

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 12th day of March, 2024 by and between the City of Venice, (hereinafter referred to as "City") and the International Association of Firefighters Local Chapter 2546 representing the City of Venice Firefighters (hereinafter referred to as "Union").

WHEREAS, the City and the Union have a collective bargaining agreement (CBA) in place for the period October 1, 2022 to September 30, 2025; and

WHEREAS, that contract constitutes the status quo;

NOW THEREFORE, in consideration of the mutual promises, covenants and agreements contained herein, the parties agree as follows:

With reference to Article 7 of the current CBA, which covers rate of pay, the City and IAFF 2546 agree to amend section 8 "Single Certified Paramedics", as follows:

Section 8. Single Certified Paramedics. Employees who are Paramedics and who are hired into the job classification of 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 as of October 1
Class 5	\$45,000	Apprenticeship	0-1
Class 4	\$47,500	Apprenticeship	1-2
Class 3	\$50,000	Apprenticeship	2-3
Class 2	\$52,000	Apprenticeship	3-4
Class 1	\$55,000	40 Hours Advanced	4-5

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

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

Work schedules will be 2080 hours annually and may be either five 8-hour shifts per week or four 10-hour shifts per week, with days worked being between Monday and Friday and not Saturday or Sunday. The Fire Chief may at his sole discretion alter shift schedules, as long as 30 days written notice is provided. For those working four 10-hour shifts per week, one day weekly between Monday and Friday will be a day off. The way the day of the week which is to be off will be picked per policy made by Fire administration.

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 20, section 9.

A.) Fire Academy Allowance

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 Department's budget. The Administration will have a policy outlining the availability and requirements when sending Single Certified Paramedics through Fire Academy.

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 certification from the state of Florida. The member must be successful in completing the 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 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.

There will be an expectation and agreement that the Single Certified Paramedic will agree to work with 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.

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.

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.

Upon successful completion of the Fire Academy all Single Certified Paramedics shall be placed in vacant positions of either Firefighter/EMT (Firemedic) or Firemedic/Paramedic. In accordance, the newly appointed members shall at this point restart their probationary period as of the first shift as a Firemedic/Paramedic.

FOR CITY OF VENICE

Name

Date

FOR UNION

Name

Date