

AGREEMENT
BETWEEN
THE CITY OF VENICE
AND
LOCAL #2546
I.A.F.F.

October 1, 2025
thru September 30, 2028

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PREAMBLE

This Agreement is entered into as of October 1, ~~2022~~ 2025, between the City of Venice, hereinafter referred to as the City, and Suncoast Professional Fire Fighters and Paramedics, International Association of Firefighters, Local 2546, hereinafter referred to as the Union. It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationships between parties hereto, to provide an orderly and peaceful means of resolving any misunderstanding or differences which may arise, and to set forth herein basic and full Agreement between the parties concerning rates of pay, wages and other terms and conditions of employment. When this Agreement does not speak to a subject, the City of Venice Personnel Procedures and Rules will be used. In the event the Agreement or the City of Venice Personnel Procedures and Rules does not speak to a subject, the Venice Fire Department Rules and Regulations will be followed. There shall not be and there is no individual arrangement or agreement made covering any part of this Agreement which is contrary to the terms herein provided.

ARTICLE #1

RECOGNITION

The City of Venice, Florida (hereinafter referred to as “the City”), recognizes the Suncoast Professional Fire Fighters and Paramedics, Local 2546 Venice Chapter, International Association of Firefighters (hereinafter referred to as “the Union”), as the exclusive collective bargaining representative of the employees in the bargaining unit described herein.

For the duration of this Agreement, the bargaining unit shall include:

All probationary and permanent ~~Firemedics~~ (Firefighters/EMT's), Fire~~medics~~ ~~fighter~~/Paramedics, Lieutenant/EMT's, Lieutenant Paramedics, ~~Administrative Lieutenant/EMT, Captain Paramedic~~, Battalion Chief/EMTs, Battalion Chief/Paramedics, ~~Administrative Battalion Chief/EMT, Administrative Captain/EMT~~, EMS Supervisor and Single-certification Paramedic.

For the duration of the Agreement, the bargaining unit shall exclude:

The Fire Chief, Deputy Chief, Assistant Chiefs, Division Chief of Logistics, clerical personnel, all other employees of the City of Venice and other managerial, confidential and supervisory employees.

The Union recognizes that the City Manager is the collective bargaining representative of the City. The Union further recognizes its obligation to bargain solely and exclusively with the City Manager and/or his designee.

ARTICLE #2

MANAGEMENT RIGHTS

Section 1. Except as specifically and expressly abridged, limited or modified by the written terms of this Agreement, all the rights, powers and authority previously possessed or enjoyed by the City of Venice prior to this Agreement are retained by the City, and may be exercised without prior notice to or consultation with the Union.

Section 2. Nothing in this Agreement shall be construed so as to limit or impair the right of the City to exercise its sole and exclusive discretion on all of the following matters, providing such exercise is consistent with the express terms of this Agreement.

- A. To manage the Fire Department and exercise sole and exclusive control and absolute discretion over the organization and operations thereof.
- B. To determine the purpose and functions of the Fire Department.
- C. To determine and adopt such policies and programs, and standards, ~~rules and regulations~~ as are deemed by the City to be necessary for the operation/improvement of the Fire Department, and to select, manage, direct, and evaluate all management, supervisory, administrative and other personnel.
- ~~D. To alter or vary past practices and otherwise to take such measures as the City may determine to be necessary to maintain order and efficiency relative to both the work force and the operation/service to be rendered thereby.~~
- D. To decide the number, location, design and maintenance of the Fire Department's facilities, supplies and equipment. To relocate, remodel or otherwise revise operations and facilities as may be deemed necessary by the City.
- E.. To determine the qualifications of all employees of the Fire Department. To select, examine, hire, classify, train, assign, schedule, direct, transfer, promote, discipline, discharge, layoff, retain and manage all employees of the Department.
- F. To discharge, demote or suspend any employee of the Department, and to take other disciplinary action against such employees, or to relieve such employees from duty, for just cause.
- G. To increase, reduce, change, modify or alter the size and composition of the work force.
- H. To determine the extent of its operations, to determine when any part of the complete operation shall function or be halted; and to determine when, where and

to what extent operations/services shall be increased or decreased.

- I. To establish, change or modify employees' duties, tasks, responsibilities or requirements.
- J. To make, issue, publish, enforce and modify policies, procedures, rules and regulations in accordance with the provisions of this Article. ~~as the City may from time to time deem best.~~

All other rights to manage the Fire Department and the operations, functions, and purposes thereof, which are not recited in or expressly limited by this Agreement, are reserved exclusively to the City.

Section 3. If the Mayor, City Manager, or one of their designees declares that civil emergency conditions exist, including but not limited to riots, civil disorders, hurricane/tornado conditions, epidemics, or similar conditions, the non-monetary provisions of this Agreement will be suspended by the City during the time of such declared emergency. The City shall notify the Union in writing of the date such emergency is declared, and the date the emergency declaration is officially lifted. A grievance that arises during any period of agreement suspension shall be abated until the suspension is lifted. ~~Should the City have a need to suspend any portion of this Agreement for any period greater than 21 days, the City shall provide the Union with written notification after the first 21 days identifying the specific sections of the Agreement the City wishes to suspend along with a written explanation outlining the need for the suspension.~~

Section 4. The City Charter, together with all applicable General Laws of the State of Florida, shall be supreme to this Agreement in all matters pertaining to or resulting from any negotiations in such areas of discretion as the City's mission, budget, obligation to its citizens, organization, assignment of personnel, tasks, duties, responsibilities, or the technology required to perform work.

Section 5. The City has the sole, exclusive right to direct managerial, supervisory, administrative personnel and any other employee not covered by this Agreement, to perform any task in connection with the operation of the Fire Department, whether or not normally performed by the employees within the bargaining unit.

Section 6. The selection and assignment of supervisory and managerial personnel are the sole responsibility of management, and shall not be subject to the grievance and arbitration procedures provided in this Agreement.

Section 7. The Union recognizes that the City and the Fire Department are obligated to comply with all federal, state and local laws, ordinances, regulations, directives and guidelines, including such matters as affirmative action and equal employment opportunity, and the Union shall cooperate and do all things necessary to facilitate compliance with said laws.

Section 8. The City shall have the right, during the term of this Agreement, to terminate selected services/operations permanently. In such event, all obligations hereunder to its affected employees and to the Union shall forthwith terminate. The City shall also have the right, from time to time during this Agreement, to suspend selected services/operations in whole or in part.

Section 9. Except as otherwise expressly provided in this Agreement, any written rule, regulation, policy or procedure affecting employees of the bargaining unit in effect prior to, as well as those issued after the effective date of this Agreement, shall remain and be in full force and effect unless changed, modified or deleted by the City. ~~Final authority to change, modify, or delete any rule, regulation or policy rests with the City.~~ The City shall provide the Union with a written copy of any proposed change to or any new rule, regulation or policy that addresses or impacts wages, hours and/or terms and conditions of employment at least 14 days prior to the date the City plans to implement the change or the new policy. Upon demand from the Union, the City agrees to engage in good faith bargaining over the change or the impacts of the change as required by law.

Section 10. It is expressly understood by and between the parties to this Agreement that the City shall not be deemed to have waived or modified any of the rights reserved to the City under this Article by not exercising said rights either in a particular matter or in a particular manner. ~~It is also expressly understood that nothing contained in this Article shall be interpreted as the Union having waived their rights to bargain over any subject over which they have the legal right to bargain over under Florida law.~~

Section 11. The exercise of the above enumerated managerial rights, except as otherwise provided herein, shall not preclude an aggrieved from filing a grievance, but such grievance can be filed only on the grounds that the action complained of by the employee is in violation of the express written terms of this agreement.

Section 12. Nothing contained in this article is to be interpreted as a waiver of the City's obligations to impact bargain, upon demand of the Union, should the exercise of these management rights have the practical effect of altering or causing impacts to wages, hours or terms and conditions of employment. Additionally, the City agrees to bargain over other matters, consistent with the requirements of law.

ARTICLE #3

NO STRIKE PROVISION

Section 1. The Union or its officers, representatives, agents, members and employees covered by this Agreement shall not engage in, instigate or support:

- A. A strike.
- B. Concerted failure to report for duty.
- C. Concerted absence from their respective positions.
- D. Concerted stoppage of work.
- E. Concerted submission of resignations.
- F. Concerted absenteeism in whole or in part from the full and faithful performance of the duties of their employment by the City.

Section 2. The foregoing prohibited activities A through F shall not be engaged in for the purpose of inducing, influencing, condoning or coercing a change in the terms and conditions of employment or in the rights, privileges, or obligations of public employment of any employees within or without the bargaining unit.

Section 3. Any employee or group of employees committing or participating in any of the acts described in this Article may be disciplined by the City up to and including discharge. The City shall also retain its statutory penalty rights for a violation of the No-Strike provisions of this Agreement or the statute prohibiting a strike.

ARTICLE #4

UNION SECURITY AND CHECK-OFF

Section 1. The City agrees to deduct from the Union membership, per pay period, dues from the pay of those employees who individually request in writing that such deduction be made. The amounts deducted shall be certified to the City by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted, together with an itemized statement, to the Treasurer by the thirtieth of the (current succeeding) month after such deductions are made. The City's remittance will be deemed to be correct if the Union does not give written notice to the City, within two (2) weeks after a remittance is received, of its belief, with reason(s) stated therefore that the remittance is incorrect.

Section 2. When an employee quits, is discharged, or is laid off, any unpaid dues due the Union will be deducted from the last salary payable.

Section 3.

A. The City shall deduct from the payment made to the Union the following expenses of bookkeeping, retention and transmittal of funds.

\$0.50 per employee for each new enrollment

\$0.30 per employee for each dues change

\$0.12 per pay period per employee for normal bookkeeping services

Section 4. Upon written notice to the City Director of Human Resources and to the Secretary Treasurer of the Union, dues deductions will be stopped within 30 days of notification.

ARTICLE #5

GRIEVANCE PROCEDURE AND ARBITRATION

Section 1. A grievance is defined as a dispute involving the interpretation or application of the specific provisions of this Agreement.

Step 1. The employee, or their representative, shall take up the grievance or dispute with the employee's immediate supervisor within fourteen (14) City Hall working days of the date of the grievance or the employee's knowledge of its occurrence. The supervisor will log the grievance in with the Director of Human Resources, and a confirmation will be forwarded to the supervisor and grievant. The supervisor shall attempt to adjust the matter and shall respond to the employee, or their representative, within fourteen (14) City Hall working days.

Step II. If the grievance has not been settled, it shall be presented, in writing, by the employee, or their representative, to the department head within fourteen (14) City Hall working days after the supervisor's response is due. The department head shall respond to the employee, or their representative, in writing within fourteen (14) City Hall working days.

Step III. If the grievance still remains unadjusted, it shall be presented in writing by the employee, or their representative, to the City Manager or Director of Human Resources within fourteen (14) City Hall working days after the response of the department head is due. The City Manager or Director of Human Resources shall respond in writing to the employee, or their representative, (with a copy of the response to the Local Union President) within fourteen (14) City Hall working days.

Step IV. If the grievance is still unsettled, either party may, within thirty (30) City Hall working days after the reply of the City Manager or Director of Human Resources is due, by written notice to the other on either City of Venice or IAFF letterhead, request arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the City and the Union through the Federal Mediation and Conciliation Service (FMCS), from a panel of seven (7) arbitrators within ~~seven (7)~~ **twenty-one (21)** City Hall working days of receipt of the panel. An arbitrator is to be selected through the alternate striking process, with the ~~grieving party~~ **City** striking first **in grievances involving discipline and the Union striking first in all other grievances.** The cost and expense incurred by the impartial arbitrator, **the appearance fee for the court reporter and the arbitrator's copy of the transcript (if requested)** shall be shared equally by the parties involved in the arbitration. If a transcript of the proceeding is requested, then the party so requesting shall pay for it. If an employee is acting independently of and in disregard of the position of the Union in matters relating to arbitration, such employee shall pay the equal share of the arbitrator's costs and expense with the City.

Section 2. Nothing in this article shall be construed to prevent any employee from presenting their own grievance. It is understood that either an individual or the Union may represent a grievance but not both. The Union shall be notified if an individual files their own grievance. However, for dues-paying members of the Union, the Union shall have the final authority to decide whether a particular grievance shall be arbitrated.

Section 3. The arbitrator shall have no authority to change, amend, add to or subtract from, or disregard any provision of this Agreement.

Section 4. No grievance shall be considered under the foregoing procedure unless it is presented and processed in the manner set forth herein. Extensions of the above time limits may be mutually agreed upon in writing in a particular case.

ARTICLE #6

ANTI-DISCRIMINATION

Section 1. The Union and the City agree not to discriminate against employees covered by this Agreement on account of race, religion, creed, color, national origin, sex, age, union affiliation, or mental or physical handicap. A bargaining unit employee may pursue a grievance alleging discrimination through Step III. However, such grievance shall not be subject to Step IV Arbitration. Any remedy for such a claim shall be obtained exclusively through an appropriate state or federal agency or court.

Section 2. No employee covered under the terms of this Agreement shall be intimidated, coerced, restrained, reprimanded, penalized or discriminated against in any manner because they have exercised their rights and privileges provided for in the terms of this Agreement which include, but are not limited to, the processing of grievances.

Section 3. All references to employees in this Agreement designated both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

ARTICLE #7

RATE OF PAY

The provisions below reflect rate of pay for the period final ratification date of this Agreement to September 30, 2026.

Section 1. ~~Apprenticeship Program. The Apprenticeship Programs for Firefighter/EMTs and for Single-Certification Paramedics shall be developed, administered and evaluated by the Joint Apprenticeship and Training Committee (JATC) in accordance with established apprenticeship standards. The JATC shall establish and implement written guidelines correlating to the provisions of this Article. All new Firefighter/EMTs and Single-Certification Paramedics shall enter into the Apprenticeship Programs, which last four years, and are required to complete each monthly module, with required testing administered by the Training Officer. If an employee fails any portion of the Apprenticeship Programs, the Training Officer, with the assistance of any other supervisory or managerial personnel of their choice, shall immediately investigate the circumstances, evaluate the employee's potential and recommend appropriate actions to the Fire Chief. Such action may include, but not be limited to counseling, retesting, extension of probation, delay of pay increase or termination. Any action that becomes a part of the employee's permanent file, or delays a pay increase must be unanimously approved by the JATC. New employees shall be subject to the Apprenticeship Programs and the provisions of this Article until they successfully complete all prescribed modules and are graduated from the program. Based on their evaluation of each new employee's related previous experience and training, the JATC shall be authorized to determine appropriate credits, and may recommend to the Fire Chief and the City Manager an advanced entry level pay which corresponds to those credits. The maximum entry level pay allowed will be equal to the pay rate established by this contract for a Class 3 Firefighter/EMT or Single-Certification Paramedic. Such recommendation shall be in writing, and the city will respond in writing, expressing its agreement or disagreement with the JATC along with any necessary explanation. In all cases relating to entry level pay, the city shall have final authority, and all such memos shall become part of the employee's personnel file.~~

Section ~~Performance-Based Pay Plan for (Apprentice) Firefighter/EMTs and Single-Certification Paramedics. All (Apprentice) Firefighter/EMTs are in a performance-based pay plan with a minimum annual base salary of \$45,906.30 and a maximum annual base salary of \$79,434.28. All (Apprentice) Single-Certification Paramedics are in a performance-based pay plan with a minimum annual base salary of \$45,000 and a maximum annual base salary of \$55,000. A(n) (Apprentice) Firefighter/EMT's or a Single-Certification Paramedic's class will be determined by three factors: total complete years of service at the Venice Fire Department as of October 1 each year, except as provided for below, completion of the Apprenticeship Program and thereafter the number of hours of qualifying advanced training completed in a fiscal year. Pay progression will occur only on October 1 of each year of this collective bargaining agreement and not on employees' anniversary dates.~~

Apprentice Firefighter/EMT and Firefighter/EMT Performance Based Pay Plan

~~Effective final ratification date of this Agreement a new 8-class pay plan will take effect. Current employees will be slotted into the pay plan as reflected in Appendix A. New employees will commence at Class 8 except as provided for in section 1 above. The classes are as follows:~~

	Annual Base Pay	Training Completed	Years of Service on October 1
Class 8	\$45,906.30	*Apprenticeship	0-1
Class 7	\$49,220.00	*Apprenticeship	1-2
Class 6	\$53,000.00	*Apprenticeship	2-3
Class 5	\$57,240.00	*Apprenticeship	3-4
Class 4	\$62,540.00	*40 hours	4-5
Class 3	\$68,250.00	*40 hours	5-6
Class 2	\$73,720.50	*40 hours	6-7
Class 1	\$79,434.28	**40 hours	7+

~~*Denotes number of hours of qualified advanced training required in any given fiscal year to progress to next class. In order to progress to next class, must also have required length of service with Venice Fire Department. This notwithstanding, Apprentice Firefighter/EMT's hired in the period October 1 to March 30 of any given year will be eligible for "early" class progression the following October 1 despite not having completed a full year of service. No (Apprentice) Firefighter/EMT can progress by more than one class per fiscal year. Pay progression will occur only on October 1 of each year of this collective bargaining agreement and not on employees' anniversary dates. For years two and three of the Agreement, employees in Class 1 will receive a one time payment each October 1 in the amount of \$1,250 and no increase to base pay.~~

~~_____ Years of service at the Venice Fire Department—Determined by the total number of complete years of employment since the employee's date of hire, except as provided for above.~~

~~Qualifying Advanced Training—Defined as hours of instruction successfully completed in each fiscal year, not including in-service training or training required to maintain the Firefighter or EMT license. Specifically; Fire Officer I, Fire Officer II, Fire Officer III, Fire Instructor I, Fire Instructor II, Fire Instructor III, US Coast Guard 6-Pack License, Pump Operator, USAR, Safety Officer, Fire and Life Safety Educator, Fire Investigator, CPR Instructor, 24-Hour Company Inspection course, Infant Car Seat Installation, EVOC Instructor, NFA Span of Control, Rescue Swimmer II, Fire Science or related degree studies, or training as determined qualified by the Fire Chief.~~

~~** A Firefighter/EMT who attains and maintains the designation of 1st Class Firefighter/EMT shall receive an annual base salary of \$79,434.28. The standards for the designation of the 1st Class Firefighter/EMT will be based upon skills acquired by completing classes or training required to obtain and maintain any one of the following Florida State Fire College Certifications and one of the additional Certifications:~~

~~Florida State Certificates~~

~~Fire Officer I, Pump Operator, Hazardous Materials Technician, FLUSAR Recognized, Fire Inspector I, Fire Investigator I, Fire Instructor I, US Coast Guard 6 Pack License~~

~~Additional Certificates~~

~~CPR Instructor, Incident Safety Officer, Health Safety Officer, USAR (one of the 6 operational Certs), Rescue Swimmer II, EVOC Instructor, Live Fire Training Instructor, 24 hr. Company Inspection Course, Infant Car Seat Installation, Fire And Life Safety Educator~~

~~Failure to maintain the certification necessary for the 1st class designation will result in reversion to 2nd class rank and pay effective the date of the loss of the certification.~~

~~**Section 3.** Lieutenant/EMTs. Effective final ratification date of this Agreement a new 4 class pay plan will take effect. Current employees will be slotted into the pay plan as reflected in Appendix A. New employees will commence at Class 4. The classes are shown below:~~

~~Performance Based Pay Plan for Lieutenant/EMT's. All Lieutenant/EMTs are in a performance-based pay plan with a minimum annual base salary of \$84,270 and a maximum annual base salary of \$92,482. A Lieutenant/EMT's class will be determined by two factors: total complete years of service as a Lieutenant/EMT at the Venice Fire Department as of October 1 each year, except as provided for below and maintenance of certification(s). Pay progression will occur only on October 1 of each year of this collective bargaining agreement and not on employees' anniversary dates.~~

~~Lieutenant/EMT Performance Based Pay Plan~~

<u>Position/Class</u>	<u>Salary</u>	<u>Yrs. of Service on October 1</u>
Lieutenant/EMT Class 4	\$84,270	0-1
Lieutenant/EMT Class 3	\$86,840	1-2 1 State certificate
Lieutenant/EMT Class 2	\$89,960	2-3 2 State certificates
Lieutenant/EMT Class 1	\$92,482	3-4 *2 State certificates and Fire Science or related degree

~~In order to progress to next class, must have both required length of service with Venice Fire Department as a Lieutenant/EMT. This notwithstanding, employees promoted to the rank of Lieutenant/EMT in the period October 1 to March 30 of any given year will be eligible for "early" class progression the following October 1 despite not having completed a full year of service. No Lieutenant/EMT can progress by more than one class per fiscal year. Pay progression will occur only on October 1 of each year of this collective bargaining agreement and not on employees' anniversary dates. For years two and three of the Agreement, employees in Class 1 will receive a one-time payment each October 1 in the amount of \$1,250 and no increase to base pay.~~

~~*Lieutenant/EMT 1st Class~~

~~A Lieutenant/EMT who attains and maintains the designation of 1st Class Lieutenant/EMT shall receive an annual base salary of \$92,482. The Standards for the designation of 1st Class Lieutenant/EMT will be based upon skills acquired by completing and maintaining two of the~~

~~certifications below plus one of the additional certificate qualifications and holding an Associates or Bachelor's degree in Fire Science or a related field accepted by the by the State of Florida.~~

~~State and Federal Certifications~~

~~Fire Officer II, Hazardous Materials Technician, and Fire Inspector I, Fire Instructor I, USCG 6-Pack License, Fire Investigator, Incident Safety Officer, Health Safety Officer, FLUSAR recognized~~

~~Additional Certificates~~

~~CPR Instructor, Live Fire Training Instructor, Infant Car Seat Installation, EVOC Instructor, Company Inspection Course, Rescue Swimmer III, USAR (one of the 6 operational Certificates)~~

~~Failure to maintain the certification necessary for the 1st class designation will result in reversion to 2nd class rank and pay effective the date of the loss of the certification.~~

Section 4. ~~Battalion Chief/EMTs. Effective final ratification date of this Agreement a new 4 class pay plan will take effect. Current employees will be slotted into the pay plan as reflected in Appendix A. New employees will commence at Class 4. The classes are shown below:~~

~~Performance-Based Pay Plan for Battalion Chief/EMT's. All Battalion Chief/EMTs are in a performance-based pay plan with a minimum annual base salary of \$95,930 and a maximum annual base salary of \$103,917. A Battalion Chief/EMT's class will be determined by two factors: total complete years of service as a Battalion Chief/EMT at the Venice Fire Department as of October 1 each year and maintenance of certification(s). Pay progression will occur only on October 1 of each year of this collective bargaining agreement and not on employees' anniversary dates.~~

Battalion Chief/EMT Performance-Based Pay Plan

<u>Position/Class</u>	<u>Salary</u>	<u>Yrs. of Service on October 1</u>	
Battalion Chief/EMT Class 4	\$ 95,930	0-1	
Battalion Chief/EMT Class 3	\$ 98,175	1-2	1 State certificate
Battalion Chief/EMT Class 2	\$100,800	2-3	2 State certificates
Battalion Chief/EMT Class 1	\$103,917	3-4	*2 State certificates and Fire Science or related degree

~~In order to progress to next class, must have both required length of service with Venice Fire Department as a Battalion Chief/EMT. This notwithstanding, employees promoted to the rank of Battalion Chief/EMT in the period October 1 to March 30 of any given year will be eligible for "early" class progression the following October 1 despite not having completed a full year of service. No Battalion Chief/EMT can progress by more than one class per fiscal year. Pay progression will occur only on October 1 of each year of this collective bargaining agreement and not on employees' anniversary dates. For years two and three of the Agreement, employees in Class 1 will receive a one-time payment each October 1 in the amount of \$1,250 and no increase to base pay.~~

~~*Battalion Chief/EMT 1st Class~~

~~A Battalion Chief/EMT who attains and maintains the designation of 1st Class Battalion Chief/EMT shall receive an annual base salary of \$103,917. The Standards for the designation of 1st Class Battalion Chief/EMT will be based upon skills acquired by completing and maintaining two of the certifications below plus one of the additional certificate qualifications and holding an Associates or Bachelor's degree in Fire Science or a related field accepted by the by the State of Florida.~~

~~State and Federal Certifications~~

~~Fire Officer III, Fire Instructor I, Safety Officer, Hazmat Technician, NFA Command and Control Classes (Incident Operations, Multiple Alarms), Fire Inspector I, Fire Investigator I~~

~~Additional Certificates~~

~~CPR Instructor, Live Fire Training Instructor, Infant Car Seat Installation, EVOC Instructor, Company Inspection Course, Rescue Swimmer III~~

~~Failure to maintain the certification necessary for the 1st class designation will result in reversion to 2nd class rank and pay effective the date of the loss of the certification.~~

Section 1. Base Rates of Pay FY26 – FY27,

Effective upon ratification by the IAFF notice of successful “Results Notice” in October, 2025, the pay plan attached as Appendix “A” shall be adopted and the bargaining unit member wage rates shall be adjusted as identified in that pay plan.

Effective with the implementation of the **Appendix “A”** pay plan the salary ranges for each classification shall be as follows:

	Minimum	Maximum
<u>Firefighter</u>	<u>\$57,279</u>	<u>\$89,150</u>
<u>Lieutenant</u>	<u>\$91,385</u>	<u>\$114,369</u>
<u>Battalion Chief</u>	<u>\$105,519</u>	<u>\$136,747</u>
<u>EMS Supervisor</u>	<u>\$98,818</u>	<u>\$109,330</u>
<u>Single certified Paramedics</u>	<u>\$52,563</u>	<u>\$67,000</u>

Additionally, effective upon ratification by the IAFF notice of successful “Results Notice” in October, 2025, all bargaining unit members shall advance one step on the pay plan.

Employees promoted or hired in the period October 1 to March 30 of any given year will be eligible for “early” step advancement the following October 1 despite not having completed a

full year of service. No employee can progress by more than one step per fiscal year.

Section 2. Base Rates of Pay FY27

Effective with the first full pay period following October 1, 2026, all bargaining unit members shall advance one step on the pay plan.

Employees promoted or hired in the period October 1 to March 30 of any given year will be eligible for “early” step advancement the following October 1 despite not having completed a full year of service. No employee can progress by more than one step per fiscal year.

Section 3. Base Rates of Pay FY28

Any adjustment to the base rates of pay / pay plan and any advancement in the established pay plan for the 2028 fiscal year shall be resolved through mid-term bargaining that shall commence no later than March 15, 2027. If the parties are unable to reach agreement for base rates of pay / pay plan during those negotiations, both parties shall have full access to the impasse resolution procedures outlined in Chapter 447, Florida Statutes

If step advancement is granted for the 2028 fiscal year, employees promoted or hired in the period October 1 to March 30 of that year will be eligible for “early” step advancement the following October 1 despite not having completed a full year of service. No employee can progress by more than one step per fiscal year.

Section 4. Specialty Pay – Paramedic

1) Paramedics

- ~~A)~~ A newly certified Paramedic or a newly hired Firefighter/Paramedic shall receive ~~Probationary Precepting~~ Firefighter/Paramedic specialty pay to be included in the base pay. When an employee successfully completes ~~1-year of service as a Probationary Paramedic, they shall receive the Journeyman Paramedic specialty rate of pay~~ the precepting program and is signed off as a Paramedic in Charge by all appropriate parties, they shall immediately receive the full Paramedic in Charge Specialty pay rate.
- B) A Lieutenant or ~~Captain~~ Battalion Chief with Paramedic certification shall receive the ~~Officer~~ Paramedic rate of specialty pay to be included in the base pay after successful completion of the preceptor program.
- C) An EMS Supervisor with Paramedic certification shall receive the EMS Supervisor rate of specialty pay to be added into the base pay upon

promotion to EMS Supervisor.

~~D) A Paramedic who is appointed as a Specialist Paramedic by the City shall receive the Specialist Paramedic specialty pay in addition to Paramedic specialty pay. The City shall determine qualifications for Specialist Paramedic status.~~

- 2) **Remedial Action.** Should an employee fail to satisfactorily complete or meet the required performance standards, continuing education or enhancement programs as determined by the City, or a Paramedic not be recommended by a Paramedic Preceptor to receive full Paramedic status, they shall no longer be eligible to receive paramedic specialty pay as defined herein. A review process shall be established solely by the City at a later date to assure compliance with Chapter 401, Florida Statute requirements. The review process shall establish a means of making recommendations to the Fire Chief for final determination and compliance reporting to the Florida Department of Health. The recommendation shall include, but not be limited to, additional training in specific areas, extension of time to meet requirements and standards, counseling, or the revoking of Paramedic licensure.

- A) Existing employees as of the date of implementation of EMS who attempt, and fail to complete, the paramedic program shall be eligible to return to their previous status with the Department.

Specialty Pay Rates – Paramedic

~~Probationary Firemedic/~~ ~~\$8,500.00 annually~~

Firefighter/Paramedic (precepting): **\$12,000 annually**

~~Journeyman Firemedic/Firefighter/Paramedic in Charge~~ ~~\$9,000.00 annually~~

~~FY 25/26 26 = \$17,500.00 annually~~

Paramedic In Charge: \$20,000.00 annually

FTO (12 positions) \$3,500.00 additional annually

EMS Supervisor: \$14,000.00 annually

Specialist Paramedic	\$3,500.00 additional annually
Officer Paramedic	\$4,500.00 annually
Officer Paramedic (Lieutenant or Battalion Chief):	<u>\$10,000 annually</u>

Paramedic Certification

Section 5. Employees who are Paramedics and who are hired into the job classification of Firefighter on/after October 1, 2020 shall be required to sign an agreement acknowledging their responsibility to maintain both their state Paramedic license and their ability to operate as a Paramedic under the City of Venice's medical director throughout their career (as a condition of continued employment) unless excused by other language contained in this Article.

~~**Section 6.** Employees who were hired on/after September 9, 2019 and prior to October 1, 2020 shall maintain both their state Paramedic license and their ability to operate as a Paramedic under the City of Venice's medical director for a minimum of 5 years from date of hire (as a condition of continued employment) unless excused by other language contained in this Article.~~

Section 6. Single Certified Paramedics. Employees who are Paramedics and who are hired into the job classification Single Certified Paramedics, shall be required to sign an agreement acknowledging their responsibility to maintain their state Paramedic license and their ability to operate as a Paramedic under the City of Venice's medical director throughout their career as a condition of continued employment.

~~Effective final ratification date of this Agreement a new 5-class pay plan will take effect for Single Certified Paramedics. New employees will commence at Class 5. The classes are as follows:~~

	Annual Base Pay	Training Completed	Years of Service on October 1
Class 5 Step 1:	\$45,000 \$52,563.00	Apprenticeship	0-1
Class 4 Step 2:	\$47,500 \$55,716.00	Apprenticeship	1-2
Class 3 Step 3:	\$50,000 \$58,870.00	Apprenticeship	2-3
Class 2 Step 4:	\$52,000 \$62,024.00	Apprenticeship	3-4
Class 1 Step 5:	\$55,000 \$67,000.00	40 hours advanced	4-5

~~Single Certified Paramedics will advance to the next class in this pay plan each October 1 of this Agreement.~~

Additionally, effective upon ratification by the IAFF notice of successful "Results Notice" in October, 2025, all bargaining unit members shall advance one step on the pay plan.

Employees promoted or hired in the period October 1 to March 30 of any given year will be eligible for "early" step advancement the following October 1 despite not having completed a full year of service. No employee can progress by more than one step per fiscal year.

The following provisions will apply to Single Certified Paramedics and shall prevail in case of conflict with any other provision of this Agreement.

Work Schedule	Monday-Friday, 5 days per week, 8 hours per shift, 2080 hours annually. <u>Or 4 days per week, 10 hours per day, 2080 hours annually</u>
Holidays	11 per year as specified in the Personnel Procedures & Rules.
Sick Leave	Accrue 8 hours per month.
Vacation Leave	Accrue on same basis as non-bargaining employees in Personnel Procedures & Rules section 2.2.
Kelly Days	N/A.
IAFF Dues	Same as Firefighter/EMT.
Overtime	Only eligible for overtime within Single-Certification Paramedic Unit or Special Event overtime for EMS purposes. Overtime for Special Events will be paid at rates per Article 19, section 9.

Section 7 -Rates of Pay for Newly-Hired Firefighters

New employees will commence at Step 1 unless they have at least three years of experience as a Firefighter/Paramedic with a fire department providing transport advance life support services and it is confirmed that they were not terminated from their last employer for cause, in which case they will start at Step 3.

Section 8 – Pay Upon Promotion

Upon promotion to a higher rank/classification, the promoted employee shall be slotted into the Step plan for their new classification into the step that provides them most closely with a minimum of a 5% annual wage increase, calculated to include the respective paramedic incentives.

Article 8

Sick Leave

Section 1. Forty-hour/administrative employees' sick leave shall be governed in accordance with City Policies pertaining to other 40-hour City employees.

Section 2. Sick leave shall be granted for an illness or an injury severe enough that an employee cannot perform their normal duty as a firefighter. The employee must notify the Battalion Chief or designee. The City, at its discretion, may call upon the employee to ascertain their condition not more than once during a 24-hour time period. This shall be the only requirement that the employee must have to establish their illness.

Section 3. Although sick leave is understood to be primarily for the employee's personal illness or injury, it may also be used to cover absences made necessary by illness/injury in an employee's immediate family.

Section 4. A doctor's statement may be required by the Management if an employee is off on sick leave either for two or more consecutive shifts, or if there is a pattern of two or more incidents when sick leave is taken either before or after authorized leave.

Section 5. If a shift employee's status changes to an administrative position, his/her sick bank shall be recalculated by multiplying the banked hours by 1/3. Conversely, if an administrative employee's status changes to a shift position, that employee's sick bank shall be multiplied by 3.0. **125%**

Section 6. For employees hired on or before September 30, 2025, a total of ~~twenty-four (24)~~ **eighteen (18)** hours per month shall be granted or permitted for sick leave accrual purposes. **For employees hired on or after October 1, 2025, a total of twelve (12) hours per month shall be granted or permitted for sick leave accrual purposes.** When recording and deducting sick time used, actual time off shall be deducted on an hour-for-hour basis for any time the employee is on sick leave. Shift employees must be paid for five (5) shifts in a calendar month to accrue sick leave for that month. Vacation, Sick Leave, Holiday Pay, Compensatory Time, and other authorized time off will count for this purpose. Sick leave shall be accumulated by an employee at the end of the month for any month in which they are on paid status for the specified amount of time.

Section 7. Sick Leave Value. The City documented in each employee's personnel file the number of hours of each employee's sick leave accrual as of the date of ratification of the collective bargaining agreement for the period October 1, 2013 – September 30, 2014 by the parties (the

effective date). From the effective date onward, only these documented hours may be used for the purposes of cash outs detailed in sections 8 and 9 below. Hours accumulated from the effective date onward under sections 1 and 6 above may be used in accordance with sections 1, 2, 3 and 4 above but will have no cash out value. Hours used from the effective date onward will be drawn from the bank of hours accumulated before the effective date.

Section 8. Subject to the cap in section 7, any shift employee may accumulate sick leave timeup to 2,160 hours in number, at which time he must exchange some of the time (up to a maximum of 720 hours) in the following manner: For each hour of accumulated sick leave exchanged, the employee hired before 10/1/94, will receive one-half ($\frac{1}{2}$) of an hour's pay, multiplied by $\frac{1}{3}$; the employee hired on or after 10/1/94, will receive one-quarter ($\frac{1}{4}$) of an hour's pay, multiplied by $\frac{1}{3}$. Payment will be at the employee's current ~~forty (40)~~ hourly rate of pay.

Section 9. Subject to the cap in section 7, upon separation from the City for any reason, all bargaining unit members shall be compensated for any unused accumulated sick leave, based on the rate of pay at the time of separation, in a manner similar to that described above: Employees hired before 10/1/94 will receive one-half ($\frac{1}{2}$) of an hour's pay, multiplied by $\frac{1}{3}$; employees hired on or after 10/1/94 will receive one-quarter ($\frac{1}{4}$) of an hour's pay, multiplied by $\frac{1}{3}$. Payment will be at the employee's current ~~forty (40)~~ hourly rate of pay.

ARTICLE #9

PROBATION

Section 1. The probationary period is a working test period used to closely observe a new employee's work. It will be utilized to review the new employee's performance to determine if the employee meets the required standards.

Section 2. The probationary period for new employees with the unit shall begin immediately upon entry into the unit and shall be for a period of twelve (12) months. **The City shall have the ability to extend the probation for a newly-hired employee; 1.) for cause or 2.) to extend the probationary period to compensate for any extended period of time the employee is absent from work during their initial probationary period.**

Section 3. An employee that has been promoted as a new officer shall have an additional probationary period. The probationary period for an employee that has been promoted as a new officer shall begin upon the date the promotion is effective and shall be for a period of six (6) months. An employee that has been promoted as a new officer and who does not successfully complete the probationary period shall be offered the job held most previous to the promotion. **If no vacancy is available the employee will be allowed to temporarily double-occupy a position until a vacancy becomes available**

ARTICLE #10

PERSONAL PROPERTY

Section 1. The Battalion Chiefs will maintain a running inventory of all personal items of each firefighter that might be lost or broken, based on information supplied by the firefighters. Items eligible for reimbursement are any item of jewelry, including watches and wedding rings, eyeglasses, sunglasses, contact lenses and dentures. Items ineligible for reimbursement include, but not limited to such items as necklaces, bracelets and other types of rings. Such nonessential jewelry is worn at the employee's own risk. For such non-jewelry items as eyeglasses, sunglasses, contact lenses and dentures, the City will pay the full cost of repair or replacement, providing that damage or loss occurs in the line of duty and not as a result of carelessness. Upon the approval of the Fire Chief, the City agrees to pay the actual value up to five hundred dollars (\$500) for repair or replacement of any item of jewelry, including watches and wedding rings. In order to be eligible for reimbursement, the employee must immediately report the loss to their supervisor.

Section 2. The City shall reimburse an employee who is required to wear Self Contained Breathing Apparatus (SCBA) **on the basis of actual expenditure** up to ~~two~~ **three** hundred dollars (\$~~2~~**3**00) every other year for the purchase of prescription eyeglass lenses to be used in the SCBA. The City will provide the frames and mounting hardware for the eyeglass lenses for use in the SCBA at no cost to the employee.

ARTICLE #11

STATION FACILITIES AND NON-FIRE-RELATED DUTIES ~~(Not Fire Related)~~

Section 1. A member of the bargaining unit will not be required to perform major repairs to Fire Department equipment during regular working hours of the Garage unless there is an emergency. Preventive maintenance will be performed by firefighters, as needed, **provided there is a bargaining unit member available on-duty with the skills and expertise to complete the repairs. Members who agree to complete these repairs will not be liable in any way should the repair not be completed correctly.** A member of the bargaining unit will not be required to perform major repairs to the fire department stations.

Section 2. Station facilities shall be maintained with potable water and functioning air conditioning/heating systems. In the event water service or air conditioning/heating systems become dysfunctional, repairs will be made as soon as practically possible. If not possible within 48 hours, the City shall provide portable air conditioning/heating units as soon as practically possible, to serve until such time as repairs can be accomplished.

ARTICLE #12

UNION BULLETIN BOARDS

Section 1. The City will provide space for bulletin boards for Union business in each Fire Station in a reasonable location.

ARTICLE #13

EQUIPMENT

Section 1. The City will provide and maintain (repair or replace as needed) the following equipment for each station:

Microwave
Dishwasher
Cooking Knife Set (8 pc. Cutlery Set)
Food Processor
Coffee Maker
Electric Can Opener
Manual Can Opener
Toaster
Dishware
Dishes (setting for twelve (12))
Cookware
Silverware (setting for twelve (12))
Glasses
Strainer (Colander)
Kitchen Tool Set (Plastic type spatula, spoons, etc.)
Three (3) Refrigerators, 20 cu. ft.
Stove
Two (2) Television sets
LP Gas Grills
Washer/Dryer

NOTE: Exercise Equipment as determined appropriate for each exercise room by the Wellness/Fitness Committee.

ARTICLE #14

REPRESENTATION

Section 1. All personnel covered by this contract who are subject to any level of questioning where the employee has the reasonable belief that disciplinary actions or adverse employment actions may result from the answers they provide to the questions that are being asked shall the right to a Union representative of their choosing with them during the questioning. Likewise, all personnel covered by this contract shall have the right to have a Union representative of their choosing with them at any time they are called to any form of disciplinary meeting. It should take no more than two (2) hours to obtain a representative and have them present for the reprimand or discipline hearing. If the representative is on duty, they will be allowed to take no more than thirty (30) minutes without loss of pay to perform this duty. If an extension is required, the time can be allocated with the approval of both the Union and the City. If the representative is off duty, the City will not pay to bring them in for duty. This shall apply to all supervisory and management personnel when a firemedic is requested to appear before them for the above stated reasons.

Section 2. In addition to Section 1 above, the unit representative and/or their designee shall be allowed to do the following during working hours and without loss of pay with the supervisor's approval:

- A. Transmit communications authorized by the local Union or its officers to the employer or their representative.
- B. Consult with the employer, their representative, local union officers or the union representative concerning the enforcement of any provisions of this Agreement.

ARTICLE #15

SEVERABILITY

Section 1. If any Article or Section of this Agreement should be found to be invalid, unlawful, or not enforceable by reason of any existing or subsequently enacted State legislation or by appropriate judicial authority, all other Article(s) or Section(s) of this Agreement that are not affected by the unlawful, invalid, or unenforceable Article(s) or Section(s) shall remain in full force and effect for the duration of this Agreement.

Section 2. After written notification to either party that there has been such invalidation, the parties shall meet within thirty (30) calendar days to begin negotiations of a replacement(s) as may be required.

ARTICLE #16

SENIORITY

Section 1. Seniority for employees shall be by job classification and length of continuous service in each job classification held.

1. A Seniority List will be kept for the Date of Rank and most recent Date of Hire.
2. The Seniority List shall prevail for promotional exams in case of a tie, station bidding and for scheduling vacation, holiday leave or Kelly days.

Section 2. All layoffs shall be accomplished according to seniority based on date of hire, with the least senior person by date of hire being laid off first.

Section 3. No vacancy created by layoffs may be filled without first offering each laid off employee re-employment provided they meet the minimum requirement of the position.

ARTICLE #17

ENTIRE AGREEMENT

Section 1. The City and the Union acknowledge that, during the negotiations which resulted in this Agreement, each had the right and opportunity to make proposals with respect to subjects or matters not removed by law from the area of collective bargaining. The understanding and agreements arrived at after the exercise of such right and opportunity are set forth in this Agreement.

ARTICLE #18

UNION NEGOTIATIONS AND UNION BUSINESS

Section 1. The I.A.F.F. Representative or his/her designee shall be permitted to attend all future negotiations without loss of pay. If the representative is on duty, he/she will be available to respond upon call of the shift commander.

Section 2. The I.A.F.F. Representative or his/her designee will be allowed while on duty to attend regularly scheduled monthly meetings of the Union, with the Fire Chief's approval, not to be unreasonably withheld.

Section 3. The I.A.F.F. Representative or his/her designee shall be permitted to attend official I.A.F.F. functions without loss of pay while on duty, provided minimum safe staffing levels are maintained. Fire Chief's approval is required and will not be unreasonably withheld.

Section 4. In advance of every City Council Meeting, the I.A.F.F. Representative or his designee may obtain a copy of the agenda. If an item appearing on the agenda affects the members of the bargaining unit, the I.A.F.F. Representative shall be granted time off without pay for the purposes of attending the Council meeting, with the Chief's approval, not to be unreasonably withheld.

Section 5. I.A.F.F. Time Bank. A time bank shall be made up of grants of accrued time by members of the bargaining unit, and in accordance with the procedures described herein.

- A. At the request of the Union, members may transfer hours to the I.A.F.F. Time Bank in two installments. Hours may be transferred on the first payday in January and the first payday in June each year. Such donations shall be designated from the individual's accruals of vacation time.
- B. This time may be used by I.A.F.F. Representatives or designees with the Chief's approval, not to be unreasonably withheld, and is not to exceed the funds and/or time contributed. All requests to use the time must be in writing, and have the approval of both the Chief and the I.A.F.F. A minimum of five (5) days advance notice is required for requested time off.

ARTICLE #19

HOURS OF WORK - OVERTIME

Section 1. The bargaining unit employees will work a 50-hour work week, which will result from a 27-day cycle. In each work cycle, each employee will take one (1) 24-hour Kelly Day. This will result in each employee actually working 192-hours per cycle.

Section 2. **Overtime.** Except as otherwise provided herein, any hours worked up to 204 in a 27-day cycle will be paid at the regular straight-time 50-hour rate of pay. All overtime, whether straight-time or time and one-half, shall be calculated at the end of each cycle, and paid in the succeeding payday.

A. **Scheduled Overtime** – Only actual hours worked will count as time worked for the purpose of calculating overtime. Therefore, only actual hours worked over 204-hours in any 27-day cycle will be paid at the overtime rate of time and one-half. Scheduled overtime shall include meetings scheduled by management, training sessions, or any other overtime not included under the guidelines for ‘Emergency Call-Back’ or covered in section 9 below. **In the event an employee is offered and accepts overtime and then has the overtime canceled at any time prior to the start of the overtime due to a reason that is the fault of the City, the employee shall receive three hours of overtime pay at time and one-half rate as compensation for the canceled shift. Should the overtime be canceled after the start of the overtime shift, the employee will be paid for the greater of three hours or the actual time worked prior to the cancellation.**

B. **Emergency Call-Back** – For the purpose of this Contract, the term ‘emergency call-back’ shall be defined as a call back from off-duty status for the purpose of responding to a situation considered by the department to be an emergency requiring immediate response, including the implementation of minimum staffing with less than 24 hours’ notice. Any such emergency call-back will be considered “automatic overtime” and paid at one and one-half times their normal 50-hour rate of pay. Emergency call-back shall be a minimum of 3-hours **and will be paid even if the emergency call-back is cancelled prior to the employee arriving at the station.**

Section 3. Any member of the bargaining unit who is requested by the City to work any holiday other than his normally scheduled shift shall be paid at the rate of two (2) times their normal rate of pay, based on a fifty (50) hour week. A double time rate will apply to the actual holiday **(as recognized by the City and referenced in the City’s Personnel Procedures & Rules, section 2.3 only)** on which the shift begins.

Section 4. Overtime will be assigned in accordance with established departmental procedure.

Section 5. Up to five people will be allowed to be on authorized leave (i.e., vacation day, holiday, or Kelly Day). **~~No more than two Firefighter/Paramedics will be allowed on authorized leave at one time.~~** No more than three Firefighter/EMT’s will be allowed on authorized leave at

one time. The scheduling of aforementioned authorized leave shall be in accordance with established departmental procedures.

Section 6. In the event of an illness or disability of two weeks or more, staffing will be governed by departmental policy.

Section 7. In the event an employee would have to leave duty unexpectedly, the City will have the discretion to fill that position for the remainder of the shift.

Section 8. The bargaining unit members will work a 24 on/48 off schedule, with the exception of Administrative bargaining unit positions, which will be assigned a 40-hour workweek.

Section 9. All off-duty special events assignments (parades, community programs, etc.) will be paid at time and one-half, except on holidays when the rate of pay will be two times the normal rate.

Section 10. If a promotion results in a shift change, the City will pay a maximum of five (5) shifts of overtime for the person being promoted, and for any person being displaced, as needed, to make a reasonable accommodation to accomplish the shift change. All other time previously scheduled by the member will have to be scheduled by availability in accordance with department policies and Section 5 above.

Section 11. For any overnight deployment out of town to assist another agency (brush fires hurricanes, etc.), members will be paid overtime at a rate of time and one-half for all hours worked on their normally-scheduled day(s) off from the time they report to the station until the time they are released from duty.

Section 12. The city agrees that time that employees are required to be at work before the beginning of the shifts as well as any time that employees are required to be at work beyond the end of their regular shifts, will be compensated in accordance with the provisions of the federal Fair Labor Standards Act (FLSA). Additionally, any time that employees spend on their off-duty hours performing work for the city shall also be compensated in accordance with the provisions of the FLSA.**ARTICLE #20**

PRESERVATION OF BENEFITS

Section 1. With respect to matters not covered by this Agreement, the Employer will not seek to diminish or impair during the term of this Agreement any benefit or privilege provided by law, rule or regulation beneficial to employees without prior notice to the Union and without negotiations with the Union.

ARTICLE #21

FILLING TEMPORARY POSITIONS

Section 1. When a Firemedic assumes the temporary duties in the shift at a higher rank or classification their pay shall be raised ~~\$1.50~~-\$2.00 per hour. When an officer assumes the temporary duties in the shift at a higher rank or classification, their pay shall be raised by ~~\$1.75~~ \$2.75 per hour for each hour or part of hour worked at the higher rank or classification.

Section 2. Any Firemedic with the certification of Fire Officer I and approved to fill in by the Battalion Chief can be used as a fill-in officer when the need arises. If no one meeting these qualifications is available, Shift Commanders shall have the sole discretion as to appointing a fill-in officer. Such assignments will be accepted on a voluntary basis on the part of the Firemedic.

Section 3. A Lieutenant may assume the fill-in Battalion Chief position after serving six (6) months as a Lieutenant. Prior to working in the fill-in Battalion Chief position, the Lieutenant must also receive approval from their Battalion Chief and the Operations Chief.

Section 4. Any individual working on a temporary assignment shall have all duties, authority and responsibility of the position being filled.

ARTICLE #22

MINIMUM SAFE STAFFING

Section 1. For the purpose of minimum safe practices, the staffing of response companies (excluding the command car) shall always be two (2). If on-duty staffing is sufficient, three (3) personnel or more is desirable.

Section 2. The City and Union agree that the normal staffing of shifts shall be a minimum of fifteen (15). However, when the shift staffing for any reason drops below fifteen (15) for a period of less than 24 hours, management shall have the discretion as to whether or not to fill the vacancy/vacancies.

Section 3. Single Certification Paramedics will not be counted for the purposes of staffing provisions in sections 1 and 2 above.

ARTICLE #23

BEREAVEMENT LEAVE

Section 1. Employees shall be granted time off with pay to arrange the funeral of and/or pay final respects to an immediate family member. Such time off for 40-hour/administrative employees will not exceed three (3) consecutive working days. Such time off for shift employees will not exceed one (1) shift. In the case of multiple deaths, or if one-way travel in excess of 300-miles from City Hall is required, such leave shall not exceed six (6) consecutive working days for 40-hour/administrative employees, or two (2) shifts for shift employees. Time may be split and not required to be used consecutively if needed within a reasonable timeframe.

Bereavement leave shall not be charged to vacation, compensatory time or sick leave.

For the purpose of this article, the employee's immediate family is defined as the employee's spouse, father, mother, son, daughter, brother, sister, grandparents, grandchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, step-father, step-mother, step-son, step-daughter, step-brother, step-sister, **persons over whom the employee holds legal guardianship** or as determined by the Director of Human Resources or the Fire Chief in his/her absence. The employee ~~shall~~ **may be required to** provide the department head with proof of death in their immediate family as defined before compensation is approved.

ARTICLE #24

PROMOTIONAL PROCEDURES

Section 1. **Qualifications for Lieutenant, ~~Captain~~ EMS Supervisor, and Battalion Chief**

- A. Applicants for Lieutenant ~~or EMS Supervisor~~ must have served at least five (5) continuous years with the “City of Venice Fire Department”, ~~as a dual-certified Firefighter/EMT or Firefighter/Paramedic~~, since most recent date of hire, must possess Fire Officer ~~I-II~~ certification, and must have passed all components of the testing procedure in Section 2.
- B. Applicants for Battalion Chief ~~or Captain~~ must have served at least six (6) continuous years with the “Venice Fire Department” since most recent date of hire and at least one (1) of those years as a Lieutenant. Applicants must possess Fire Officer II certification ~~and or~~ at least an Associate’s Degree ~~in Fire Science or related field~~ from an accredited college or university.
- C. In the event of the creation of a new position in the Fire Department, the Fire Chief will have the right to waive the time and grade requirements.

Section 2. **Testing**

- A. Procedure for Lieutenant, EMS Supervisor
 - 1. When the Fire Chief is apprised, whether by personal letter of intent to leave or by City action, that a vacancy will be created, an assessment review, which may include written as well as oral components, will be given to all eligible and interested candidates. The assessment review shall be conducted by a panel selected by the City.
 - 2. Each applicant shall be assigned points based on one-half (1/2) point for every twelve (12) months of service qualified to act in the capacity of fill-in Lieutenant ~~or Paramedic in Charge~~ with the City of Venice Fire Department, subject to a maximum of five (5) points. ~~An applicant may only accrue points after successful completion of the Apprenticeship Program. Points may only be accrued by an applicant as either a fill-in Lieutenant or a Paramedic in Charge from the date of their first shift in either position after completion of the apprenticeship program. Applicants shall not accrue points from both qualifying factors in this article.~~
 - 3. When a Lieutenant~~’s~~ ~~or EMS Supervisor~~ position is vacant, the Fire Chief shall select from the top three (3) candidates.

- 4 All personnel who have participated in the promotional process shall be able to review all components of their respective assessment elements by appointment.

B. Procedure for Captain or Battalion Chief

1. When the Fire Chief is apprised, whether by personal letter of intent to leave or by City action, that a vacancy will be created, an assessment review, which may include written as well as oral components, will be given to all applicants that meet the requirements. The assessment review will be conducted by a panel of individuals selected by the City.
 2. When a Fire Captain or Battalion Chief vacancy occurs, the Fire Chief shall select one from all the eligible candidates.
 3. All applicants shall be able to review the components of their respective procedures by appointment.
- C. The entire promotional procedure for Lieutenant, Captain, or Battalion Chief shall not exceed 105 days from the time official notice of a vacancy is posted.
- D. Upon the expiration of any Lieutenant, Captain, or Battalion Chief promotional list, no new list shall be established until an opening occurs. Any new promotional list shall be valid for a period of 12-months, **starting with the date the candidates were advised by an HR representative of the final promotional scoring and list ranking. In the event the HR representative was unable to contact a candidate, the date of attempt shall apply. However, the list shall become invalid when the top (4) four candidates on the list have been promoted or separate from city employment and a new list shall be generated.**
- E. If an employee disputes any part of the promotional procedure, a 3-person committee will be formed to review the dispute. This committee shall consist of:
- One (1) person picked by the City from within the ranks of the City.
 - One (1) person picked by the Union Representative, from within the ranks of the Venice Fire Department.
 - One (1) person picked by the employee raising the dispute, from within the ranks of the Venice Fire Department.

The purpose of this committee will be to review the dispute. Upon completion of the review, the committee shall provide a written report of their findings to the Fire Chief.

ARTICLE #25

INSURANCE

Section 1. The City shall provide access to a comprehensive package of health insurance benefits in the form of major medical group coverage, which shall include but not be limited to: physician services; inpatient and outpatient hospital services, and emergency medical services (including out-of-area emergency coverage); diagnostic laboratory and diagnostic/therapeutic radiology services; alcohol, chemical dependency and mental health treatment services; skilled nursing services; and prescription drug services.

Although access to the above-described coverage is guaranteed, the terms, conditions and providers for such insurance shall be determined solely by the City.

A participating employee shall pay the following monthly premium contribution by payroll deduction based on the following scale for employee (single) health insurance coverage and the latest available actuarially-determined fully-funded rates. Increases in these amounts will be subject to an annual cap of 15%.

For individual coverage:

Base Salary

Less than ~~\$45,500-\$56,500~~ = 6% of the individual fully-funded rate.

Base Salary Range

~~\$45,500—\$54,696~~ ~~\$56,501-\$65,696~~ = 11% of the individual fully-funded rate.

Base Salary Range

~~\$54,697—\$66,586~~ ~~\$65,697-\$77,586~~ = 22% of the individual fully-funded rate.

Base Salary

More than ~~\$66,586~~ ~~\$77,586~~ = 26% of the individual fully-funded rate.

For individual and one dependent coverage:

The individual amount plus an additional 17% of the individual plus one fully-funded rate.

For individual and family coverage:

The individual amount plus 13% of the family fully-funded rate.

Physician office visit co-payments shall not exceed \$35.00 per visit. The in network deductible shall not exceed \$300.00 per member per year. The out of network deductible shall not exceed \$600.00 per member per year. The city reserves the right to bargain these office visit and

deductible amounts at any time it deems necessary.

Section 2. The self-funded health insurance coverage provided shall include psychiatric care for employees exhibiting job-related stress or trauma symptoms. Each request by an individual employee for such therapy shall be evaluated on its own merits by the City-assigned psychiatrist, who shall determine whether or not the symptoms are sufficiently job related to qualify for treatment under this provision. ~~If in-patient treatment at the IAFF Center of Excellence in Maryland is deemed medically necessary, costs will be paid in accordance with the City's health plan in place at that time, with coverage in or out of network as may be the case at the time of treatment.~~ Therapy sessions for non-job related causes shall not be included in this coverage, but shall be paid for by the employee or handled through the provisions of the City's group insurance and/or Employee Assistance Program (EAP).

~~**Section 3.** The City shall inform the IAFF President of periodic meetings of the Insurance Advisory Committee, designed for the discussion of developments, priorities and planning in relation to group insurance. The IAFF will be invited to designate up to two (2) representatives to attend any such meetings, but at least one (1) such designee shall be encouraged to attend in order to assure the input of and feed back to the members of the bargaining unit. It shall be the intent of the City to take all such input under advisement for consideration in the final determination of insurance policies, programs, features, premiums and other changes.~~

ARTICLE #26

ON-THE-JOB INJURY PAY

Section 1. Any member of the bargaining unit injured on duty who qualifies for W/C benefits shall receive Worker's Compensation and pay as follows:

- a. First thirty (30) calendar days — Worker's Compensation Lost Time Pay per FL Statute, and be allowed to supplement their pay to make a full pay check by using sick leave, vacation or compensatory time, in that order.
- b. For up to the next five (5) months, the City shall supplement Worker's Compensation payments, up to the equivalent of the employee's full salary, with no deduction from the employee's accrued time.
- c. If the employee returns to work full time **in their regular position and not on "Light Duty"** for more than thirty (30) days, then the City shall reimburse the sick leave used during the first thirty (30) days of absence as set forth in subsection (a).

Section 2. The City shall have the right to require periodic examinations by a City-authorized physician in order to evaluate the progress and prognosis of an employee with any extended disability. In the event the employee is unable to report to work, even temporarily, the employee shall provide written notice from the attending Workers Compensation physician within two (2) City Hall working days. Employees shall be returned to duty at the earliest practical date. The City-authorized physician shall have the power to release such employee to return to either light or full duty. The employer will assign light or limited duty only if such duty exists. No employee will be allowed to return to work without a doctor's statement, either indicating the type of work the employee can perform, or giving complete release from medical care. However, if the employee is deemed by a physician to have no reasonable expectation of returning to full duty, with a reasonable degree of medical certainty, such employee shall be subject to termination by the City, in which case any accrued time will be reimbursed in accordance with the Personnel Rules and Regulations. However, if an employee is deemed by a physician to have no reasonable expectation of returning to full duty, the employee will have the right to a second opinion at their expense prior to termination.

ARTICLE #27

CLOTHING ARTICLE

Section 1. The City shall provide the uniforms, shoes, and all other necessary equipment. Replacement of any such items shall be on an as-needed basis. Such needs shall be based on normal wear and tear, or damage beyond the control of the member as determined by the Fire Chief or designee. Replacement of uniform articles shall not be based on the lack of personal fitness (i.e., weight gain not related to medical reasons).

ARTICLE #28

PHYSICAL EXAMINATION

Section 1. Each member of the bargaining unit will receive an annual physical exam at no cost to the employee. The exams shall be developed and implemented by the fire department's designated health care provider in accordance with NFPA 1582 Standard on Comprehensive Occupational Medical Program for Fire Departments.

Section 2. In the event the City's designated health care provider, during a physical, determines that a member is not fit for duty and additional tests or information is required, the City will bear the costs associated with the additional tests so ordered. However, the employee is responsible to follow-up with the prescribed tests/exams within three (3) months of the City's designated health care provider's recommendation. The City will not be liable for expenses generated after that time except as required by law.

Section 3. In the event that it is determined that a bargaining unit member requires an inoculation or immunization as the result of exposure to a communicable disease or illness in the line of duty, then the same inoculation or immunization will be made available to the members of that employee's household at no cost to the bargaining unit member.

Section 4. Physical examinations may be scheduled on off-duty time. Members shall be paid for any off-duty time they spend in that regard, with the approval of the Fire Chief.

Section 5. Bargaining unit members shall complete all components of their physical examination within a 45-day period to assure that the Fire Chief receives in timely manner verification that the member is fit for duty. Any individual who fails or refuses to complete the physical in the allotted time will be subject to appropriate disciplinary action.

ARTICLE #29

TUITION REIMBURSEMENT

Section 1. The City desires to encourage its employees to enhance their knowledge, skills, and abilities relating to their official duties. Therefore, the City will pay for or reimburse an employee for any mandatory continuing education or training necessary for certification, recertification, or renewal of license(s) appropriate for the position held, subject to budget limitations and subject to the procedure listed below.

Section 2. Education reimbursement eligibility is for classes and courses at a State college, community college, college, or university within the State of Florida, or other educational providers as approved by the Fire Chief, that are part of a program resulting in an Associates, Bachelors, or Master's degree limited to a maximum of two classes per semester. **Additionally, eligibility for reimbursement shall include seminars and/or technical non-college credit fire service/medical classes offered within the State of Florida. In any combination, these will be subject to ~~and a maximum~~ payment or reimbursement of at least \$2,000.00 per budget year, reviewed on a quarterly basis, and based on budget limitations.** Expenses for books, supplies, and other like expenses will not be reimbursed. The hourly rate of reimbursement will be limited to that of the State College of Florida. Employees while in the Apprenticeship program will not be eligible for education reimbursement except as provided below. Employees who have successfully passed probation but are in the Apprenticeship program will be eligible only for Fire Officer I classes offered by the State and at no City expense. In all cases, final approval will come from the Fire Chief. The Fire Chief retains the sole discretion to allow employees who are in the Apprenticeship program to be eligible for classes outside of Fire Officer I if they have completed all Fire Officer I classes.

Fire Academy Allowance:

- 1. Single Certified Paramedics who are in good standing with the City of Venice and the Fire Department, will be offered the opportunity to attend a local Fire Academy at the cost of the City under the Fire Departments' budget. The Administration will have a policy outlining the availability and requirements when sending Single Certified Paramedics through Fire Academy.**
- 2. The total cost of the Fire Academy, including all applicable taxes and fees shall be paid for by the City under the Fire Department's budget with the expectation of successful completion of the program and the successful completion and obtainment of a Firefighter 2 program within the state requirements of testing. Should the member not pass the program and obtain their State Firefighter 2 certification after all allotted opportunities according to the Florida State Fire College rules, the member will be required to reimburse the City for the full cost of the Fire Academy based on the payment receipt from the Academy attended. Furthermore, should the member fail or drop out of the program prior**

to full completion of the program, they will be required to reimburse the City for the full cost of the Fire Academy based on the payment receipt from the Academy attended.

3. There will be an expectation and agreement that the Single Certified Paramedic will agree to work with the City of Venice Fire Rescue for a minimum of 2 years as a Firefighter/Paramedic. If the full 730 days of employment are not fulfilled the member will be required to reimburse the Fire Department for the full cost of the Fire Academy based on the payment receipt from the Academy attended. The date this agreement begins shall start at 0800 on the first shift as a Firefighter/Paramedic and be considered fulfilled as of 0800 on the morning of day 731. There may only be an exception made to this at the sole discretion of the Fire Chief or their designee.
4. Bunker gear will be provided by the City at the expense of the City. Single Certified Paramedics will not be responsible for the cost of upkeep or repair of the bunker gear relating to damage incurred during training or evolutions at the academy.
5. Single Certified Paramedics will remain covered by Workers' Compensation by the city during their attendance of the Fire Academy. During the attendance of the Fire Academy the Single Certified Paramedic will remain covered under all articles of this Collective Bargaining Agreement.
6. Upon successful completion of the Fire Academy all Single Certified Paramedics shall be placed in vacant positions of either FF/EMT or FF/Paramedic. In accordance, the newly appointed members shall at this point restart their probationary period as of the first shift as a FF/Paramedic.

Paramedic Training:

Subject to budget limitations, the City agrees to pre-pay the costs associated with a bargaining unit members' attendance at any Paramedic training program approved by the City. The City shall also pre-pay the costs of all required text books. Employees who fail to complete the program and/or fail to get signed-off by the Department's Medical Director shall be required to reimburse the City for the entire cost associated with the program. The repayment requirements of Section 4 below shall also apply. Employees receiving benefits under this section for Paramedic School, shall not be eligible for educational assistance benefits provided in Sections A or B above in the same fiscal year as they receive Paramedic School benefits. Paramedics in training will remain covered by Workers' Compensation by the city during the practical portions of Paramedic Training.

Section 3. Payment or reimbursement requests shall be made in the following manner:

- A. Once approved in order for employees to be eligible for advance monies, a written request must be submitted at least three (3) weeks in advance. The City will diligently attempt to provide payment within the three (3) week time period. If unable to do so however, the City will reimburse the employee as stated below. Further, advance monies are only available for any mandatory continuing education or training necessary for certification, recertification, or renewal of license(s) appropriate for the position held. Should the employee fail to pass the course with a grade of "C" or higher, or its equivalent, or should the employee fail to complete the course with a passing grade for a pass/fail course, the employee shall reimburse the City for all monies spent on the course which were in excess of the reimbursement amounts listed below.
1. Schools must be accredited by the Southern Association of Colleges and Schools or other accreditation association approved in advance by the Fire Chief.
 2. The degree sought must be job-related and follow the established curriculum in Fire Science, Emergency Medical Services, Emergency Management, Public Administration or Public Safety Administration.
 3. The school must be eligible for the employee to receive incentive payments from the Florida Firefighters Supplemental Compensation Program upon completion of the Associates or Bachelors program.
 4. Masters degree programs and coursework shall be reimbursed at the Bachelors level of incentive. Reimbursement for Masters degree coursework is only available to employees in the job classifications of Lieutenant and above.
- B. To receive reimbursement for monies spent by an employee for approved coursework, upon satisfactory completion of the course and/or receipt of a grade of "C" or higher where grades are given, the employee shall submit their receipt for the tuition fee, along with an official grade report, certificate of completion, or official transcript. Subject to the procedures and limits listed above, the City shall pay 100% of the tuition fee when a course is a pass/fail course and the employee receives a passing grade; 100% of the tuition fee when an "A" is received; 80% when a "B" is received; 70% when a "C" is received; and 0% when a "D", "F", "incomplete", "withdrew", "fail" or other such grade is received. Reimbursement for classes taken at private colleges shall be based on fees charged for comparable level courses charged through State college.

Section 4. If an employee voluntarily leaves or is terminated from employment within the first year after a payment or reimbursement for training or education is received by the employee, the employee shall repay 100% of the amount paid; within one to two years following payment or reimbursement, the employee shall repay 50% of the amount paid; and after two or more years following payment or reimbursement, the employee shall not be required to repay the City any of the amounts paid or reimbursed.

Section 5. The City agrees that no trade of duty shall be required for fire related courses or any courses that are necessary for obtaining a fire science degree being taught within the City limits. All courses must have prior approval of the Chief.

Section 6. Providing for minimum safe practices (per Article 22), and with the approval of the Chief or designee, no trade of duty will be required for attendance outside the City at courses required to obtain a Fire Science Degree, including both job related and general education classes.

ARTICLE #30

LINE OF DUTY DEATH BENEFIT

Section 1. The City agrees to defray all funeral and burial expenses up to ~~ten~~ **fifteen** thousand dollars (\$~~10~~**5**,000) of any member of the bargaining unit killed in the line of duty.

Section 2. The City agrees to work cooperatively with the Union and the employee's family in an effort to obtain any Public Safety Officers Benefits (PSOB) death benefits the employee may be entitled to.

ARTICLE #31

HOLIDAYS

Section 1. All bargaining unit personnel will receive five (5) shifts holiday time per calendar year. Five (5) shifts may be taken at one time, or the shifts may be taken individually when openings are available, providing for minimum staffing, as prescribed in Article 24 of this Agreement.

Section 2. Administrative bargaining unit members shall receive the eleven (11) paid holidays designated in the Personnel Procedures and Rules.

Section 3. A Firemedic hired between January 1st and March 14th of any calendar year shall be entitled to five (5) shifts off during that year; a Firemedic hired between March 15th and May 26th shall receive four (4) holiday shifts off; a Firemedic hired between May 27th and August 7th shall receive three (3) holiday shifts off; a Firemedic hired between August 8th and October 19th shall receive two (2) holiday shifts off; and a Firemedic hired after October 20th shall receive one (1) holiday shift off.

ARTICLE #32

VACATIONS

The City agrees to provide employees with a vacation plan as follows:

A. ACCRUAL SCHEDULE

Section 1. Employees shall begin earning vacation credits on their first day of employment, and for every ensuing calendar month. Shift employees must be paid for five (5) shifts in a calendar month to accrue vacation time for that month. 40-hour/administrative employees must be paid for at least eighty (80) hours per month to earn the accrual. Vacation, Sick Leave, Holiday Pay, Compensatory Time, and other authorized time off will count for this purpose. Vacation credits shall be accumulated by an employee at the end of the month for any month in which they are on paid status for the specified amount of time.

Section 2. Employees shall accrue vacation time according to the following schedule:

Years of Continuous Service	Maximum Annual	
	Accrual	Utilization
At least one but no more than seven years	144-hours	6-shifts
Over seven but no more than twelve years	216-hours	9-shifts
Twelve years or more	288-hours	12-shifts

Section 3. 40 hour/administrative employees shall accrue vacation time in accordance with City Policies pertaining to other 40 hour City employees.

B. ADMINISTRATION

Section 1. Forty (40) hour/administrative employees vacation time shall be administered in accordance with City Policies pertaining to other 40 hour City employees, subject to Section 2, below.

Section 2. Vacations shall be selected and scheduled on the basis of seniority in accordance with fire department policies. Employees shall not be granted vacation time off during the first three (3) months of employment.

Section 3. When recording and deducting vacation time used, actual time off shall be deducted on an hour for hour basis for any time the employee is on vacation.

Section 4. ~~Other than for 2020, which shall be an exception due to Covid-19, a~~All employees shall take at least one-half of the number of days they earn each year in actual time off. As an incentive to that end, they will be allowed to carry over or “bank” from one year to the next only a number of days equal to the number they take in time off, but no greater than one-half of what was earned. Any time not taken or banked in this manner will be deleted without compensation at the end of each year, ~~other than vacation accrued in 2020.~~ An additional exception to the “use it or lose it” provision will be if an employee is hired on or after October 1st in any given year; such an employee will not be required to take one-half of the vacation accruals earned for the rest of that year. They will be allowed to carry over any accrued time into the next year, but will be required by the end of that year to take one-half of everything accrued, including the time carried over.

Section 5. Employees shall be permitted to carry from one year to another not more than four hundred twenty (420) hours of accrued vacation time. Any time over the maximum shall be compensated once annually according to the provisions of Section 6 and 7 of this article. In the event that an employee has accumulated more than this maximum in any one year, and has been precluded by the City from the use of the excess by January 1st of each year, they shall be compensated at their current straight time hourly rate of pay (40-hour rate) for all time in excess of the maximum. These payments shall be made no later than the first payday in January each year. Conversely, if there is, by January 1st of each year, excess time over the maximum due to the employee’s failure to schedule/request time off, the excess amount will be deleted without compensation. The City will take into consideration any situation which results in negative impact upon an affected employee during the first year of such implementation.

Section 6. Employees shall be compensated for any excess vacation time on record, as calculated by the City, and at their current 40-hour rate of pay, as calculated by the City and shall be multiplied by 2/3 to determine the appropriate amount of compensation.

Section 7. Any employee separated from their job for any reason shall be compensated for all unused vacation leave at the time of separation, as calculated by the City, and shall be multiplied by 2/3 to determine the appropriate amount of compensation.

Section 8. Should an employee become ill or disabled while on vacation, “vacation leave” shall be changed to “sick leave”, effective for the date(s) of the illness/disability upon notice to the Shift Commander or Fire Department administrative office. Such notification must be made as quickly as possible after the onset of the illness/disability.

Section 9. Absence due to sickness, injury or disability (not work related) in excess of that time which an employee has accrued for that purpose will be charged to vacation accruals.

Section 10. If a shift employee’s status changes to an administrative position, his vacation bank shall be recalculated, multiplying the banked hours by 2/3. Conversely, if an administrative employee’s status changes to a shift position, that employee’s vacation bank shall be multiplied by 1.5.

ARTICLE #33

RETIREMENT BENEFITS

Section 1. The following changes were made to the Firefighter Pension Plan effective October 1, 2014.

- A. The benefit multiplier will be 2.75% for future service. Service earned prior to the plan changes will be credited at 3.5%.
- B. Normal retirement: age 55 with 10 or more years of service, or 25 years of service regardless of age.
- C. The employee contribution will be 7.00% of salary.
- D. Salary for pension purposes will include base pay, but will exclude overtime pay and all other compensation.
- E. The current early retirement benefit will remain available to employees with 10 or more years of service on the effective date of the plan changes. The early retirement benefit will be eliminated for employees with less than 10 years of service on the effective date.
- F. The Cost of Living Adjustment (COLA) will be eliminated for benefits based on service after the date of the plan changes. Plan members will receive a cost of living adjustment of 3% on all years and partial years of credited service earned prior to the effective date. When the member retires, the member shall receive a blended cost of living rate based on their years of credited service earned before and after the date of the pension changes. For example, a member with 15 years of service before the effective date and 10 years of service after the effective date would receive an annual cost of living increase of 1.8% of their annual pension benefit. A member with 20 years of service before the effective date and five years of service after the effective date would receive an annual cost of living increase of 2.4% of their annual pension benefit.
- G. The Plan shall be amended to provide members who have qualified for normal retirement or who qualify for normal retirement in the future the option to participate in a Deferred Retirement Option Program (DROP) for a period not to exceed 96 months provided the actuarial-determined cost of the DROP shall not increase the required plan funding.

Note: the above pension changes will not apply to any employee who has reached age 55 with 10 or more years of service, or 25 years of service regardless of age, on the date the changes take effect. Such employees will continue to earn benefits under the current plan provisions, unless

they elect to join FRS.

Section 2. The City joined the Florida Retirement System (FRS) for firefighters on October 1, 2014. All employees in employment at that time had the option of remaining in the City Firefighter Pension Plan or join FRS. All employees hired on or after the date the City joins FRS will become members of FRS. Eligibility for participation in FRS, as well as FRS benefits and contributions, will be determined in accordance with Chapter 121, Florida Statutes, as that statute now exists and as it may be amended in the future.

Section 3. Bargaining unit employees who were employed on the effective date and elected to join the FRS shall, upon reaching the normal retirement date and separating from City employment, be eligible for a retirement benefit in two parts: (1) their frozen accrued benefit under the City pension plan, based on average final compensation, credited service and plan provisions in effect on the day before they join FRS, payable as a monthly pension; and (2) their benefit under FRS.

Section 4. The City agreed to cooperate with the IAFF as it established an IRS 510(c)(9) Health Trust to provide for future post-retirement health insurance. The City and Union agree that any new employee hired on or after October 1, 2025 must participate in the Health Trust.

Beginning October 1, 2025, all members shall contribute \$25.00 per bi-weekly paycheck towards funding the Health Trust.

Within 30 days of October 1, 2025, The City shall contribute \$15,000.00 (Fifteen thousand dollars) towards the funding of the Health Trust

Beginning October 1, 2026, all members shall contribute \$50.00 per bi-weekly paycheck towards funding the Health Trust.

Within 30 days of October 1, 2026, The City shall contribute \$30,000.00 (Thirty thousand dollars) towards the funding of the Health Trust

Beginning October 1, 2027, all members shall contribute \$75.00 per bi-weekly paycheck towards funding the Health Trust.

Within 30 days of October 1, 2027, The City shall contribute \$45,000.00 (FortyFive Thousand dollars) towards the funding of the Health Trust.

~~If premium tax receipts exceed \$296,000 in any year of the Agreement, the IAFF can request to bargain the amount the City may contribute to the Health Trust. \$668,543 in the final year of this Agreement, the distribution and use of those excess premium tax revenues shall be determined as part of the negotiation of this entire Agreement as those negotiations occur in early 2028.~~

~~The City and Union agree that upon 30 days written notice from either party to the other, this section may be reopened for negotiation.~~

ARTICLE #34

EXCHANGE OF TIME

- A. An exchange of duty between employees is a personal transaction between employees, the responsibility for which is the employees' affecting the exchange.
- B. Proper Staffing must remain at all times when exchanges are made.
- C. Management shall have the right to exercise control and discretion over the organization and the efficiency of City operations. Employee exchanges shall be limited to 240 hours per calendar quarter. Shift exchanges for Department approved education and/or training will not be counted against the 240 hours per quarter.
- D. Double exchanges (exchange for an exchange) are not allowed. Unless approved by the Chief or Designee.
- E. Employees shall provide the appropriate supervisor electronic copy of the prescribed Exchange Request thru Stat Portals.
- F. Exchange of time will not impact the function of the shift and the BC or FIBC will approve all exchanges based on operational need. (When exchange with BC and LT, the BC must remain in the command vehicle on shift worked.)
- G. Once shift exchanges are scheduled, they will not be canceled by the City unless they create an unforeseen staffing issue or specific hardship.
- H. The Shift Commander shall maintain records of shift exchange.

ARTICLE #35

DRUG FREE WORKPLACE

All members of the bargaining unit shall be subject to the City's "Drug Free Workplace Policy" as in effect on the date of the ratification of this agreement.

~~Current Employee Testing~~

~~In addition to requiring prospective employment candidates to submit to substance abuse screening, City of Venice will utilize the following categories of employment related testing for its employees.~~

~~**Section 1.** Reasonable Suspicion Testing. City of Venice shall require an employee to submit to a drug or alcohol screening whenever there is reasonable suspicion to believe that the employee is under the influence of, or otherwise using alcohol or a controlled substance. Reasonable suspicion requires a belief that can be articulated that an employee possesses or uses alcohol or controlled substances at the workplace and is either intoxicated or impaired by such substances. Where a Supervisor or Manager can reasonably conclude that there are objective facts indicative of the use of a prohibited substance, there is sufficient justification for testing. Among other things, such facts and inferences may be based upon:~~

- ~~A. Observable phenomena while at work, such as direct observation of drug use or of the physical symptoms or manifestations of being under the influence of a drug or alcohol.~~
- ~~B. Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance.~~
- ~~C. A report of drug or alcohol use, provided by a reliable and credible source, which has been independently corroborated. (Evidence of such shall be presented in writing when the employee is requested to take a drug test.)~~
- ~~D. Evidence that an individual has tampered with a drug or alcohol test during employment with the current employer.~~
- ~~E. Information that an employee has caused, contributed to, or been involved in an accident while at work.~~
- ~~F. Evidence that an employee has used, possessed, sold, solicited, or transferred alcohol or drugs while working or while on the employer's premises or while operating the employer's vehicle, machinery, or equipment.~~

~~Whenever possible, the supervisor should have the employee observed by a second supervisor, manager, or member of Human Resources before requiring testing.~~

Section 2. — ~~Random Testing. Random testing will be performed semi-annually in accordance with the various bargaining unit contracts. FF/EMT's and FF/PM's are considered safety sensitive positions and will be subject to random testing.~~

Section 3. — ~~Follow-Up Testing.~~

~~If City of Venice determines that an employee who has submitted confirmed test results which register positive for content of one or more controlled substances should not be terminated, the employee may be granted a Last Chance Agreement, the terms and conditions of which are outlined in the employees applicable Bargaining Unit Contract. A Last Chance Agreement is not available to non-bargaining employees.~~

~~Both job applicant and current employee testing procedures shall provide for a second confirmation test of the remaining portion of an applicant/employee's initially tested specimen in the event the results of that individual's initial substance abuse test registers a positive result. The confirmation test shall be based upon a different scientific principle than that of the initial test as long as sensitivity is equal to or greater test. City of Venice shall require that a confirmation test be conducted upon all specimens registering a positive result prior to initiating any course of disciplinary action against the employee or making a determination that an applicant is unqualified.~~

Section 4. — ~~Drugs to be Tested. A list of drugs for which the employer will test job applicants and employees is as follows:~~

~~ALCOHOL: (Including a distilled spirit, wine, a malt beverage or an intoxicating liquor.)~~

~~AMPHETAMINES: (Obetrol, Biphetamine, Desoxyn, Dexedrine, Didrex, Ionamine, Fastin)~~

~~CANNABINOID: (Marijuana, THC)~~

~~COCAINE~~

~~PHENCYCLIDINE (PCP)~~

~~METHAQUALONE~~

~~OPIATES: (Paregoric, Parepectolin, Donnegel PG, Morphine, Tylenol with Codeine, Empirin with Codeine, APAP with Codeine, Aspirin with Codeine, Robitussin AC, Guaiatuss AC, Novahistine DH, Novahistine Expectorant, Dilaudid (Hydromophone), M-S Contin and Roxanol (morphine sulfate), Percodan, Vicodin, Tuss-Organidin)~~

~~BARBITURATES: (Phenobarbital, Tuinal, Amytal, Nembutal, Seconal, Lotusate, Fiorinal, Fioricet, Esgic, Butisol, Mebaral, Butabarbital, Butabital, Phreninlin, Triad)~~

~~BENZODIAZEPINES: (Ativan, Azene, Clonopin, Dalmane, Diazepam, Librium, Xanax, Serax, Tranxene, Valium, Halcion, Paxipam, Restoril, Centrax)~~

METHADONE

PROPOXYPHENE: (Darvocet, Darvon N, Dolene)

METABOLITE of any of the substances listed above.

SYNTHETIC NARCOTIC

Section 5:

A. Rules of Conduct

~~The City of Venice strictly prohibits its employees from being on duty and possessing or using alcohol or any drug prohibited by federal law, or any prescription drug not prescribed for the employee. Further, The City of Venice prohibits its employees from misusing alcohol or possessing, using or distributing illegal drugs or alcohol off the job to the extent that any off duty possession, use or distribution impacts upon their effectiveness and ability to perform their employment duties, or adversely affects the interests of the City.~~

~~The penalty for violation of Substance Abuse Article may include termination of employment or some other form of discipline, which the City, in its discretion, deems appropriate, and loss of workers' compensation benefits.~~

B. Penalties and Consequences of a Positive Drug Test/Employee's Refusal to Submit to Testing

~~Any injured employee who refuses to submit to testing under this Policy automatically forfeits any medical and indemnity benefits they would otherwise be eligible for under Florida's Workers' Compensation Statute. Additionally, any employee, whether injured or uninjured, who refuses to submit to testing or tests positive under City of Venice's Drug Free Workplace Policy may be either discharged or otherwise disciplined by The City of Venice. Individuals who refuse to submit to testing procedures shall be asked to sign a Refusal To Submit Blood/Urine Form.~~

C. Specimen Collection and Laboratory Procedures

~~The City of Venice is committed to following strict specimen collection and laboratory testing procedures to ensure the quality, integrity and authenticity of the specimen and as such the City will assure the testing is provided in accordance with FS 112.0455 the Drug-Free workplace act. Employees and job applicants have a right to consult a Medical Review Officer for technical information regarding prescription and non-prescription medication. Further, employees and job applicants will be allowed to confidentially report the use of prescription or non-prescription medications to a Medical Review Officer after being tested.~~

~~The City of Venice will pay the cost of all initial and confirmation substance abuse screening it requires from either its applicants or employees. However, all costs of additional, non required testing and testing incurred during a rehabilitation period or program shall be borne by the employee.~~

~~Section 6.~~

~~A. Common Medications That May Alter or Affect a Drug Test~~

~~The following list includes the most common over the counter and prescription medications which may alter or affect a drug test.~~

~~ALCOHOL: All liquid medications containing alcohol (ethanol). Please, read the label for alcohol content. As an example, Vick's Nyquil is 25% (50 proof) ethyl alcohol, Comtrex is 20% (40 proof), Contact Severe Cold Formula Night Strength is 25% (50 proof) and Listerine is 26.9% (54 proof).~~

~~AMPHETAMINES: Obetrol, Biphetamine, Desoxyn, Dexedrine, Diddrex, Ionamine, Fastin.~~

~~OPIATES: Paregoric, Parepectolin, Donnagel PG, Morphine, Tylenol with Codeine, Empirin with Codeine, APAP with Codeine, Aspirin with Codeine, Robitussin AC, Guiatuss AC, Novahistine DH, Novahistine Expectorant, Dilaudid (Hydromorphone), M-S Contin and Roxanol (morphine sulfate), Percodan, Vicodin, Tussi-organidin.~~

~~BARBITURATES: Phenobarbital, Tuinal, Amytal, Nambutal, Seconal, Lotusate, Fiorinal, Fioricet, Esgic, Butisol, Mebaral, Butabarbital, Butabital, Phrenilin, Triad.~~

~~BENZODIAZEPHINES: Ativan, Azene, Clonopin, Dalmane, Diazepam, Librium, Xanax, Serax, Tranxene, Valium, Halcion, Paxipam, Restoril, Centrax.~~

~~METHADONE: Dolophine, Metadose~~

~~PROPOXYPHENE: Darvocet, Darvon N, Dolene, etc.~~

~~B. Challenges to Test Results~~

~~Within five (5) working days after receiving notice of a positive confirmed test result, the employee or applicant may contest or explain the result to a Medical Review Officer. If the explanation or challenge of the positive test result is unsatisfactory to the Medical Review Officer, the Medical Review Officer shall report a positive test result back to City of Venice.~~

~~Within five (5) working days after receipt of a positive confirmed test from the Medical Review Officer, the City will inform the employee or job applicant of such positive test result, the consequences of such results, and the options available to the employee or job~~

~~applicant. Within five (5) working days after receiving notice of a positive confirmed test result, the employee or applicant may submit information to City of Venice explaining or contesting the test result, and explaining why the result does not constitute a violation of City of Venice's Policy. If an employee's or job applicant's explanation or challenge of the test result is unsatisfactory to the City, then within fifteen (15) days of receipt of the explanation or challenge, a written explanation as to why the employee's explanation is unsatisfactory, along with the report of positive results, will be provided to the employee or applicant. The City of Venice will keep all such documentation confidential.~~

Article 36

APPRENTICESHIP PROGRAM

Section 1: Apprenticeship Programs: The Apprenticeship Programs for Firefighter/EMT's Firefighter/Paramedics shall be developed, administered and evaluated by the Training Committee in accordance with established department standards. All new Firefighter/EMT's Firefighter/Paramedics shall enter into the Apprenticeship Programs and are required to complete each monthly module. If an employee fails any portion of the Apprenticeship Programs, action may include, but not be limited to counseling, extension of probation, delay of pay increase or termination. Any action that becomes a part of the employee's permanent file, or delays a pay increase must be approved by the Fire Chief/Designee. New employees shall be subject to the Apprenticeship Programs and the provisions of this Article until they successfully complete all prescribed modules and are graduated from the program.

Article 37

Incentives

Section 1: Incentives-

Effective upon ratification by the IAFF members who meet the requirements shall be eligible to receive incentive pay. There shall be no limitation to number or incentives stacked or incentives stacked with Specialty rates. It is recognized by the Union and the City that having qualifications to receive Specialty rates as well as incentives is in the best interest of the Fire Department and those that they serve.

A.) Marine Operations

As outlined below, any member who meets the requirements of Marine Operations shall receive the full incentive added to the base salary. This incentive is to be added as an hourly increase and not a 1-time annual lump sum. To be a certified Marine Operator the member must be eligible to complete the task book which is outlined and maintained by Fire Administration. Upon completion of the task book and sign-off by Fire administration to act as a Marine Operator the member shall be eligible to receive the full incentive. Administration shall sign off the member upon completion of the designated program. No changes to the program shall be made without prior discussion and approval with the IAFF Local 2546 representative.

B.) Loss of Incentives

Any member who receives the incentives may choose to voluntarily discontinue to receive the incentive(s) at any time. Incentive pay may be discontinued by Fire Administration should there be a documented lack of participation in training or response to calls involving the incentive. In the event of a discontinuation of incentives by the employee or the Fire Administration the pay shall be discontinued effective on the date of discontinuation.

C.) Eligibility

Marine Operations:

There shall be a capped maximum of 12 Marine Operators at any given time. This allocates 4 members on each shift to submit for the incentive. The incentive will be offered to anyone who meets qualifications as outlined above and by Department Policy. In the event of more than 4 members per shift submitting for the Marine Operator Incentive, it shall be granted in accordance with Seniority within the Venice Fire Department based on Continuous years of service. Only Firefighter/EMT's, Firefighter/Paramedics, and Lieutenants shall be eligible for this incentive as written.

Incentive Pay Table:

Incentive Classification:	Pay Rate:
Marine Operations	\$1.50/Hour

Article 38

Complete Agreement

Section 1. This agreement contains the complete agreement of the parties, and no additions, waivers, deletions, changes or amendments shall be effective during the life of this Agreement, unless evidenced in writing, dated and signed by the parties hereto. An oral waiver or a failure to enforce any provision in a specific case shall not constitute a precedent or preclude either party from relying upon or enforcing such provision in any other case.

ARTICLE #~~36~~ 39

DURATION OF AGREEMENT

Section 1. This Agreement shall be effective October 1, ~~2022~~ 2025 through September 30, ~~2025~~ 2028.

In witness whereof, the parties hereto have set their hand this ____th day of _____
2025.

FOR THE UNION

FOR THE EMPLOYER

Section 2. **Successor Clause.** This agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected, modified, altered, or changed to the detriment of the other party in any respect whatsoever by the consolidation, merger, sale, transfer, lease or assignment of either party hereto, or of any separable, independent segment of either party hereto.

Section 3. **FY 2028 Reopener Bargaining:** During the term of this agreement, the parties will engage in mid-term bargaining beginning no later than March 15th or 2027, over 1.) the portion of Article Section 2 dealing with rates of pay/pay plan for the fiscal year of 2028, and 2.) the language in the CBA dealing with advancement through the established pay plan, and 3.) over Article 38-Incentives. Should the bargaining fail to produce agreement between the parties, both the City and Union shall have the ability to forward those issues through the impasse process as outlined in Chapter 447, Florida Statutes for resolution.

Appendix A:

Effective Upon Ratification:

Firefighter:

Step Designation:	Base Salary:
Step 1:	\$57,279.00
Step 2:	\$62,010.00
Step 3:	\$66,741.00
Step 4:	\$71,471.00
Step 5:	\$76,202.00
Step 6:	\$80,932.00
Step 7:	\$85,663.00
Step 8:	\$89,150.00

Lieutenant:

Step Designation:	Base Salary:
Step 1:	\$91,385.00
Step 2:	\$98,714.00
Step 3:	\$106,073.00
Step 4:	\$114,369.00

EMS Supervisor:

Step Designation:	Base Salary:
Step 1:	\$98,818.00
Step 2:	\$101,971.00
Step 3:	\$105,125.00
Step 4:	\$109,330.00

Battalion Chief:

Step Designation:	Base Salary:
Step 1:	\$105,519.00
Step 2:	\$116,032.00
Step 3:	\$126,544.00
Step 4:	\$136,747.00

Appendix B:

Effective Upon Ratification by the IAFF:

Step Placement: (FF/PMD/FTO)

Name:	Current Class:	New Step Placement:
Arth, Phil	Class 6	Step 4 *
Cassella, David	Class 5	Step 5 *+
Dunlap, MacKenzie	Class 8	Step 2 *
Durham, Rebecca	Class 5	Step 5 *
Esquijarosa, Jason	Class 3	Step 7 *+
Grundner, Christine	Class 8	Step 2 *
Guevara, Christian	Class 7	Step 3 *+
Hinz, Ryan	Class 8	Step 2 *
Huovinen, Eric	Class 5	Step 5 *+
Jones, Jessica	Class 4	Step 6 *
Lafaille, Bithja	Class 5	Step 5 *
Lalanne, Christopher	Class 5	Step 5 *+
Lauffer, Paul	Class 3	Step 7 *+
Leyva, Juan	Class 6	Step 4 *
Lobsinger, Samantha	Class 5	Step 5 *+
Lopez, Alejandro	Class 8	Step 2 *
Lopez, Jorge	Class 8	Step 2 x
Lunsford, Jeffrey	Class 5	Step 5 *
Manion, Daniel	Class 6	Step 4 *
McCrink, Timothy	Class 6	Step 4 *+
Meiser, Michael	Class 8	Step 2 *
Miller, Nicholas	Class 4	Step 6 *+
Orozco, Maria	Class 8	Step 2 *
Perez, Ryan	Class 8	Step 2 *
Peterson, Alex	Class 6	Step 4 *
Prieto Harrop, Ricardo	Class 6	Step 4 *
Rivera, Bernardo	Class 8	Step 1 x
Tapia, Saul	Class 8	Step 2 *
Thall, Christopher	Class 8	Step 2 *
Unruh, Ruth Ann	Class 3	Step 7 *+
Wengerd, Sarah Beth	Class 6	Step 4 *

***-Denotes Paramedic In Charge**

+Denotes Field Training Officer

x-Denotes Precepting Paramedic

Appendix B (Cont.):

Effective Upon Ratification by the IAFF:

Step Placement: (FF/EMT's)

Name:	Current Class:	New Step Placement:
Burns, Ryan	Class 8	Step 2
Cammarata, Justin	Class 1	Step 8
Carlson, Matthew	Class 4	Step 6
Castellano, Philip	Class 1	Step 8
Collison, Neil	Class 6	Step 4
Daniels, Cameron	Class 6	Step 4
Diemer, Andrew	Class 6	Step 4
Dietz, Marty	Class 2	Step 8
Dowd, Jermey	Class 1	Step 8
DuBrule, Scott	Class 7	Step 3
Hunter, Joshua	Class 1	Step 8
Kimberlin, Daniel	Class 6	Step 4
McKenzie, Matthew	Class 6	Step 4
Meyers, Chad	Class 1	Step 8
Neagles, Joel	Class 6	Step 4
O'Connell, Jacob	Class 8	Step 1
Petrosky, Jeff	Class 8	Step 1
Pierre, Bill Kevin	Class 8	Step 2
Rodriguez, Marc	Class 8	Step 1
Shelton, Jacob	Class 6	Step 4
Snyder, Victor	Class 8	Step 2
Stoddard, Christian	Class 8	Step 1
Stonebridge, Michael	Class 8	Step 2
Storch, Cory	Class 6	Step 4
Thomas, Hunter	Class 6	Step 4
Webb, Kord	Class 7	Step 3
Van Deusen, Danielle	Class 8	Step 1

Appendix B (Cont.):**Effective Upon Ratification by the IAFF****Step Placement: (Officers and Other)**

Name:	Current Class:	New Step Placement:
Conner, Sean	Class 2	Step 4
Dilmore, Brandon	Class 2	Step 4
Hellmer, Ryan PMD	Class 3	Step 3 **
Johnson, Joseph	Class 1	Step 4
Lowery, Derek	Class 2	Step 4
Putnal, Eric	Class 3	Step 3
Snyder, Hunter	Class 3	Step 3
Spinweber, Barry PMD	Class 4	Step 1 **
Sremba, Daniel	Class 2	Step 4

**** - Denotes Officer Paramedic****Appendix D (Cont.):****Effective Upon Ratification by the IAFF****Step Placement: (Officers and Other)**

Name:	Current Class:	New Step Placement:
Eaton, Tyler	Class 3	Step 3
Ripo, Christopher	Class 1	Step 4
Van Deusen, Edward	Class 1	Step 4
Morrell, Donald	Class 4	Step 2 ^
Dankel, Timothy	Class 4	Step 3 ***
Collins, Brian	Class 3	Step 4 ***

^ - Denotes EMS Supervisor***** - Denotes Single Certified Paramedic**