | | | | | | | | | | | May 2037 (FY 36/37) | | | | | | | | | | | | | June 2037 (FY 36/37) | | | | | | | | | | | | | July 2037 (FY 36/37) | | | | | | | | | | | | | August 2037 (FY 36/37) | | | | | | | | | | | | | September 2037 (FY 36/37) | | | | | | | | | | | | | October 2037 (FY 36/37) | | | | | | | | | | | | | November 2037 (FY 36/37) | | | | | | | | | | | | | December 2037 (FY 36/37) | | | | | | | | | | | | | January 2038 (FY 37/38) | | | | | | | | | | | | | February 2038 (FY 37/38) | | | | | | | | | | | | | March 2038 (FY 37/38) | | | | | | | | | | | | | April 2038 (FY 37/38) | | | | | | | | | | | | | May 2038 (FY 37/38) | | | | | | | | | | | | | June 2038 (FY 37/38) | | | | | | | | | | | | | July 2038 (FY 37/38) | | | | | | | | | | | | | August 2038 (FY 37/38) | | | | | | | | | | | | | September 2038 (FY 37/38) | | | | | | | | | | | | | October 2038 (FY 37/38) | | | | | | | | | | | | | November 2038 (FY 37/38) | | | | | | | | | | | | | December 2038 (FY 37/38) | | | | | | | | | | | | | January 2039 (FY 38/39) | | | | | | | | | | | | | February 2039 (FY 38/39) | | | | | | | | | | | | | March 2039 (FY 38/39) | | | | | | | | | | | | | April 2039 (FY 38/39) | | | | | | | | | | | | | May 2039 (FY 38/39) | | | | | | | | | | | | | June 2039 (FY 38/39) | | | | | | | | | | | | | July 2039 (FY 38/39) | | | | | | | | | | | | | August 2039 (FY 38/39) | | | | | | | | | | | | | September 2039 (FY 38/39) | | | | | | | | | | | | | October 2039 (FY 38/39) | | | | | | | | | | | | | November 2039 (FY 38/39) | | | | | | | | | | | | | December 2039 (FY 38/39) | | | | | | | | | | | | | January 2040 (FY 39/40) | | | | | | | | | | | | | February 2040 (FY 39/40) | | | | | | | | | | | | | March 2040 (FY 39/40) | | | | | | | | | | | | | April 2040 (FY 39/40) | | | | | | | | | | | | | May 2040 (FY 39/40) | | | | | | | | | | | | | June 2040 (FY 39/40) | | | | | | | | | | | | | July 2040 (FY 39/40) | | | | | | | | | | | | | August 2040 (FY 39/40) | | | | | | | | | | | | | September 2040 (FY 39/40) | | | | | | | | | | | | | October 2040 (FY 39/40) | | | | | | | | | | | | | November 2040 (FY 39/40) | | | | | | | | | | | | | December 2040 (FY 39/40) | | | | | | | | | | | | | January 2041 (FY 40/41) | | | | | | | | | | | | | February 2041 (FY 40/41) | | | | | | | | | | | | | March 2041 (FY 40/41) | | | | | | | | | | | | | April 2041 (FY 40/41) | | | | | | | | | | | | | May 2041 (FY 40/41) | | | | | | | | | | | | | June 2041 (FY 40/41) | | | | | | | | | | | | | July 2041 (FY 40/41) | | | | | | | | | | | | | August 2041 (FY 40/41) | | | | | | | | | | | | | September 2041 (FY 40/41) | | | | | | | | | | | | | October 2041 (FY 40/41) | | | | | | | | | | | | | November 2041 (FY 40/41) | | | | | | | | | | | | | December 2041 (FY 40/41) | | | | | | | | | | | | | January 2042 (FY 41/42) | | | | | | | | | | | | | February 2042 (FY 41/42) | | | | | | | | | | | | | March 2042 (FY 41/42) | | | | | | | | | | | | | April 2042 (FY 41/42) | | | | | | | | | | | | | May 2042 (FY 41/42) | | | | | | | | | | | | | June 2042 (FY 41/42) | | | | | | | | | | | | | July 2042 (FY 41/42) | | | | | | | | | | | | | August 2042 (FY 41/42) | | | | | | | | | | | | | September 2042 (FY 41/42) | | | | | | | | | | | | | October 2042 (FY 41/42) | | | | | | | | | | | | | November 2042 (FY 41/42) | | | | | | | | | | | | | December 2042 (FY 41/42) | | | | | | | | | | | | | January 2043 (FY 42/43) | | | | | | | | | | | | | February 2043 (FY 42/43) | | | | | | | | | | | | | March 2043 (FY 42/43) | | | | | | | | | | | | | April 2043 (FY 42/43) | | | | | | | | | | | | | May 2043 (FY 42/43) | | | | | | | | | | | | | June 2043 (FY 42/43) | | | | | | | | | | | | | July 2043 (FY 42/43) | | | | | | | | | | | | | August 2043 (FY 42/43) | | | | | | | | | | | | | September 2043 (FY 42/43) | | | | | | | | | | | | | October 2043 (FY 42/43) | | | | | | | | | | | | | November 2043 (FY 42/43) | | | | | | | | | | | | | December 2043 (FY 42/43) | | | | | | | | | | | | | January 2044 (FY 43/44) | | | | | | | | | | | | | February 2044 (FY 43/44) | | | | | | | | | | | | | March 2044 (FY 43/44) | | | | | | | | | | | | | April 2044 (FY 43/44) | | | | | | | | | | | | | May 2044 (FY 43/44) | | | | | | | | | | | | | June 2044 (FY 43/44) | | | | | | | | | | | | | July 2044 (FY 43/44) | | | | | | | | | | | | | August 2044 (FY 43/44) | | | | | | | | | | | | | September 2044 (FY 43/44) | | | | | | | | | | | | | October 2044 (FY 43/44) | | | | | | | | | | | | | November 2044 (FY 43/44) | | | | | | | | | | | | | December 2044 (FY 43/44) | | | | | | | | | | | | | January 2045 (FY 44/45) | | | | | | | | | | | | | February 2045 (FY 44/45) | | | | | | | | | | | | | March 2045 (FY 44/45) | | | | | | | | | | | | | April 2045 (FY 44/45) | | | | | | | | | | | | | May 2045 (FY 44/45) | | | | | | | | | | | | | June 2045 (FY 44/45) | | | | | | | | | | | | | July 2045 (FY 44/45) | | | | | | | | | | | | | August 2045 (FY 44/45) | | | | | | | | | | | | | September 2045 (FY 44/45) | | | | | | | | | | | | | October 2045 (FY 44/45) | | | | | | | | | | | | | November 2045 (FY 44/45) | | | | | | | | | | | | | December 2045 (FY 44/45) | | | | | | | | | | | | | January 2046 (FY 45/46) | | | | | | | | | | | | | February 2046 (FY 45/46) | | | | | | | | | | | | | March 2046 (FY 45/46) | | | | | | | | | | | | | April 2046 (FY 45/46) | | | | | | | | | | | | | May 2046 (FY 45/46) | | | | | | | | | | | | | June 2046 (FY 45/46) | | | | | | | | | | | | | July 2046 (FY 45/46) | | | | | | | | | | | | | August 2046 (FY 45/46) | | | | | | | | | | | | | September 2046 (FY 45/46) | | | | | | | | | | | | | October 2046 (FY 45/46) | | | | | | | | | | | | | November 2046 (FY 45/46) | | | | | | | | | | | | | December 2046 (FY 45/46) | | | | | | | | | | | | | January 2047 (FY 46/47) | | | | | | | | | | | | | February 2047 (FY 46/47) | | | | | | | | | | | | | March 2047 (FY 46/47) | | | | | | | | | | | | | April 2047 (FY 46/47) | | | | | | | | | | | | | May 2047 (FY 46/47) | | | | | | | | | | | | | June 2047 (FY 46/47) | | | | | | | | | | | | | July 2047 (FY 46/47) | | | | | | | | | | | | | August 2047 (FY 46/47) | | | | | | | | | | | | | September 2047 (FY 46/47) | | | | | | | | | | | | | October 2047 (FY 46/47) | | | | | | | | | | | | | November 2047 (FY 46/47) | | | | | | | | | | | | | December 2047 (FY 46/47) | | | | | | | | | | | | | January 2048 (FY 47/48) | | | | | | | | | | | | | February 2048 (FY 47/48) | | | | | | | | | | | | | March 2048 (FY 47/48) | | | | | | | | | | | | | April 2048 (FY 47/48) | | | | | | | | | | | | | May 2048 (FY 47/48) | | | | | | | | | | | | | June 2048 (FY 47/48) | | | | | | | | | | | | | July 2048 (FY 47/48) | | | | | | | | | | | | | August 2048 (FY 47/48) | | | | | | | | | | | | | September 2048 (FY 47/48) | | | | | | | | | | | | | October 2048 (FY 47/48) | | | | | | | | | | | | | November 2048 (FY 47/48) | | | | | | | | | | | | | December 2048 (FY 47/48) | | | | | | | | | | | | | January 2049 (FY 48/49) | | | | | | | | | | | | | February 2049 (FY 48/49) | | | | | | | | | | | | | March 2049 (FY 48/49) | | | | | | | | | | | | | April 2049 (FY 48/49) | | | | | | | | | | | | | May 2049 (FY 48/49) | | | | | | | | | | | | | June 2049 (FY 48/49) | | | | | | | | | | | | | July 2049 (FY 48/49) | | | | | | | | | | | | | August 2049 (FY 48/49) | | | | | | | | | | | | | September 2049 (FY 48/49) | | | | | | | | | | | | | October 2049 (FY 48/49) | | | | | | | | | | | | | November 2049 (FY 48/49) | | | | | | | | | | | | | December 2049 (FY 48/49) | | | | | | | | | | | | | January 2050 (FY 49/50) | | | | | | | | | | | | | February 2050 (FY 49/50) | | | | | | | | | | | | | March 2050 (FY 49/50) | | | | | | | | | | | | | April 2050 (FY 49/50) | | | | | | | | | | | | | May 2050 (FY 49/50) | | | | | | | | | | | | | June 2050 (FY 49/50) | | | | | | | | | | | | | July 2050 (FY 49/50) | | | | | | | | | | | | | August 2050 (FY 49/50) | | | | | | | | | | | | | September 2050 (FY 49/50) | | | | | | | | | | | | | October 2050 (FY 49/50) | | | | | | | | | | | | | November 2050 (FY 49/50) | | | | | | | | | | | | | December 2050 (FY 49/50) | | | | | | | | | | | | | January 2051 (FY 50/51) | | | | | | | | | | | | | February 2051 (FY 50/51) | | | | | | | | | | | | | March 2051 (FY 50/51) | | | | | | | | | | | | | April 2051 (FY 50/51) | | | | | | | | | | | | | May 2051 (FY 50/51) | | | | | | | | | | | | | June 2051 (FY 50/51) | | | | | | | | | | | | | July 2051 (FY 50/51) | | | | | | | | | | | | | August 2051 (FY 50/51) | | | | | | | | | | | | | September 2051 (FY 50/51) | | | | | | | | | | | | | October 2051 (FY 50/51) | | | | | | | | | | | | | November 2051 (FY 50/51) | | | | | | | | | | | | | December 2051 (FY 50/51) | | | | | | | | | | | | | January 2052 (FY 51/52) | | | | | | | | | | | | | February 2052 (FY 51/52) | | | | | | | | | | | | | March 2052 (FY 51/52) | | | | | | | | | | | | | April 2052 (FY 51/52) | | | | | | | | | | | | | May 2052 (FY 51/52) | | | | | | | | | | | | | June 2052 (FY 51/52) | | | | | | | | | | | | | July 2052 (FY 51/52) | | | | | | | | | | | | | August 2052 (FY 51/52) | | | | | | | | | | | | | September 2052 (FY 51/52) | | | | | | | | | | | | | October 2052 (FY 51/52) | | | | | | | | | | | | | November 2052 (FY 51/52) | | | | | | | | | | | | | December 2052 (FY 51/52) | | | | | | | | | | | | | January 2053 (FY 52/53) | | | | | | | | | | | | | February 2053 (FY 52/53) | | | | | | | | | | | | | March 2053 (FY 52/53) | | | | | | | | | | | | | April 2053 (FY 52/53) | | | | | | | | | | | | | May 2053 (FY 52/53) | | | | | | | | | | | | | June 2053 (FY 52/53) | | | | | | | | | | | | | July 2053 (FY 52/53) | | | | | | | | | | | | | August 2053 (FY 52/53) | | | | | | | | | | | | | September 2053 (FY 52/53) | | | | | | | | | | | | | October 2053 (FY 52/53) | | | | | | | | | | | | | November 2053 (FY 52/53) | | | | | | | | | | | | | December 2053 (FY 52/53) | | | | | | | | | | | | | January 2054 (FY 53/54) | | | | | | | | | | | | | February 2054 (FY 53/54) | | | | | | | | | | | | | March 2054 (FY 53/54) | | | | | | | | | | | | | April 2054 (FY 53/54) | | | | | | | | | | | | | May 2054 (FY 53/54) | | | | | | | | | | | | | June 2054 (FY 53/54) | | | | | | | | | | | | | July 2054 (FY 53/54) | | | | | | | | | | | | | August 2054 (FY 53/54) | | | | | | | | | | | | | September 2054 (FY 53/54) | | | | | | | | | | | | | October 2054 (FY 53/54) | | | | | | | | | | | | | November 2054 (FY 53/54) | | | | | | | | | | | | | December 2054 (FY 53/54) | | | | | | | | | | | | | January 2055 (FY 54/55) | | | | | | | | | | | | | February 2055 (FY 54/55) | | | | | | | | | | | | | March 2055 (FY 54/55) | | | | | | | | | | | | | April 2055 (FY 54/55) | | | | | | | | | | | | | May 2055 (FY 54/55) | | | | | | | | | | | | | June 2055 (FY 54/55) | | | | | | | | | | | | | July 2055 (FY 54/55) | | | | | | | | | | | | | August 2055 (FY 54/55) | | | | | | | | | | | | | September 2055 (FY 54/55) | | | | | | | | | | | | | October 2055 (FY 54/55) | | | | | | | | | | | | | November 2055 (FY 54/55) | | | | | | | | | | | | | December 2055 (FY 54/55) | | | | | | | | | | | | | January 2056 (FY 55/56) | | | | | | | | | | | | | February 2056 (FY 55/56) | | | | | | | | | | | | | March 2056 (FY 55/56) | | | | | | | | | | | | | April 2056 (FY 55/56) | | | | | | | | | | | | | May 2056 (FY 55/56) | | | | | | | | | | | | | June 2056 (FY 55/56) | | | | | | | | | | | | | July 2056 (FY 55/56) | | | | | | | | | | | | | August 2056 (FY 55/56) | | | | | | | | | | | | | September 2056 (FY 55/56) | | | | | | | | | | | | | October 2056 (FY 55/56) | | | | | | | | | | | | | November 2056 (FY 55/56) | | | | | | | | | | | | | December 2056 (FY 55/56) | | | | | | | | | | | | | January 2057 (FY 56/57) | | | | | | | | | | | | | February 2057 (FY 56/57) | | | | | | | | | | | | | March 2057 (FY 56/57) | | | | | | | | | | | | | April 2057 (FY 56/57) | | | | | | | | | | | | | May 2057 (FY 56/57) | | | | | | | | | | | | | June 2057 (FY 56/57) | | | | | | | | | | | | | July 2057 (FY 56/57) | | | | | | | | | | | | | August 2057 (FY 56/57) | | | | | | | | | | | | | September 2057 (FY 56/57) | | | | | | | | | | | | | October 2057 (FY 56/57) | | | | | | | | | | | | | November 2057 (FY 56/57) | | | | | | | | | | | | | December 2057 (FY 56/57) | | | | | | | | | | | | | January 2058 (FY 57/58) | | | | | | | | | | | | | February 2058 (FY 57/58) | | | | | | | | | | | | | March 2058 (FY 57/58) | | | | | | | | | | | | | April 2058 (FY 57/58) | | | | | | | | | | | | | May 2058 (FY 57/58) | | | | | | | | | | | | | June 2058 (FY 57/58) | | | | | | | | | | | | | July 2058 (FY 57/58) | | | | | | | | | | | | | August 2058 (FY 57/58) | | | | | | | | | | | | | September 2058 (FY 57/58) | | | | | | | | | | | | | October 2058 (FY 57/58) | | | | | | | | | | | | | November 2058 (FY 57/58) | | | | | | | | | | | | | December 2058 (FY 57/58) | | | | | | | | | | | | | January 2059 (FY 58/59) | | | | | | | | | | | | | February 2059 (FY 58/59) | | | | | | | | | | | | | March 2059 (FY 58/59) | | | | | | | | | | | | | April 2059 (FY 58/59) | | | | | | | | | | | | | May 2059 (FY 58/59) | | | | | | | | | | | | | June 2059 (FY 58/59) | | | | | | | | | | | | | July 2059 (FY 58/59) | | | | | | | | | | | | | August 2059 (FY 58/59) | | | | | | | | | | | | | September 2059 (FY 58/59) | | | | | | | | | | | | | October 2059 (FY 58/59) | | | | | | | | | | | | | November 2059 (FY 58/59) | | | | | | | | | | | | | December 2059 (FY 58/59) | | | | | | | | | | | | | January 2060 (FY 59/60) | | | | | | | | | | | | | February 2060 (FY 59/60) | | | | | | | | | | | | | March 2060 (FY 59/60) | | | | | | | | | | | | | April 2060 (FY 59/60) | | | | | | | | | | | | | May 2060 (FY 59/60) | | | | | | | | | | | | | June 2060 (FY 59/60) | | | | | | | | | | | | | July 2060 (FY 59/60) | | | | | | | | | | | | | August 2060 (FY 59/60) | | | | | | | | | | | | | September 2060 (FY 59/60) | | | | | | | | | | | | | October 2060 (FY 59/60) | | | | | | | | | | | | | November 2060 (FY 59/60) | | | | | | | | | | | | | December 2060 (FY 59/60) | | | | | | | | | | | | | January 2061 (FY 60/61) | | | | | | | | | | | | | February 2061 (FY 60/61) | | | | | | | | | | | | | March 2061 (FY 60/61) | | | | | | | | | | | | | April 2061 (FY 60/61) | | | | | | | | | | | | | May 2061 (FY 60/61) | | | | | | | | | | | | | June 2061 (FY 60/61) | | | | | | | | | | | | | July 2061 (FY 60/61) | | | | | | | | | | | | | August 2061 (FY 60/61) | | | | | | | | | | | | | September 2061 (FY 60/61) | | | | | | | | | | | | | October 2061 (FY 60/61) | | | | | | | | | | | | | November 2061 (FY 60/61) | | | | | | | | | | | | | December 2061 (FY 60/61) | | | | | | | | | | | | | January 2062 (FY 61/62) | | | | | | | | | | | | | February 2062 (FY 61/62) | | | | | | | | | | | | | March 2062 (FY 61/62) | | | | | | | | | | | | | April 2062 (FY 61/62) | | | | | | | | | | | | | May 2062 (FY 61/62) | | | | | | | | | | | | | June 2062 (FY 61/62) | | | | | | | | | | | | | July 2062 (FY 61/62) | | | | | | | | | | | | | August 2062 (FY 61/62) | | | | | | | | | | | | | September 2062 (FY 61/62) | | | | | | | | | | | | | October 2062 (FY 61/62) | | | | | | | | | | | | | November 2062 (FY 61/62) | | | | | | | | | | | | | December 2062 (FY 61/62) | | | | | | | | | | | | | January 2063 (FY 62/63) | | | | | | | | | | | | | February 2063 (FY 62/63) | | | | | | | | | | | | | March 2063 (FY 62/63) | | | | | | | | | | | | | April 2063 (FY 62/63) | | | | | | | | | | | | | May 2063 (FY 62/63) | | | | | | | | | | | | | June 2063 (FY 62/63) | | | | | | | | | | | | | July 2063 (FY 62/63) | | | | | | | | | | | | | August 2063 (FY 62/63) | | | | | | | | | | | | | September 2063 (FY 62/63) | | | | | | | | | | | | | October 2063 (FY 62/63) | | | | | | | | | | | | | November 2063 (FY 62/63) | | | | | | | | | | | | | December 2063 (FY 62/63) | | | | | | | | | | | | | January 2064 (FY 63/64) | | | | | | | | | | | | | February 2064 (FY 63/64) | | | | | | | | | | | | | March 2064 (FY 63/64) | | | | | | | | | | | | | April 2064 (FY 63/64) | | | | | | | | | | | | | May 2064 (FY 63/64) | | | | | | | | | | | | | June 2064 (FY 63/64) | | | | | | | | | | | | | July 2064 (FY 63/64) | | | | | | | | | | | | | August 2064 (FY 63/64) | | | | | | | | | | | | | September 2064 (FY 63/64) | | | | | | | | | | | | | October 2064 (FY 63/64) | | | | | | | | | | | | | November 2064 (FY 63/64) | | | | | | | | | | | | | December 2064 (FY 63/64) | | | | | | | | | | | | | January 2065 (FY 64/65) | | | | | | | | | | | | | February 2065 (FY 64/65) | | | | | | | | | | | | | March 2065 (FY 64/65) | | | | | | | | | | | | | April 2065 (FY 64/65) | | | | | | | | | | | | | May 2065 (FY 64/65) | | | | | | | | | | | | | June 2065 (FY 64/65) | | | | | | | | | | | | | July 2065 (FY 64/65) | | | | | | | | | | | | | August 2065 (FY 64/65) | | | | | | | | | | | | | September 2065 (FY 64/65) | | | | | | | | | | | | | October 2065 (FY 64/65) | | | | | | | | | | | | | November 2065 (FY 64/65) | | | | | | | | | | | | | December 2065 (FY 64/65) | | | | | | | | | | | | | January 2066 (FY 65/66) | | | | | | | | | | | | | February 2066 (FY 65/66) | | | | | | | | | | | | | March 2066 (FY 65/66) | | | | | | | | | | | | | April 2066 (FY 65/66) | | | | | | | | | | | | | May 2066 (FY 65/66) | | | | | | | | | | | | | June 2066 (FY 65/66) | | | | | | | | | | | | | July 2066 (FY 65/66) | | | | | | | | | | | | | August 2066 (FY 65/66) | | | | | | | | | | | | | September 2066 (FY 65/66) | | | | | | | | | | | | | October 2066 (FY 65/66) | | | | | | | | | | | | | November 2066 (FY 65/66) | | | | | | | | | | | | | December 2066 (FY 65/66) | | | | | | | | | | | | | January 2067 (FY 66/67) | | | | | | | | | | | | | February 2067 (FY 66/67) | | | | | | | | | | | | | March 2067 (FY 66/67) | | | | | | | | | | | | | April 2067 (FY 66/67) | | | | | | | | | | | | | May 2067 (FY 66/67) | | | | | | | | | | | | | June 2067 (FY 66/67) | | | | | | | | | | | | | July 2067 (FY 66/67) | | | | | | | | | | | | | August 2067 (FY 66/67) | | | | | | | | | | | | | September 2067 (FY 66/67) | | | | | | | | | | | | | October 2067 (FY 66/67) | | | | | | | | | | | | | November 2067 (FY 66/67) | | | | | | | | | | | | | December 2067 (FY 66/67) | | | | | | | | | | | | | January 2068 (FY 67/68) | | | | | | | | | | | | | February 2068 (FY 67/68) | | | | | | | | | | | | | March 2068 (FY 67/68) | | | | | | | | | | | | | April 2068 (FY 67/68) | | | | | | | | | | | | | May 2068 (FY 67/68) | | | | | | | | | | | | | June 2068 (FY 67/68) | | | | | | | | | | | | | July 2068 (FY 67/68) | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Year 2 | District Clinical Step Plan | | | | | | | | | |
|------------------|-----------------------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | STEP 0 | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 |
| Bi-weekly Review | 3,373.97 | 3,566.62 | 3,749.48 | 3,939.66 | 4,127.92 | 4,315.30 | 4,506.26 | 4,696.72 | 4,886.17 | 5,080.46 |
| Bi-weekly Review | 3,373.97 | 3,566.62 | 3,749.48 | 3,939.66 | 4,127.92 | 4,315.30 | 4,506.26 | 4,696.72 | 4,886.17 | 5,080.46 |
| Bi-weekly Review | 3,373.97 | 3,566.62 | 3,749.48 | 3,939.66 | 4,127.92 | 4,315.30 | 4,506.26 | 4,696.72 | 4,886.17 | 5,080.46 |
| Annual Holiday | 3,569.80 | 3,450.57 | 3,450.57 | 3,450.57 | 3,450.57 | 3,450.57 | 3,450.57 | 3,450.57 | 3,450.57 | 3,450.57 |
| Raise - Holiday | 994,274.00 | \$96,781.68 | \$99,555.06 | \$101,998.95 | \$104,713.13 | \$107,497.47 | \$110,255.00 | \$113,290.39 | \$116,405.97 | \$119,424.00 |
| | 994,274.00 | \$96,781.68 | \$99,555.06 | \$101,998.95 | \$104,713.13 | \$107,497.47 | \$110,255.00 | \$113,290.39 | \$116,405.97 | \$119,424.00 |

[illegible]

| | EMT | FM1 (N=5,600) | FM2 (N=5,600) | NO-SRT | NO-FD1 | FO-2' | FO-3' | FO-4' | FM1 (IDC - LDC) | FM2 (IDC - LDC) |
|-----------------------|------------------------|------------------------|------------------------|--------------------------|--------------------------|--------------------------|-------------------------|-------------------------|--------------------------|--------------------------|
| Bi-Vitality Annual | \$193,490 \$208,528 | \$113,551 \$201,011 | \$5,600 \$2,011,069 | \$184,330 \$2,167,881 | \$241,691 \$1,063,942 | \$141,691 \$1,003,942 | \$41,691 \$1,063,942 | \$23,167 \$2,167,881 | \$100,000 \$3,000,000 | \$100,000 \$3,000,000 |

- The Fire Officer 2 incentive only applies to those current IAFF Supervisory Unit Member's who held Fire Officer 2 certification in a Captain or District Chief position prior to 2010.
- The Fire Officer 2 incentive series are not cumulative. A unit member is only eligible to receive one (1) incentive in this series.

Board Meeting Date

7-22-25

Item Number: J.S.

Motion By: KA

Second By: KD

Nay By: _____

| Commissioner | DISTRICT | AYE | NAY |
|-----------------------|----------|-----|-----|
| Commissioner Delaney | 1 | ✓ | |
| Vice Chair Goodson | 2 | ✓ | |
| Commissioner Adkinson | 3 | ✓ | |
| Commissioner Altman | 5 | ✓ | |
| Chairman Feltner | 4 | ✓ | |