



**Date:** March 30, 2020

**To:** Mayor Jerry L. Demings  
-AND-  
Board of County Commissioners

**From:** *J. Ricardo Daye*  
Ricardo Daye, Director, Human Resources Division

**SUBJECT:** Consent Agenda – April 7, 2020  
Collective Bargaining Unit Agreement  
The Orange County Fire Fighters Association, I.A.F.F, Local 2057  
(B-Unit) Fiscal Years 2018-19 through 2020-21

**Contact** Reginald Davis, Human Resources Section Manager, (407) 836-5479

The Orange County Fire Fighters Association, I.A.F.F, Local 2057 (B-Unit) represents a bargaining unit comprised of all employees of the Orange County Fire Rescue Department in the classification of Battalion Chief and Assistant Fire Marshal. The County's negotiation team and the I.A.F.F, Local 2057 (B-Unit) have reached concurrence on a three-year Agreement, which covers the period of October 7, 2018 through September 30, 2021. The Agreement was successfully ratified by union membership on March 18, 2020.

Subject to Board approval, the agreement grants all eligible bargaining unit employees wage increases as summarized in the paragraphs below and changes the duration of the Agreement to September 30, 2021.

For Fiscal Year 2018-19, effective October 7, 2018, in an effort to remain competitive with the local competing job market, the final negotiations grant all eligible bargaining unit employees, in the bargaining unit as of that date and continuing to be in the bargaining unit, on active payroll, through the first full pay period after the date of Board approval of this Agreement, a \$10,000 Base Wage increase subject to the pay plan maximums. For bargaining unit employees who were promoted into the B-Unit after October 7, 2018, effective the date of their promotion into the B-Unit, they will be eligible for a recalculation of their B-unit promotional increase and a 5% increase, as outlined in the agreement.

For Fiscal Year 2019-20, effective October 6, 2019, the final negotiations grant all eligible bargaining unit employees on the active payroll a minimum of a 5.0% Base Wage increase subject to the pay plan maximums.

For Fiscal Year 2020-21, effective October 4, 2020, the final negotiations grant all eligible bargaining unit employees on the active payroll a minimum of a 5.0% Base Wage increase subject to the pay plan maximums.

All lump sum and retroactive portions of the Base Wage increase will be paid as outlined in the bargaining unit agreement. Implementation of the agreement will be coordinated between Human Resources and the Comptroller's Payroll Department following the approval by the Board.

**Action Requested:**

**Approval and execution of the Agreement between Orange County, Florida and Orange County Fire Fighters Association I.A.F.F Local 2057 (B-Unit) Fiscal Years 2018-19 through 2020-21.**

c: Byron W. Brooks, AICP, County Administrator  
Randy Singh, Deputy County Administrator

APPROVED BY ORANGE  
COUNTY BOARD OF COUNTY  
COMMISSIONERS

BCC.Mtg. Date: April 7, 2020

**AGREEMENT BETWEEN**  
**ORANGE COUNTY, FLORIDA**



**AND**

**ORANGE COUNTY FIRE FIGHTERS**  
**ASSOCIATION**

**I.A.F.F., LOCAL 2057**

**(B-UNIT)**



**FISCAL YEARS**

**2018-19 THROUGH 2020-21**

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**ARTICLE 1**  
**PREAMBLE**

1. This AGREEMENT is between ORANGE COUNTY, FLORIDA, hereinafter called "the County," and ORANGE COUNTY FIRE FIGHTERS ASSOCIATION, I.A.F.F., Local 2057, hereinafter called the "Union."

**ARTICLE 2**  
**RECOGNITION**

1. The County recognizes the Union as the exclusive bargaining agent for all employees in the job classifications included in PERC Certification No. 1366, as may be amended by the Florida Public Employees Relations Commission. Currently included in the bargaining unit are all employees of the Orange County Fire Rescue Department in the classification of Battalion Chief and Assistant Fire Marshal. Employees in these classifications shall be covered by the terms of this Agreement unless excluded by mutual agreement of the parties, or excluded from the bargaining unit by PERC. All other County employees are excluded from the bargaining unit and shall not be covered by the terms of this Agreement.

**ARTICLE 3**  
**MANAGERIAL RESPONSIBILITY/CONFLICTS OF INTEREST**

1. It is agreed and understood that the individuals in the bargaining unit covered hereunder are managers whose primary duties oftentimes create a conflict of interest with the employees whom they supervise. It is, therefore, further agreed and understood that in the exercise of their supervisory duties and responsibilities, the individuals covered hereunder must, at all times while on duty, in uniform and/or while otherwise representing the County, act in the best interest of the County as determined by County Management, the Fire Chief, and other authorized management officials. Accordingly, the individuals covered hereunder will be held accountable for the faithful and efficient performance of their managerial duties and responsibilities in accordance with their job descriptions, which may include, but not limited to, the following:

- A. Supervising a shift, battalion, work group, area, and/or a fire/rescue station and directing related operations, including the supervision of all shift, battalion, or station personnel and the oversight and maintenance of all apparatus and equipment.
- B. Supervising fire and rescue scenes and incidents in accordance with ICS (Incident Command System), including the direction of personnel and equipment as required.
- C. Assigning work duties to all subordinate personnel.
- D. Reviewing and evaluating the performance of subordinate personnel.
- E. Recommending and administering disciplinary action, conducting investigations and inquiries.
- F. Training and/or administering the training of subordinate personnel.
- G. Enforcing all County and Departmental rules, regulations, policies, procedures, and guidelines, and making recommendations concerning revisions thereto.
- H. Purchasing materials and equipment within policy guidelines and making recommendations concerning Departmental purchases.
- I. Ensuring safety of personnel within the work area and administering the Department safety program.
- J. Timely and accurately completing all forms, reports, and other paperwork relating to station operations, fire and rescue incidents, daily work and activities, and personnel matters.
- K. Temporarily transferring/assigning subordinate employees to different assignments, as required.

- L. Participating in the administration of Departmental overtime and release from duty policies.
- M. Preparing budgets for their assigned programs.
- N. Administering and participating in public education programs.
- O. Participating in committees, task forces, or other work groups as assigned by the Department or the County.
- P. Working as part of, and supporting the positions of, the Fire Administration and the County.
- Q. Performing work area inspections.
- R. Performing such other duties and responsibilities as are required under Department rules, regulations, policies, and procedures, and/or as assigned by appropriate management authority.

2. Nothing herein shall preclude bargaining unit employees from engaging in protected union, speech, or whistle-blower activity in accordance with applicable law.

3. Nothing herein shall render Battalion Chiefs or the Assistant Fire Marshal "managerial employees" as defined under the Florida Public Employees Relations Act. Moreover, notwithstanding the foregoing, Battalion Chiefs and the Assistant Fire Marshal shall only be disciplined for just cause.



**ARTICLE 4**  
**APPENDICES AND AMENDMENTS**

1. Appendices to this Agreement (if any) shall be lettered and incorporated by specific reference and shall otherwise constitute a part of the Agreement.

2. Amendments to this Agreement (if any) shall be signed and dated by the parties and shall constitute a part of this Agreement.

**ARTICLE 5**  
**DUES DEDUCTIONS**

1. The County agrees to deduct from the wages on each pay period uniform bi weekly membership dues and uniform assessment, and five "Union checkoff" for each bargaining unit member who signs and submits an authorization card. It is understood that one of the "Union checkoff" dues line may be utilized for the purpose of a PAC fund. The County shall not make deductions for payment of initiation fees or fines. Dues deducted by the County shall be remitted to the Union by check within seven (7) days from the date of deduction. Any change in the amount of dues to be deducted will require a written authorization by the President and Treasurer of the Union and will be effective the beginning of the pay period fifteen (15) days from receipt of such written authorization.

2. The payroll deduction authorized shall be revocable by any affected bargaining unit member in accordance with Florida State Statute 447.303. The payroll deduction of Union dues and uniform assessments shall be stopped at any time by a written and dated request from such bargaining unit member delivered to the Union. The Union will initial and forward the original form to the County Payroll Department within five (5) business days after the Union receives the form. The effective date for stopping dues checkoff shall be the beginning of the first pay period thirty (30) days after the request was stamped as received by the Union.

If, for any reason, the bargaining unit member's employment is terminated, the effective date for stopping dues checkoff shall be the date of termination. Notice of any bargaining unit member's separation of employment from the Fire Rescue Department will be forwarded to the Union within thirty (30) days thereafter by Human Resources at Fire Rescue.

3. No deduction shall be made from the pay of any bargaining unit member for any payroll period in which his net earnings for that period, after other deductions, are less than the amount of dues to be checked off. Upon returning to a full pay status, after dues deductions have been stopped, such dues will re-start automatically and without further authorization from the member.

4. The Union agrees to indemnify and hold harmless the County, its agents, employees and officials from and against any claims, demands, damages or causes of action (including but not limited to claims, etc., based on clerical or accounting errors caused by negligence), or any nature whatsoever, asserted by any person, firm or entity, based on or relating to any payroll deduction required or undertaken under this article, and agrees to defend at its sole expense any such claims against the County or its agents, employees or officials. The term officials as used herein includes elected or appointed officials.

5. The County's Human Resources at Fire Rescue shall forward a copy of any change of address received from union members to the Union.

**ARTICLE 6**  
**MANAGEMENT RIGHTS**

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

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

- A. Exercise complete and unhampered control to manage, direct, and totally supervise all employees of the County;
- B. Decide the scope of service to be performed and the method of service;
- C. Take whatever action may be necessary to carry out the mission and responsibility of the County in unusual and/or emergency situations;
- D. Schedule and assign the work to the employees and determine the size and composition of the work force;
- E. Determine the services to be provided to the public, and the maintenance procedure, materials, facilities, and equipment to be used, and to introduce new or improved services, maintenance procedures, materials, facilities, and equipment;
- F. Hire and/or otherwise determine the criteria and standards of selection for employment;
- G. Promote and/or otherwise establish the criteria and/or procedure for promotions, and to determine the number, grade, and types of positions, in any pay plan which is or may be developed by the County;
- H. Fire, demote, suspend or otherwise discipline for just cause;
- I. Set procedures and standards to evaluate County employees' job performance;
- J. Lay off and/or retrieve employees from duty for good cause;
- K. Determine the allocation and content of job classifications and determine all training parameters for all bargaining unit positions, including persons to be trained and extent and frequency of training;
- L. Use non unit employees for work performed by employees of the unit in an emergency or for special activity events when good business judgment makes such action advisable;

- M. Modify operations, temporarily or permanently, in whole or part, whenever, in the sole discretion of the County, good business judgment makes such modification advisable;
- N. Determine the number, location and operation of all departments and divisions thereof;
- O. Contract and/or subcontract any existing or future work when good business judgment makes such action advisable;
- P. Establish, amend, revise and implement any program and/or procedures; modify the structure of any County division, function or any personnel amendment to or required by any function or department;
- Q. Institute, modify or terminate any non monetary work-incentive plan;
- R. Control the use of equipment and property of the County; and
- S. Alter or vary past practices.

3. The above rights of the County are not all-inclusive but indicate the type of matters or rights, which belong to and are inherent in the County in its general capacity as management. Any of the rights, powers and authority that the County had prior to entering into this collective bargaining agreement are retained by the County. The exercise of the above rights by the County does not preclude employees or their representatives from raising a grievance should decisions on the above matters have the practical consequence of violating the terms and conditions of this collective bargaining agreement.

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

**ARTICLE 7**  
**UNION BUSINESS**

1. Union officers and Union representatives shall be paid by the County only when they perform assigned fire and rescue duties and/or work directed by the County. To the extent that these employees wish to perform Union duties (such as negotiations, grievance processing, attending Union conventions, etc.) during their normal work schedules, they may utilize union pool leave, personal leave, or shift exchange; provided, however, that they comply with the rules otherwise applicable to union pool time, personal leave, or shift exchanges.

2. The County agrees to establish a Union Time Pool not to exceed 600 hours in each fiscal year of this Agreement. The County will contribute 300 hours to the Pool on the first day of the first full pay period after October 1 of each year of this Agreement. The hours contributed by the County shall be maintained in the pool on an hour for hour basis. Hours contributed by the County not used at the end of the fiscal year shall not be rolled over to any subsequent fiscal year. 240 of the hours contributed by the County shall be used exclusively for activities that benefit a member or members of this bargaining unit.

3. Upon 80% exhaustion of the County contributed hours, the Union may request that a 2-week Union Time Pool contribution period be initiated. Bargaining unit employees may contribute up to 300 hours of personal leave, not to exceed twelve (12) hours per employee, during this 2-week contribution period. Only one Union Time Pool contribution period can be conducted in any fiscal year. The hours contributed by employees will be maintained in the pool as a dollar amount using the contributing employee's base hourly rate. Hours contributed by employees may be rolled over to a subsequent fiscal year; provided, however, that donations for the subsequent fiscal year shall be allowed only up to the point where the Time Pool contains 300 hours of leave donated by employees. Roll over hours shall be utilized during the subsequent fiscal year upon exhaustion of the County contributed hours.

4. The Union Time Pool may be used by no more than two (2) employees per twenty-four (24) hour day for Union business. Requests for such time off shall be in writing, using the designated Request for Withdrawal form, and shall be submitted to the Chief or his designee for approval at least forty-eight (48) hours prior to the time of such requested time off, unless circumstances beyond the Union's control warrant less notice, whereupon the request may be submitted verbally with the need for the shorter notice substantiated and later confirmed in writing. The Chief or his designee shall notify the employee within a reasonable period of time prior to the requested time off of approval or denial of the request. Any request which fails to comply with these requirements shall be denied. Otherwise, approval for the use of Union Time Pool shall be withheld only upon operational need or where the granting of the request will result in overtime cost to the County.

5. The Department shall submit the designated Request for Withdrawal form to the Payroll Department for each bargaining unit employee requesting to use time from the pool within the deadline established by the Payroll Department.

6. Any corrections, revisions or adjustments necessary for any reason will be made

the pay period following written notification of same to the Payroll Department.

7. The Union Time Pool hours contributed by the County shall be charged on an hour for hour basis. The Union Time Pool hours contributed by the employees shall be charged by multiplying the hours being requested times the leave user's hourly rate of pay, and deducting that amount from the Time Pool balance. Dollar amounts shall be rounded to the nearest whole cent.

8. Any injury received or accident incurred by a Union member whose time is being paid for by the Union Time Pool, or while engaged in activities paid for by the Union Time Pool shall not be a considered line of duty injury, nor shall such injury or accident be considered to have been incurred in the course and scope of employment by the County within the meaning of Chapter 440, Florida Statutes, as amended. This section shall not include benefits attainable through Florida Statutes 112.181.

9. The Union agrees to indemnify and hold harmless the County, its agents, employees and officials from and against any claims, demands, damages or causes of action (including but not limited to claims, etc., based on clerical or accounting errors caused by negligence), or any nature whatsoever, asserted by any person, firm or entity, based on or relating to any payroll deduction required or undertaken under this article, and agrees to defend at its sole expense any such claims against the County or its agents, employees or officials. The term officials as used herein includes elected or appointed officials.

10. Management maintains the authority, in its sole discretion, to authorize leave with pay for union activities when it is believed to be in the best interest of the department and /or the County. Hours authorized under this provision will not be deducted from the Union Time Pool.

**ARTICLE 8**  
**SEVERABILITY**

1. If any provision of this Agreement is rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining provisions of this Agreement shall remain in full force and effect for the term of this Agreement. In the event any provision of this Agreement is lawfully declared invalid, the County and the Union shall meet as soon as practicable to negotiate a replacement provision.

**ARTICLE 9**  
**RULES AND REGULATIONS**

1. Except as modified by a specific provision of this Agreement, the Orange County Policy Manual, Rules and Regulations, Administrative Regulations, Department SOP's, General Orders, or any other recognized County or Departmental Policies shall govern the employees covered hereunder.

2. Should the County exercise its discretion to amend or modify any provisions, as stated above, it shall send by certified mail or electronic mail with read receipt, any such amendment or modification to the Union at least thirty (30) days prior to the effective date, except in cases of declared emergencies, and the Union may request impact bargaining. All amendments or modifications shall include underlined and strike through language. The Fire Chief may on a temporary basis (no more than 30 days), implement with Union involvement when possible, an Emergency SOP when operational or administrative actions are warranted.

3. Amendments, revisions or modifications of rules, regulations, SOP's, or policies that conflict with the terms of this Agreement are invalid unless this Agreement is likewise altered as agreed to by the parties.

4. Employees shall comply with all applicable rules, regulations, SOP's, general orders, or policies. No disciplinary action will be taken for violation of a posted rule, regulation, SOP, or policy until at least ninety-six (96) hours after posting. "Posting" may be accomplished through electronic mail, telecommunication, bulletin board posting, or any other appropriate means.



**ARTICLE 10**  
**DISCIPLINE**

1. The Fire Chief, or his designee, may discipline any bargaining unit employee for just cause. The types of discipline authorized under these policies include discharge, suspension without pay, demotion, written reprimands and oral reprimands. Counseling is not considered discipline.

2. In determining the appropriate disciplinary action, the supervisor shall take the following into consideration in each case:

- A. The seriousness and circumstances of the particular offense.
- B. The past record of the employee and his length of service.
- C. The lapse of time since the employee last required disciplinary action.
- D. The County practice in similar cases.

The parties recognize, however, that certain serious offenses will be basis for immediate discharge without regard to prior record, length of service or other considerations (such as discipline or discharge under Article 15).

3. In the event that a suspension, demotion or discharge action is to be taken against a bargaining unit employee, he/she shall be furnished a written statement specifying the grounds that may exist for such action and the opportunity for a pre-determination hearing in accordance with applicable County/Department policy. Bargaining unit employees may be relieved from duty with pay pending an investigation and/or disciplinary action. An employee who is arrested may be automatically relieved from duty without pay pending criminal investigation. If an employee is convicted of a felony, pleads nolo contendere to a felony, or if adjudication is withheld, management may, in its sole discretion, and without regard to paragraph 1 above, terminate the employee.

4. All new hires shall serve a probationary period of one year. Likewise all newly promoted or appointed bargaining unit employees shall serve a probationary period of one year. Additionally, non-probationary employees may be placed on probation for either disciplinary or performance-related reasons. Initial hire probationary employment is at will, and initial hire probationary employees may be separated from employment at any time during their probationary period based on unsatisfactory performance or for disciplinary reasons, as determined by the Fire Chief in his sole discretion. Newly promoted or appointed probationary employees may be returned to their former position at any time during their probationary period based on unsatisfactory performance or for disciplinary reasons; and grievance for such actions may not be advanced past Step Three of the grievance provisions of this Agreement.

5. Investigations conducted by the Fire Rescue Department into alleged employee misconduct shall be completed within forty-five (45) calendar days of the date of the commencement of the investigation, except where the Department determines that additional time is necessary to complete the investigation due to circumstances beyond the Department's control. Investigations not completed either within forty-five (45) calendar days or within the time

extended due to circumstances beyond the Department's control shall be limited to a discipline no more severe than written reprimand.

6. Disciplinary actions below the level of suspension without pay shall not be advanced past Step Three of the grievance and/or arbitration provisions of this Agreement.

7. Bargaining unit employees shall not be subject to the County's disciplinary or grievance/appeal procedures. This Agreement shall establish the exclusive procedures for taking disciplinary action as well as grievances/appeals therefrom.

**ARTICLE 11**  
**STRIKES**

1. The Union and/or the bargaining unit employees shall not instigate, support, or participate in any manner in a strike against the County.

2. Any violation of this Article shall subject the violator to the penalties provided under F. S. Chapter 447.507, up to and including termination.

**ARTICLE 12**  
**GRIEVANCE AND ARBITRATION PROCEDURES**

1. Bargaining unit employees will follow all written and verbal orders given by superiors even if such orders are alleged to be in conflict with this Agreement. Compliance with such orders will not prejudice the right to file a grievance within the time limits contained herein, nor shall compliance affect the ultimate resolution of the grievance.

2. A "grievance" is defined as a dispute regarding the interpretation or application of this Agreement. Grievances are limited to claims that are dependent for resolution exclusively upon interpretation or application of one or more express provisions of this Agreement, including any rules or regulations incorporated by reference therein. No grievance will or need be entertained or processed which does not meet this definition, is not presented in the manner described herein, and/or is not filed in a manner provided herein within the time limit prescribed herein. A grievance may be filed by a bargaining unit employee or the Union. Grievances filed by a bargaining unit employee shall be limited to matters personally affecting that employee. In either case, the procedure to be followed will be the same. The grievant (whether it be the Union or an individual employee) and management may agree to waive Step One in any grievance. When a grievance is filed by an individual bargaining unit member, Human Resources at Fire Rescue shall immediately forward the grievance to the Principal Officers at the Union email address. The Union may, with the employee's concurrence, within ten (10) business days of the County's receipt of the original grievance, amend the original grievance and file the amended grievance with Human Resources at Fire Rescue. The amended grievance shall replace the original grievance, and no further amendments of the grievance shall be allowed.

3. Grievances will be processed in the following manner and strictly in accordance with the following stated time limits:

STEP ONE: An aggrieved employee or the Union shall present in writing the grievance to the Human Resources Service Center at Fire Rescue within ten (10) working days of the occurrence of the event(s) which gave rise to the grievance on the prescribed grievance forms which shall be standard forms used throughout the grievance procedure. Upon receipt of the grievance, the Human Resources Service Center at Fire Rescue will forward the grievance to the appropriate Division Manager for a Step I determination. The grievance shall be signed by the employee and shall state: (a) the date of the alleged events which gave rise to the grievance; (b) the specific Article or Articles and paragraphs of this Agreement allegedly violated; (c) statement of fact pertaining to or giving rise to the alleged grievance; and (d) the specific relief requested. The Division Manager or designee shall, within ten (10) working days after receipt of the grievance, render his or her decision on the grievance in writing, with copies to the grievant (if an individual employee), the Union, the Fire Chief and the Human Resources Division.

STEP TWO: Any grievance which cannot be satisfactorily settled with the Division Manager shall then be taken up by the Fire Chief or his designee. The grievance, as specified in writing within STEP ONE above, shall be filed with the Fire Chief or his

designee within ten (10) working days after the due date for the Division Manager's response in STEP ONE above. The Fire Chief or his designee shall meet with the grievant or the union within fifteen (15) days after receipt of the grievance. The Fire Chief or his designee, within ten (10) working days after meeting with the grievant or the union, shall render his decision on the grievance in writing.

STEP THREE: Any grievance which cannot be satisfactorily settled in STEP TWO above shall then be taken up with the Grievance Adjustment Board by filing a request for such Grievance Adjustment Board with the Human Resources Service Center at Fire Rescue within ten (10) working days after the due date for the Fire Chief's or his designee's response in STEP TWO above. The grievance will then be forwarded to the Human Resources Division for scheduling. The Grievance Adjustment Board shall consist of the County Administrator, or his designee, the Union President, or his designee, and a Department Head (other than the Fire Chief), or his/her designee. The Grievance Adjustment Board shall be scheduled within ten (10) working days after receipt of the grievance unless such scheduling is delayed as a result of the unavailability of one (or more) of the Board members. The grievant's presentation to the Board shall be limited to the issues and request for relief set forth in the grievance filed at STEP TWO of the grievance procedure. The majority decision of the Grievance Adjustment Board shall conclusively determine the grievance. The proceedings of the Grievance Adjustment Board shall be recorded, and it shall be the obligation of the grievant (or his/her Union representative) to present all evidence and arguments in support of his/her position.

4. If any grievance is not determined in STEP THREE above, the grievant may request arbitration by hand delivery or by certified or registered mail of a written notice to the County Administrator within ten (10) working days of the Board's decision (or the deadline for issuance of the Board's decision). Said written notice of arbitration shall include a written statement of the position of the Union (or the individual grievant) with respect to the issues upon which arbitration is being sought. The grievant's presentation at arbitration shall be limited to the issues and request for relief set forth in the ~~original~~ grievance filed at STEP ONE of the grievance procedure as may be amended in accordance with paragraph 2 above. A bargaining unit employee shall not have the right to advance a grievance to arbitration on his/her own behalf, except if the Union declines to advance the grievance to arbitration because the employee is not a dues paying Union member.

5. Within ten (10) working days from receipt of such notice of arbitration, the parties shall meet to select an arbitrator. In the event the parties cannot agree on an arbitrator, the party requesting arbitration shall, within ten (10) working days, request a list of nine (9) qualified arbitrators who reside within the State of Florida from the Federal Mediation and Conciliation Service. The party requesting arbitration will strike an initial name from the list of arbitrators, with the parties thereafter alternately eliminating, one at a time, from said list of names, persons not acceptable, until only one (1) remains, and this person will be the arbitrator.

6. As promptly as possible after the arbitrator has been selected, he or she shall conduct a hearing between the parties and consider the grievance. The decision of the arbitrator

will be served upon the individual employee or employees involved, the County and the Union, in writing. It shall be the obligation of the arbitrator to make his/her best effort to rule within thirty (30) working days after the hearing. The expenses of the arbitration, including the fee and expenses of the arbitrator, shall be borne equally by the parties. Any party desiring a transcript of the hearing shall bear the cost of such transcript unless both parties mutually agree to share the cost. Each party shall bear the expense of its own witnesses and of its own representatives, including attorneys, for purposes of the arbitration hearing.

7. The arbitrator shall confine his or her consideration and determination to the written grievance presented in STEP ONE of the grievance procedure as may be amended in accordance with paragraph 2 above. The arbitrator shall have no authority to substitute his or her judgment for that of management in any area identified in this Agreement or by law as a management right, and/or change, amend, add to, subtract from, or otherwise alter or supplement this Agreement or any part thereof or amended thereto. The arbitrator shall have no authority to consider or rule upon any matter which is stated in this Agreement not to be subject to arbitration or is not a grievance as defined in this Agreement.

8. The arbitrator may not issue declaratory opinions and shall confine him or herself exclusively to the question that is presented to him or her, which question must be actual and existing. The decision of the arbitrator shall be binding, subject to any appeal or review rights. Either party shall be entitled to seek judicial review of the arbitrator's decision in accordance with Florida law.

9. No decision of any arbitrator or the County in any one case shall create a basis for retroactive adjustment in any other cases. All claims for back wages shall be limited to the amount of wages that the employee otherwise would have earned from the County, less any employment compensation and/or interim earnings that he/she may or might have received during the period involved.

10. It is agreed with respect to this grievance and arbitration procedure that:

(a) It is the intent of the parties that a grievance must be raised at the earliest possible time. Any grievance, in order to be entertained and processed, must be submitted in a timely manner by the grievant (whether the grievant is the Union or an individual employee).

(b) Grievances not submitted by the grievant in a timely manner shall be conclusively barred on the merits following the expiration of the prescribed time limit. Such a time-barred grievance need not be entertained or processed, and only facts disputed as to the timing will be subject to any arbitration resulting from the matter. A grievance that is, for any reason, not the subject of a timely response by the County or by the Department shall be deemed denied at that step and the grievant may proceed to the next step. The failure to proceed on a timely basis to the next step shall bar the grievance.

11. Bargaining unit employees may not avail themselves of the grievance procedure set forth in the County's Policies. The filing of a lawsuit or an administrative charge/complaint shall bar the filing of a grievance, and/or operate as an automatic withdrawal of a previously filed

grievance, arising out of the same operative facts as the lawsuit or the administrative charge/complaint.

12. Any grievance filed on behalf of or for the benefit of any employee or employees must specifically name all such employees, and may not be amended after completion of STEP ONE to add names. No monetary or other relief shall be granted or awarded to any employee not so named.

13. In all cases requiring the aggrieved employee or the Union to timely present a grievance, the grievance shall be presented via facsimile, email, or hand delivery during the hours of 9:00 a.m. until 5:00 p.m., Monday through Friday, except holidays referenced in this Agreement, to the Human Resources Service Center at Fire Rescue. For those grievances submitted via facsimile or email, the grievant must simultaneously forward the original hard copy grievance form by interoffice mail. A grievance must be advanced in person by the grievant or union during the hours outlined above.

14. Grievance resolutions at any Step shall be implemented only after the written acceptance of the grievance decision by the grieving party or after ten (10) business days of the grievance decision if the grievant has not properly advanced the grievance to the next step, whichever occurs first. If the resolution is accepted or the grievant has failed to advance the grievance within the prescribed timeframe, the grievance shall be barred from moving to the next Step of the grievance and/or arbitration process. Grievance resolutions at any Step shall not be precedent setting unless the Union and County agree in writing that it will be precedent setting.

**ARTICLE 13**  
**BULLETIN BOARDS**

1. The Union will have the use of the existing Local 2057 bulletin board at each station in which its members regularly work, and existing Local 2057 bulletin boards to support each Division work location at Fire and Rescue's Administrative offices, and at training and other remote sites.

2. All materials to be placed on the bulletin boards by the Union will be signed by the Union President or his designee. Copies of any material will be delivered to the Fire Chief or his designee for approval within forty-eight (48) hours prior to actual posting.

3. Material placed on the bulletin board shall pertain only to Union business and activities and shall not contain anything political, controversial, or anything reflecting negatively upon the County, any of its employees, elected officials or officers, its constituents or independent agencies, and shall not, in any event, violate the provisions of the County's Code of Conduct. No material, notices, or announcements that violate the provisions of this section shall be posted. These same rules shall apply to any postings on the Intranet electronic bulletin board.



**ARTICLE 14**  
**WORK IN CERTAIN HIGHER CLASSIFICATIONS**

1. Management has the right to assign any employee to work in a higher classification. Bargaining unit employees who are required to work in the classifications of Assistant Chief or Fire Marshal will be paid extra compensation consisting of \$100 per shift after the completion of eight (8) consecutive hours worked in the higher classification on a 24-hour shift, and after the completion of five (5) consecutive hours worked in the higher classification on an 8-hour shift.

2. Bargaining unit employees who are assigned to work in the classification of Division Chief will be paid additional extra compensation consisting of \$120 per shift upon after the completion of eighty (80) consecutive hours actually worked as a Division Chief.

**ARTICLE 15**  
**EMPLOYEE DRUG AND ALCOHOL TESTING & PHYSICALS**

1. The County and the Union mutually agree that employee substance and alcohol abuse constitutes a danger to the employee, fellow employees, and the general public. It is further agreed that the safety of public property and equipment is placed in jeopardy if an employee is under the influence of a controlled substance, narcotic, drug or alcohol. Furthermore, the Union and the County will work together to provide a drug-free workplace as defined under Florida Statute 440.102. It is further understood that if the above-referenced statute is amended or changed in any manner that the impact shall not automatically be passed on to the employee.

2. To allay public concerns regarding substance and alcohol abuse by Public Safety employees and to mitigate the danger to other employees in the work place and to citizens generally, the County and the Union mutually agree that the following provisions will be implemented:

- A. The Fire Chief or his designee may order an employee to submit to any type of toxicology or alcohol testing deemed appropriate under any of the following circumstances: (1) upon reasonable suspicion that an employee has been on duty or has reported for duty with any controlled substance, narcotic, drug or alcohol in his/her system; (2) if an employee has been arrested for any drug related offense; (3) upon a motor vehicle accident or workplace injury; or (4) pursuant to random selection process. Thereafter, the provision of paragraphs B, C, D, and E, below, shall apply. For the purpose of this paragraph the term "reasonable suspicion" shall mean a belief on the part of the Fire Chief, or designee, that the information upon which the suspicion is based is reliable. For documentation purposes, this information shall be reduced to writing at the time of the order to submit to testing. Employees shall be selected for random testing in such a manner as to ensure that each employee will have an equal chance of selection.
  
- B. In the case where an employee is operating a Fire Rescue Department vehicle that is involved in an accident, the employee will be given the option of reporting to a County approved medical clinic for drug and alcohol testing or to participate in an on-site drug detection processes, referred to as a "drug swipe" and on-site breathalyzer. The swipe is a non-invasive process administered by a designated Safety Officer, to render a preliminary drug screen result. An on-site breathalyzer is administered, by a designated Safety Officer, to render a preliminary alcohol screening. If the results of the two on-site tests are "non-reactive," the employee will be returned to duty with no further testing required.

If the result of the drug swipe or the on-site breathalyzer are "reactive" which shows a presumptive indication of drugs or alcohol in the system, the employee shall be transported to and from a County approved medical facility for confirmation testing consistent with this article. An on-site breathalyzer result of 0.02 or greater shall be considered "reactive."

Confidentiality will be maintained on a reactive swipe result to the greatest extent possible. The reactive result will be used only to determine the necessity of the employee reporting to a county approved medical facility for additional testing. Reactive results shall not be used for disciplinary purposes. Employees requiring additional testing upon a reactive result will be placed on Relief of Duty with Pay pending results of the additional tests.

- C. Testing will be conducted in accordance with CDL regulations by a certified laboratory or agency.
- D. Upon written request from the employee, a different certified laboratory or agency will conduct a test on the second portion of the original specimen if the request is received within seventy-two (72) hours of the time the employee is notified of a positive test result on the original sample.

If requested to conduct a test on the second sample, the certified laboratory will confirm any positive test result by a gas chromatography test on the second sample of the original specimen.

- E. For alcohol testing purposes, employees will be asked to provide test samples that will be submitted to an appropriate alcohol testing procedure. A 0.04 or greater blood/alcohol level will deem the employee to be impaired and will be considered a positive test result. A positive test may result in disciplinary action up to and including dismissal.
- F. Employees who refuse to comply with the provisions of this Article, including but not limited to refusing to report for drug testing at the time and place directed, shall be terminated.
- G. In accordance with the provisions of Florida Statutes, the test results and all other medical reports shall remain confidential and are not subject to public release. However, the results and reports may be disclosed in any arbitration or litigation involving the employee.
- H. Employees may request Union representation during any of the testing procedures, provided that the Union representative does not in any manner interfere with or delay the testing procedures or jeopardize the security of the tests.
- I. The County, in its sole discretion, and without limiting its rights under sub-section J below, may provide the opportunity for employees to enter a County-approved/sponsored rehabilitation program. The parties agree that the County has the sole authority to determine whether to maintain and/or continue any County-approved/sponsored rehabilitation program and that any approval for an employee to enter any rehabilitation program may be limited by the County to one opportunity during an employee's employment. An employee may be allowed to voluntarily enter a County-approved/sponsored rehabilitation program, assuming that the

employee has had no history of substance influence or use, that no disciplinary action is pending (and further that the employee has done nothing for which he could be subject to disciplinary action), and that no accident, injury, reasonable suspicion request, or random selection has occurred at the time of such request. The County and Union encourage employees to volunteer in seeking assistance by way of professional counseling.

- J. If an employee enters a County-approved/sponsored rehabilitation program in accordance with paragraph J. above, then, upon successful completion of rehabilitation (as determined by a County-designated physician) the employee shall be returned to his regular duty assignment or the equivalent thereof. If follow-up care is prescribed after treatment, such may be imposed by the County as a condition of continued employment. The County shall be allowed complete access to the employee's medical file and counseling records.

Immediately upon an employee's discharge from a rehabilitation program, the employee will provide the County with documentation of the follow-up care requirements as well as permission for the County to ascertain whether the employee has been and/or is abiding by the program requirements. Moreover, the parties agree that entry into such a rehabilitation program shall be deemed to constitute reasonable suspicion that the employee has in his system or is using controlled substances, narcotics, drugs or alcohol, and that, accordingly, the employee may be subject to testing procedures in accordance with paragraphs B and C above, as required by management, for period not to exceed two (2) years from the date that the employee returns to duty. Should an employee refuse to submit to testing in accordance with the provisions of this paragraph, to voluntarily enter a County-approved/sponsored rehabilitation program, to successfully complete and otherwise comply with the requirements of such program, to comply with the requirements of any follow-up care; or, should the employee test positive for drugs or controlled substances, narcotics, or drugs or alcohol during the aforesaid two (2) years period, the employee shall be immediately dismissed.

- K. The County retains the absolute right to determine whether a single positive test result warrants discharge or a lesser disciplinary action. The failure of the County to impose a particular disciplinary action in one situation will not prejudice the County's right to impose such (or a different) disciplinary action in another situation. Nothing in this Agreement shall be interpreted as restricting, in any way, the absolute right of the County to terminate employment for a single positive drug or alcohol test result.

- L. The County and Union agree that each employee will undergo annual drug testing as part of their annual physicals. All employees that do not receive annual physicals will be drug tested within a two-week period of time from their anniversary date.

3. The County maintains the right to require any bargaining unit employee, at County expense, to undergo a fitness-for-duty test (physical and/or psychological) where the County

determines that cause exists for such test.

4. As part of the Fire/Rescue Department Respiratory Protection Program, annual medical examinations will be provided to all Special Risk certified personnel. Examinations will be paid for by the Department, will be scheduled during off-duty time, and will be compensated in accordance with this agreement. Forty-hour employees will schedule their medical examination during working hours.

5. Included in the annual medical examinations will be the following:

- A. Medical History
- B. Height and Weight record
- C. Vision Screening
- D. Blood Pressure and Pulse  
Audiometric Testing
- E. Pulmonary Functions Test  
12 Lead EKG
- F. Chest X Ray (Every other year unless requested)
- G. Blood Tests - Glucose, BUN (Urea Nitrogen), Creatinine/Serum, BUN/Creatinine Ratio, Uric Acid/Serum, Calcium/Serum, Phosphorus/Serum, Cholesterol, Triglycerides, Total Bilirubin, LDH, Alkaline Phosphatase, SGOT, SGPT, Protein/Total Serum, Albumin, Globulin, A/G Ratio, Sodium, Potassium, Chloride, CO<sub>2</sub>, Anion Gap
- H. Stress EKG will be provided every two years to personnel over the age of 40. NOTE: If requested by the examining physician a Stress EKG will be performed regardless of age.
- I. Physician Exam
- J. TB Test
- K. HIV test upon request
- L. Breast exam
- M. Prostate and PSA exams
- N. Ultrasound Scans (echocardiogram heart, carotid artery, aortic aneurysm, liver, pancreas, gall bladder, kidneys, spleen, abdominal organs, ovaries/uterus, testicular/prostate, bladder, and thyroid) – odd numbered years only

6. The primary purpose of this program is to identify and inform personnel of any possible health risks. Employees will be notified within thirty (30) days of any abnormal finding requiring medical follow up. All follow up medical appointments will be made during off duty time.

7. Upon request, employees may obtain a copy of their blood test results from the medical facility.

8. Squad and Rescue Diver physicals shall include a medical surveillance exam.

**ARTICLE 16**  
**EQUAL EMPLOYMENT OPPORTUNITY/HARASSMENT**

1. The current County policies, and amendments thereto, regarding equal employment opportunity and harassment shall remain in effect for the term of this Agreement.

**ARTICLE 17**  
**TRANSFERS**

1. Employees may be transferred from station to station, work location to work location, shift to shift, and/or assignment to assignment as deemed to be in the best interest of the County by the Fire Chief, or his designees.

2. Mutual consent transfers shall be allowed subject to the approval of the affected Division Chiefs.

3. The transfer or denial of a mutual request transfer shall be appealable to the Fire Chief, but shall not be grievable.

4. Effective November 13, 2019, Battalion Chiefs who are assigned to a 40-hour assignment at the discretion of management (excluding light duty, non-mandatory training, or discipline-related assignments) will be paid extra compensation consisting of 7-1/2% adjustment to their base hourly rate of pay for all hours worked in a 40-hour capacity, accrued paid leave hours, union time pool, and holiday pay. The extra compensation will not be applied to hours related to light duty, discipline-related assignments, work-back, hours spent while participating in non-mandatory training or any other time not specifically named in this Article.

5. Management will provide bargaining unit employees with written notice of any transfers from a 56-hour assignment to a 40-hour assignment or vice versa, or from one shift to another, at least two weeks prior to the effective date of the transfer. Transfer may be made with less than two weeks' notice when there is a critical need for the transfer, such as during disaster operations, significant threats to the community, or unanticipated changes in staffing that require immediate resolution.

**ARTICLE 18**  
**INSURANCE**

1. The County will make available health and welfare insurance programs on a group basis to unit employees to the same degree that such insurance is provided to other County employees. The County reserves the right to terminate the group insurance program or any part thereof at any time with prior notice to the Union.

2. The health insurance program will be optional to all eligible employees who will pay a proportionate share, as determined from time-to-time by the County, of each bi weekly or other premium through deductions from payroll. The County reserves the right to reduce or enlarge the benefits payable under any coverages, to alter or cease any coverages, to raise or lower any "out of pocket" amounts and to raise or lower any deductibles.

3. The County reserves the right to make any changes in the cost of any of the insurance or its contribution level.

4. It is agreed that, in the event of a premium increase or other increase in the cost to the County of providing any of the insurance, such increase will be paid by the employees in the same proportion to the County's contribution in which such affected employees presently pay for such coverage, or in any other proportion as determined by the County under this Article. Such increases shall be deducted from wages and shall be administered in the manner presently in effect.

5. The Union will be notified of any change in insurance carriers, nature or scope of coverage or amount of coverage and of increased amounts to be paid by employees under the Article.

6. No employee may be a member of more than one County approved medical plan at a time. The County shall pay a portion of the plan. Such portion is to be discretionary with the County and subject to change at the County's discretion. The Union agrees that any insurance plan offered herein may make any change or alteration in cost, coverage, benefits, amounts thereof or any other characteristics, all such changes being beyond the County's control.

7. Participating employees may make changes to their insurance elections if they experience a family status change as outlined in the Wellness for Life Plan. The employee has 30 days from the day the family status change occurs to notify the Benefits Section of the change.

8. The County agrees that certain employees, or surviving dependents of deceased or injured employees, may continue their group medical insurance coverage under the following conditions:

- A. Upon the in line of duty death of an employee, the surviving dependents shall receive medical coverage at no cost until such time as the surviving spouse remarries, a child reaches age 26 or, if covered on the TRICARE Supplement Plan



is unmarried and reaches age 21 (age 23 if a full-time student); a child of a covered dependent child (grandchild) reaches the age of 18 months; a disabled child marries or is no longer dependent on the surviving spouse for support. Additionally, the surviving dependents may continue vision and dental coverage premium free providing certain conditions are satisfied, in accordance with the County's insurance policy.

Upon the non in line of duty death of an employee, group medical coverage for surviving dependents may be continued for one (1) year from the date of the employee's death.

As per County policy, in regards to employee deaths, annual base compensation rate will include total compensation.

The surviving dependents may have the right to continue medical, dental and vision coverage beyond the premium free period or when their dependency status changes under the Consolidated Omnibus Budget Reconciliation Act of 1986 COBRA. Under COBRA, the surviving dependent would be responsible for payment of premiums plus a 2% administrative cost.

- B. Employees who retire may continue their group medical insurance coverage. The retiree will pay the full premium. To assist in this cost, the County will provide a monthly subsidy to retired employees who have retired from service under the Board of County Commissioners and are receiving Florida Retirement System benefits. The monthly subsidy will begin after the Human Resources benefits department has received proof that the employee has health insurance. Subsidy payments are not retroactive. The subsidy will provide \$3.00 per month for every year of service to a maximum of 30 years; up to the cost of the employee premium, whichever is lower.

For those employees forced to retire by the County due to an illness or injury from which a workers' compensation award has been issued, the subsidy will provide \$5.00 per month for every year of service to a maximum of 30 years, up to the cost of the employee premium, whichever is lower. The minimum subsidy shall be \$75 per month. Employees will be eligible for only one of the subsidy rates stated above.

- C. Employees who are disabled because of an illness, not related to County employment, may continue their group insurance coverage while covered by approved Family and Medical Leave. The employee's portion of insurance premium will continue to be deducted while leave time is available. If the employee exhausts all leave balances while covered by approved Family and Medical Leave, the employee may pay his/her portion of insurance premium directly to payroll to continue the coverage.

If an employee is on leave without pay beyond Family and Medical Leave or other personal reasons not related to County employment, the employee will be offered COBRA to continue group medical insurance.

- D. Employees who are disabled because of illness or catastrophic in line of duty injury may continue their group insurance coverage. Coverage for the injured employee, injured employee's spouse and for each dependent child of the injured employee shall be in accordance with Florida Statute 112.191.

9. Any employee or retiree who wishes to continue the insurance coverage as provided in paragraph █ must contact the Human Resources Division to apply for the continued coverage and to make the necessary arrangements for the payment of the required premiums. Such contact with the Human Resources Division must be in writing within thirty (30) calendar days following the date of death, retirement or placement on leave of absence without pay.

10. All of the benefits granted in paragraph █ and all of the agreements made pursuant to paragraph █ by the County are expressly conditioned upon, subject to and limited by all rights granted to and reserved by the County in this Article.

11. The Union shall have a representative on the Employee Benefits Committee, which is charged with the responsibility of developing the recommendations for benefits to be presented to the Board of County Commissioners for approval.

12. In the event of the death of an eligible bargaining unit employee, the County shall deduct \$25 from the net pay of each bargaining unit employee who has provided the County a written authorization for the deduction. This deduction shall occur in the first full pay period after the County is notified by official letter from the Union advising of an eligible bargaining unit employee's death. An eligible bargaining unit employee is defined as an employee who has an official written authorization for the deduction on file with the County. The County shall remit the monies collected to the Union and the Union shall bear sole responsibility and liability for forwarding the monies to the deceased bargaining unit employee's designated beneficiary and/or estate, as appropriate.

Upon implementation of this contract and thereafter upon initial hire, all bargaining unit employees will be provided a one-time opportunity to provide their written authorization for the \$25 deduction. The authorization may be revoked by providing written notice to the County & Union. No other opportunities to provide written authorization will be provided. The County may at its sole discretion substitute the written authorization with an electronic acknowledgement.

**ARTICLE 19**  
**WAGES AND INCENTIVES**

1. Bargaining unit employees shall receive wage increases, as follows:

A. Fiscal Year 2018-19

Effective October 7, 2018, all bargaining unit employees in the bargaining unit as of that date and continuing to be in the bargaining unit, on active payroll, through the first full pay period after the date of Board approval of this Agreement who have not previously received a 2018-19 wage increase shall receive a \$10,000 Base Wage increase. Those employees at or near the maximum of the pay range will receive a one-time lump sum, not added to their Base Wage, in an amount equal to the difference between the \$10,000 pay increase and amount bringing the employee to the range maximum but no more than a total of \$10,000.

Effective the date of their promotion into the B Unit, bargaining unit employees who were promoted from the A Unit into the B Unit after October 7, 2018, and who continue to be in the B Unit, on active payroll, through the first full pay period after the date of Board approval of this Agreement, shall receive a 5% increase to their A Unit base hourly rate they were receiving immediately prior to their promotion into the B Unit, and shall have their B Unit promotional increase recalculated based on this increase. Thereafter, effective the date of their promotion into the B Unit, employees who were promoted into the B Unit after October 7, 2018 shall receive an increase to their recalculated B Unit Base Wage of 5% or the minimum of the Fiscal Year 2018-19 pay range, whichever is greater. There shall be no other Fiscal Year 2018-19 salary/wage increases or recalculations for bargaining unit employees who were promoted from the A Unit into the B Unit after October 7, 2018.

The retroactive portion of the base wage increase will be paid in a lump sum to those employees in the bargaining unit as of October 7, 2018 or promoted into the bargaining unit after October 7, 2018 and continuing to be in the bargaining unit, on active payroll, upon implementation (pay-out) of the base wage increase.

B. Fiscal Year 2019-20

Effective October 6, 2019, all bargaining unit employees on the active payroll, shall receive a 5% Base Wage increase. Those employees at or near the maximum of the pay range will receive a one-time lump sum, not added to their Base Wage, in an amount equal to the difference between the 5% pay increase and amount bringing the employee to the range maximum but no more than a total of 5%.

The retroactive portion of the base wage increase will be paid in a lump sum to those employees in the bargaining unit as of October 7, 2019 and continuing to be in the bargaining unit, on active payroll, upon implementation (pay-out) of the base

wage increase. There will be no retroactive salary/wage recalculations as a result of promotions occurring during the Fiscal Year 2019-20.

C. Fiscal Year 2020-21

Effective October 4, 2020, all bargaining unit employees on the active payroll, shall receive a 5% Base Wage increase. Those employees at or near the maximum of the pay range will receive a one-time lump sum, not added to their Base Wage, in an amount equal to the difference between the 5% pay increase and amount bringing the employee to the range maximum but no more than a total of 5%.

D. Future Increases

Any future increases to employee base wages or incentives beyond Fiscal Year 2020-21 shall be negotiated.

2. Fire Rescue employees promoted to Battalion Chief or Assistant Fire Marshal shall receive a 7.5% increase on their Base Wages not to exceed the maximum of the pay range. A Unit incentives, other than A Unit Longevity, shall not be included in Base Wages. Fire Rescue Department employees promoted to Battalion Chief or Assistant Fire Marshal shall have their balance of any accrued Leave Hours/days carried over, in accordance with existing practice.

3. Each Fiscal Year, bargaining unit employees who have completed one full year of service as a Battalion Chief or Assistant Fire Marshal shall receive a special risk emergency response longevity adjustment of \$0.26 (56 hour employees)/\$0.37 (40 hour employees) per hour added to their Base Wage, not to exceed the maximum of the pay range, effective on the first full pay period after their B unit anniversary date.

Layoffs or authorized leaves of absence without pay shall not constitute a break in service; however, any time lost in these occurrences shall not be counted as time worked for calculating years of service unless the employee returns to work in their former position within one year of layoff and longevity shall be bridged. If the bargaining unit employee is at or near the maximum of the pay range, the seniority incentive shall be reduced to an amount that will place the bargaining unit employee at the maximum of the pay range.

4. Bargaining unit employees who are qualified and licensed as paramedics under all State and local requirements, including Orange County Fire Rescue requirements, shall receive paramedics incentive pay in accordance with the following paramedic incentive pay rate table for each hour or portion thereof worked including any hours of paid sick leave, paid vacation, paid military leave, work in a higher classification, or any paid hours (other than Work-Back) used during any pay period for the term of this Agreement. Bargaining unit employees shall automatically forfeit their paramedic incentive pay upon no longer being qualified and licensed as paramedics under all State and local requirements, including Orange County Fire Rescue requirements.

<b>Paramedic Certification Pay</b>			
56 Hour Employee		40 Hour Employee	
Hourly	Annually	Hourly	Annually
Same as A Unit	Same as A Unit	Same as A Unit	Same as A Unit

5. Bargaining unit employees who are qualified as Paramedic Preceptors shall receive paramedic preceptor qualification incentive pay in accordance with the following paramedic incentive pay rate table for each hour or portion thereof worked including any hours of paid sick leave, paid vacation, paid military leave, work in a higher classification, or any paid hours (other than Work-Back) used during any pay period for the term of this Agreement. To be qualified as Paramedic Preceptor personnel must meet the following requirements:

- A. Pass the written test as determined by the testing agency.
- B. Must have served as paramedic for the Orange County Fire Rescue Department for three (3) continuous years.
- C. All Preceptors must complete all training and courses that may be required by the department.
- D. Must precept paramedics or EMT's as required by the Fire Department.
- E. Must provide in-service instruction and training as deemed necessary by the Fire Rescue Department. Failure to meet established standards will result in loss of preceptor pay.

Bargaining unit employees shall automatically forfeit their incentive pay upon no longer being qualified.

<b>Paramedic Preceptor Qualification Pay</b>			
56 Hour Employee		40 Hour Employee	
Same as A unit	Same as A unit	Same as A unit	Same as A unit

6. Bargaining unit employees who are qualified to serve on the Special Operations Squad, qualified to perform the duties of Special Operations Truck Technician, or qualified to perform the duties of Rescue Climber, shall receive incentive pay in accordance with the following Qualification Pay rate table for each hour or portion thereof worked including any hours of paid sick leave, paid vacation, paid military leave, work in a higher classification, or any paid hours (other than Work-Back) used during any pay period for the term of this Agreement. Bargaining unit employees shall automatically forfeit their incentive pay upon no longer being qualified.

<b>Qualification Pay</b>		
	<b>56 Hour Employee</b>	<b>40 Hour Employee</b>
	Hourly / Annually	Hourly / Annually
Squad Technician Qualification Pay	Same as A unit	Same as A unit
Truck Technician Qualification Pay	Same as A unit	Same as A unit
Rescue Climber Qualification Pay	Same as A unit	Same as A unit
Rescue Diver Qualification Pay	Same as A unit	Same as A unit

7. Assistant Fire Marshals permanently assigned to the Office of the Fire Marshal (OFM) who attain the following certifications shall be eligible for certification incentive pay as detailed below:

- National Fire Protection Association Certified Fire Plan Examiner
- State of Florida Firesafety Inspector II
- Fire and Life Safety Educator I (Only available for members receiving the certification pay as of March 26, 2017)
- NFPA Certified Fire Protection Specialist (CFPS)
- State of Florida Certified Fire and Life Safety Educator
- International Code Council Commercial Fire Alarm Inspector
- International Code Council Commercial Fire Sprinkler Inspector
- International Code Council Residential Fire Sprinkler Inspector/Plans Examiner
- International Code Council Commercial Fire Alarm Plans Examiner I
- International Code Council Commercial Fire Sprinkler Plans Examiner

Assistant Fire Marshals shall receive certification incentive pay for each certification, up to the limit below for each hour or portion thereof worked (\$876.00/Annually) including any hours of paid sick leave, paid vacation, paid military leave, work in a higher classification, or any paid hours (other than Work-Back) used during any pay period for the term of this Agreement. Assistant Fire Marshals shall not be eligible to receive certification incentive pay for more than three (3) of the above listed certifications, and their total certification pay shall be limited to \$0.90 per hour (\$2,628.00/Annually). Loss of or failure to recertify any of the certifications shall result in loss of that incentive amount.

NFPA certifications must be through the NFPA and contain certification dates.

The Assistant Fire Marshals are responsible for the costs associated with obtaining certifications and all recertification costs associated with this Article. However, for eligible expenses, the Assistant Fire Marshals may avail themselves of the County's Training and Development program as outlined in the Orange County Policy Manual and Operational Regulations.

**Rate Appendix for Fiscal Years 2018-19**

Job Code	Job Title	Pay Grade	Annual Minimum	Annual Maximum
4557	BATTALION CHIEF 40 HOUR REG	327	\$77,001.60	\$105,996.80
4556	BATTALION CHIEF 40 HOUR SRK	327	\$77,001.60	\$105,996.80
4563	BATTALION CHIEF 56 HOUR SRK	328	\$77,000.40	\$105,996.00
4611	ASSISTANT FIRE MARSHAL 40 HOUR	327	\$77,001.60	\$105,996.80

**Rate Appendix for Fiscal Years 2019-20**

Job Code	Job Title	Pay Grade	Annual Minimum	Annual Maximum
4557	BATTALION CHIEF 40 HOUR REG	327	\$78,998.40	\$112,008.00
4556	BATTALION CHIEF 40 HOUR SRK	327	\$78,998.40	\$112,008.00
4563	BATTALION CHIEF 56 HOUR SRK	328	\$78,986.00	\$112,011.20
4611	ASSISTANT FIRE MARSHAL 40 HOUR	327	\$78,998.40	\$112,008.00

### Rate Appendix for Fiscal Years 2020-21

Job Code	Job Title	Pay Grade	Annual Minimum	Annual Maximum
4557	BATTALION CHIEF 40 HOUR REG	327	\$81,016.00	\$118,019.20
4556	BATTALION CHIEF 40 HOUR SRK	327	\$81,016.00	\$118,019.20
4563	BATTALION CHIEF 56 HOUR SRK	328	\$81,030.00	\$118,026.40
4611	ASSISTANT FIRE MARSHAL 40 HOUR	327	\$81,016.00	\$118,019.20



**ARTICLE 20**  
**TOBACCO USE**

1. It is understood that smoking and/or the use of any and all tobacco products is a known hazard to the health of employees, including members of the bargaining unit. The purpose of this article is to reduce the number of health insurance claims related to the use of tobacco products. It is agreed that the following policy regarding the use of tobacco products shall be adhered to.

2. All bargaining unit members hired on or after October 1, 1989, shall be non-tobacco users at the time of hire as a condition of employment and shall be required, as an absolute condition of continued employment, to refrain from smoking cigarettes, cigars, pipes, or use of any type tobacco products of any kind at all times, whether on or off duty. All bargaining unit members promoted to Battalion Chief on or after October 1, 2002, shall be non-tobacco users at the time of promotion as a condition of employment and shall be required, as an absolute condition of continued employment, to refrain from smoking cigarettes, cigars, pipes, or use of any type tobacco products of any kind at all times, whether on or off duty. Any bargaining unit member who violates this provision will be subject to disciplinary action.

3. All bargaining unit members hired before October 1, 1989, including those promoted to Battalion Chief before October 1, 2002, shall be permitted to use tobacco on duty only in designed smoking areas. Smoking and the use of tobacco products shall be prohibited when in contact with the general public; in all fire/rescue vehicles; and in areas of the fire department and County facilities, except for designated smoking areas. Any bargaining unit member who violates this provision will be subject to disciplinary action.

4. Bargaining unit employees may be subject to tobacco testing.

**ARTICLE 21**  
**SAFETY AND HEALTH**

1. The County and the Union will cooperate in the continuing objective of eliminating accidents and health hazards. The County and the Union will cooperate in the enforcement of safety rules and regulations and shall promote sound safety practices for the protection of employees.

2. The Union may consult with the County's safety representative and make recommendations in safety matters.

3. All protective devices, wearing apparel, and other equipment deemed reasonable and prudent by the Orange County Fire Rescue Department to protect employees from injury shall be provided by the County. Such protective devices, apparel and equipment, when provided, must be used. The Union agrees that neglect or failure by an employee to obey safety regulations or to use or maintain the safety equipment furnished hereunder by the County shall be basis for disciplinary action up to and including discharge. Additionally, an employee who loses or damages County or Department devices, apparel, or equipment of any type, due to gross neglect or intentional acts, shall reimburse the County for the cost thereof, or the cost of repairing the item (assuming it can be repaired by the County/Department), up to \$500.

4. The County and the Department will maintain such health and safety conditions as are required under applicable federal, state, and local law. Battalion Chiefs shall be responsible for enforcing safety and health requirements adopted by the Department.

5. Bargaining unit members may be required to take and pass an annual physical abilities test, the timing and content of which shall be determined by the Fire Chief or his designee with prior input from the Union.

**ARTICLE 22**  
**SENIORITY/LONGEVITY**

1. LONGEVITY: Longevity, for the purpose of this Agreement, is defined to be the length of continuous uninterrupted service in the Orange County Fire Rescue Department, including any continuous uninterrupted service as firefighters of the abolished Fire Control Districts. Longevity continues to accrue during all types of leave.

Exception: When a member is on leave of absence without pay for a period exceeding thirty consecutive days. The total time accumulated over the 30-day period shall not be counted toward longevity accrual. Leave of absence without pay for periods of 30 days, or less, shall not cause an adjustment in longevity accrual. Longevity is used to calculate certain benefits attributable to the member which benefits are based on accrual rates.

2. SENIORITY: Seniority for the purpose of this Agreement is defined to be the accumulated length of service in a rank or classification, as covered by this Agreement. It is not necessary that the accumulated service is consecutive, that is without break. Seniority continues to accrue during all types of leave.

Exception: When a member is on leave of absence without pay for a period exceeding thirty consecutive days. The total time accumulated over the 30-day period shall not be counted toward seniority accrual. Leave of absence without pay for periods of 30 days, or less, shall not cause an adjustment in seniority accrual.

When more than one member accumulates the same length of service, seniority in a rank or classification determines the order. In the event seniority is identical, the longevity, as described above shall be used to determine the outcome. In the event seniority or longevity are the same, then the affected members shall draw lots to determine the outcome. Administration of the lot drawing shall be by the Union. Seniority begins on the date of hire, or promotion. It ceases in that rank, or classification, on the date of promotion to a new rank, or classification, and shall be kept in each member's Fire Department personnel record. Seniority, as referred to in this contract, shall be used in the determination of vacation scheduling and any other procedures referenced in this Article relating to seniority. Nothing in this provision shall be construed to effect negatively employees acquired through the consolidation of departments.

**ARTICLE 23**  
**HOURS OF WORK AND WORK-BACK**

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

2. Bargaining unit employees will normally be assigned to work 8, 10, or 24-hour shifts. Qualified bargaining unit employees may be required to work additional hours as deemed necessary by management. Compensation for additional hours of work assigned by higher authority shall be in accordance with the Fire Rescue Department's work-back compensation policy and practice, except as modified herein. Both 56-hour and 40-hour employees shall be eligible for work-back compensation. Effective October 7, 2018, Block Pay amounts for work-back compensation for bargaining unit employees employed under this Agreement in the bargaining unit on active payroll as of the first full pay period after the date of Board approval of this Agreement shall be as follows, retroactive back to October 7, 2018:

Hours Worked Compensation

1-4.9 Hours	\$200
5-9.9 Hours	\$400
10-14.9 Hours	\$600
15-24 Hours	\$1,200

Additional compensation, if any, shall not alter the bargaining unit employees' FLSA overtime exempt status.

3. Shift vacancies for 56-hour Battalion Chiefs shall be filled using a volunteer list for work-back selection if the entire shift (all combat positions) is below established departmental staffing levels, or if the vacancy brings the entire shift (all combat positions) below established departmental staffing levels. If no Battalion Chief on the volunteer list for work-back selection accepts the assignment, then the Department may fill the vacancy with a qualified Captain or Lieutenant. Shift vacancies for 56-hour Battalion Chiefs shall be filled with a qualified Lieutenant or Captain if the entire shift (all combat positions) is at or above established departmental staffing levels or if there are available qualified Lieutenants or Captains when lower ranking positions cannot be filled. For long-term vacancies, (more than five (5) shifts or when the Department is notified that a vacancy of more than five (5) shifts will occur) the Department may assign, at its discretion, a qualified Lieutenant, Captain, or Battalion Chief to fill the vacancy for all or part of the entire vacancy. However, if the vacancy will result in less than fifty percent (50%) of the regular Battalion Chiefs being on duty, and no Battalion Chief on the volunteer list accepts the assignment, then the Department may fill the vacancy using the Battalion Chief mandatory work-back list.

4. Bargaining unit employees who are directed by a higher authority to work additional hours during states of emergency declared by the County will be paid block pay for all such additional time worked and any additional pay in accordance with applicable local rule or state or federal regulation. Off-duty time or non-assigned time shall not be considered time worked for the purpose of this paragraph.

**ARTICLE 24**  
**RECERTIFICATION AND MANDATORY TRAINING**

1. It is agreed and understood that compliance with State and County recertification requirements is the responsibility of the individual employees covered hereunder. The Department will make appropriate recertification courses available during normal duty hours at Departmental facilities to the extent management determines such to be feasible. Otherwise it shall be the employees' responsibility to attend such courses off duty at the location where they are offered. Nothing herein shall require the Department to compensate any bargaining unit employee for attending recertification courses off duty.

2. Formal scheduled mandatory training will be conducted at times specified by the Department. Formal scheduled mandatory training shall not be conducted on County recognized holidays.

If the Department mandates an employee to attend training off-duty that is not offered by the Department on-duty, the employee will be eligible for work-back compensation.

**ARTICLE 25**  
**PREVAILING RIGHTS**

1. All negotiable terms and conditions of employment enjoyed by the bargaining unit employees which are not specifically included in this Agreement shall remain in full force during the term of this Agreement unless changed as authorized by this Agreement, or in accordance with applicable law.

**ARTICLE 26**  
**VOTING**

1. Employees who are unable to vote during their off-duty hours due to the location of their voting precincts, the unavailability of early voting options, and their work schedules may be permitted leave with pay (not to exceed two hours) to enable them to vote. To qualify for such leave with pay, the employee shall file a written request with his/her Division Manager advising him/her of the reasons for requesting leave and providing him/her with confirmation of precinct location and voter registration. Such request must be made at least seven (7) calendar days in advance, unless circumstances beyond the employee's control (including extra duty assignment) mandate less notice.

2. Upon receipt of a timely and proper request in accordance with paragraph 1 above, the Division Manager shall schedule the employee's voting time in such a manner as to not interfere with operational requirements. It is understood that employees covered hereunder are normally aware of their upcoming work schedule, and, therefore, can vote by absentee ballot or other early voting options if their work schedule causes a conflict with their ability to vote. It, therefore, is further understood that there is no entitlement to leave with pay for voting and that operating requirements may preclude such time off (even if previously authorized by the Division Manager).



**ARTICLE 27**  
**PROFESSIONAL COUNSELING**

1. The County agrees to provide professional counseling services, such as the current Employee Assistance Program (“EAP”), to bargaining unit members and their families. In the event an employee volunteers for assistance, each employee’s situation will be reviewed on a case-by-case basis. When the employee voluntarily seeks counseling, all matters relating to counseling shall remain confidential and shall not be released to the County unless approved by the employee or as required by law. However, the results and reports may be disclosed in any arbitration or litigation involving the employee.

2. The County, in its discretion, may refer an employee covered hereunder to the Employee Assistance Program, a psychologist or psychiatrist, and/or a physician for counseling and/or evaluation where the County has reason to question the employee’s fitness for duty or where the County believes that such counseling or evaluation would be of assistance to the employee with respect to his/her personal well-being and/or his/her job performance. In cases of supervisory referrals or other requests by the County that the employee seek professional counseling, whether through the EAP or otherwise, including drug and alcohol counseling, program attendance, program compliance, program completion, and fitness-for-duty information shall be provided to the County, upon its request to the counselor or the employee.

**ARTICLE 28**  
**UNIFORMS AND EQUIPMENT**

1. Uniforms, shoes, other required wearing apparel, and equipment will be furnished and replaced by the County in accordance with Department SOP's. The Union and employees agree to abide by such procedures and arrangements established by the County.

2. All items of the required uniforms not furnished to the employee pursuant to Department SOP's shall be furnished by the employee at his/her own expense. Bargaining unit members desiring to upgrade to a leather helmet may do so by reimbursing the County for the cost difference between the regular issue helmet and the cost of the leather helmet. The County maintains sole discretion to select the model and style of leather helmet. The County maintains sole discretion to determine the serviceability of any leather helmet and can require that leather helmets be removed from service for any reason, including safety concerns and appearance.

3. No insignia other than insignia approved by the Fire Chief shall be worn with any required uniform or other apparel. Employees may request in writing to the Fire Chief for authorization to wear one Union pin no larger than one inch in size on dress uniforms.

4. It shall be the responsibility of the bargaining unit employees covered hereunder to ensure that employees under their command are properly attired and that the Department SOP's governing uniforms, appearance, and equipment are enforced.

5. The parties agree that this Article may be amended by a Memorandum of Agreement entered into by the parties to switch to a uniform allowance system whereby uniforms are purchased by the employees from an authorized vendor.

**ARTICLE 29**  
**REPLACEMENT OF PERSONAL PROPERTY**

1. The County agrees to reimburse the full cost of prescription eye glasses and contact lenses not to exceed two hundred dollars (\$200.00) and up to one hundred dollars (\$100.00) for wrist watches damaged in the line of duty, provided adequate proof of such damage, the circumstances of the event and proof of value of the damaged items are presented to the Fire Rescue Department's Safety Officer for processing and verification of loss. The employee must submit the original receipt for the cost of the new replacement item in order to be reimbursed.

**ARTICLE 30**  
**LAYOFF/REDUCTION IN CLASSIFICATION**

1. If the County determines that there is the need to lay off one or more bargaining unit employees, it shall so notify the Union and the employee(s) so affected at least two (2) weeks in advance of his/her (their) layoff.

2. A copy of any notice of layoff shall be sent by certified mail to the employee's last-known address or hand delivered to the employee (with a copy to the Union).

3. Should the County desire to recall a laid-off bargaining unit employee, it may do so by telephone and/or certified mail, whichever the County deems appropriate. Should the County recall an employee to a bargaining unit employee, he/she shall be given at least ten (10) days' notice prior to the date he/she is required to report.

4. The right to lay off employees in bargaining unit positions and recall employees in such positions shall be within the exclusive discretion of the County, and shall be based on factors such as documented job performance, work/disciplinary history (for which grievance rights have been exhausted), and seniority.

5. Bargaining unit employees shall be allowed, in lieu of layoff, to roll back into any previously held position within the Fire Rescue Department for which they are still qualified and to bump less senior employees; provided such is allowed by the rank-and-file collective bargaining agreement.

6. Employees who promote out of the bargaining unit shall be allowed, in lieu of layoff, to roll back into any previously held position within the bargaining unit for which they are still qualified and to bump less senior employees.

7. When a bargaining unit employee is reduced to the next lower job classification, seniority in the next lower job classification shall be computed by including previously accumulated service in the lower position to which he has been returned, plus time served in the higher position from which he is being reduced; provided such is allowed by the rank-and-file collective bargaining agreement.

**ARTICLE 31**  
**BENEFITS AND LEAVE**

Except as otherwise specifically addressed herein, the County shall provide bargaining unit employees benefits and leave in accordance with the applicable County and/or Departmental policies. Conversion of leave shall occur for employees going from a forty (40) hour workweek to a fifty-six (56) hour workweek and the reverse of this by multiplying the hours of accrued leave by the appropriate factor as is existing practice.

**A. BEREAVEMENT LEAVE**

1. In the event of a death in the bargaining unit member's immediate family, those working a twenty four (24) hour shift shall be granted two (2) shifts off.

2. In the event of a death in the bargaining unit member's immediate family, those working a forty (40) hour workweek shall be granted five (5) days off, but no more than forty (40) hours.

3. Should a bargaining unit member require additional time other than provided in the above, the bargaining unit member may request one additional shift with pay charged to old sick leave or personal leave subject to the approval of the Fire Chief or his designee.

4. Immediate family shall be defined as spouse, mother, father, son, daughter, grandson, granddaughter, sister, brother, legal guardian, mother in law, father in law, daughter in law, son in law, stepparents, stepchildren and grandparents.

5. Employees may be required to provide reasonable documentation to establish relationship as defined in 31.A.4 and documentation of the death: such as, marriage certificate, birth certificate, funeral service program, obituary, or death certificate. Any request for such documentation will be made after the employee returns from leave. The requested documentation must be submitted within 15 calendar days after the request is made.

**B. HOLIDAYS**

1. Employees in the bargaining unit who work a forty (40) hour week shall observe and receive pay at straight time for the number of hours normally scheduled for the below-listed holidays.

2. Employees in the bargaining unit who work a fifty-six (56) hour work week shall receive holiday pay of one-half-time pay in addition to the applicable rate of pay for the following holidays worked. For the purpose of this article, the holiday period will be defined as a twenty-four (24) hour cycle starting at midnight and ending at midnight of the day that constitutes the holiday. Employees will be compensated for actual hours worked.

3. The following shall be the designated holidays for purposes of this article: New Year's Day; Martin Luther King, Jr. Day (observed); Memorial Day; Independence Day;

Labor Day; Thanksgiving Day; Day after Thanksgiving Day; Christmas Eve Day; Christmas Day; and one floating holiday to be taken at the employee's discretion subject to prior supervisory approval.

C. PERSONAL LEAVE

Employees shall earn and accrue personal leave in accordance with the following:

1. 40-Hour Employees

Length of Continuous Service	Hours Accrued Per Pay Period	Days Per Year	Maximum Accrual Days
Under 5 years	5.54	18	54
Over 5 years	6.16	20	60
Over 6 years	6.46	21	63
Over 7 years	6.78	22	66
Over 8 years	7.08	23	69
Over 9 years	7.39	24	72
Over 10 years	7.70	25	75
Over 15 years	8.31	27	81

2. 56-Hour Employees

Length of Continuous Service	Hours Accrued Per Pay Period	Shift Days Per Year	Max Accrual Shift Days
Under 5 years	14.76	16.00	48.00
5-10 years	17.03	18.45	44.35
10-15 years	18.88	20.45	61.353
Over 15 years	20.73	22.45	67.35

D. TERM LEAVE

40-hour employees shall earn term leave at the rate of .0231 hours of term leave for each regularly scheduled paid hour of work. 56-hour employees shall earn .0513 hours of term leave for each regularly scheduled paid hour of work.

E. DEFERRED RETIREMENT OPTION PROGRAM (DROP)

A. Employees who choose to enter the DROP plan may sell back up to a maximum of 500 hours of accrued personal leave hours before entering the program.

B. If the employee chooses to sell back accrued personal leave hours before entering the DROP plan, the maximum accrual shall remain at three

years.

C. Upon final retirement, the employee shall be eligible to sell back three years' worth of accrued and unused personal leave minus the amount sold back before entering the DROP.

F. PERSONAL DAYS

1. Employees promoted to Battalion Chief and Assistant Fire Marshal shall carry forward any Personal Days accrued and unused prior to their promotion.

2. Beginning Fiscal Year 2019-20, during each fiscal year, each 40-hour and 56-hour B-unit employee employed as of October 1 of that fiscal year will receive three Personal Days. These days will be awarded on the first full pay period of each fiscal year. The three Personal Days for Fiscal Year 2019-20 shall be applied retroactively. The use of the Personal Days shall be in full day increments. The Personal Days will be converted to the 40 or 56-hour daily equivalent dependent upon the employee's schedule.

3. The Personal Days earned as a B-unit employee may not be carried over from year to year, and the personal days earned as a B-unit employee that are not used by the end of the fiscal year shall be forfeited.

4. Personal Days shall be used in the same manner as personal leave and will be tracked by County payroll. Upon separation from employment, employees shall not be entitled to any payment for unused Personal Days.

**ARTICLE 32**  
**OUTSIDE EMPLOYMENT**

1. County employment must be considered an employee's primary employment. An employee choosing to maintain outside employment (working for an employer other than the County, engaging in self-employment or rendering services for interest) or seeking to serve as a volunteer in any fire, EMS, or safety-related capacity must submit to the following:

- A. Written notification (company or entity name and job title only) shall be forwarded to the County before commencing outside employment and before any change in outside employment occurs. Verification of outside employment will be provided to the Division Chief on an annual basis, including representation that such employment does not violate Section 33.02. The County will be responsible for determining whether the specific employment represents a conflict of interest to Orange County or violates the restrictions in Section 33.02, and such determination shall be final. The notification shall be done by ID number only.
- B. Notification of outside employment must be provided upon request of the Fire Rescue Department or the County's workers' compensation carrier whenever an employee files a Notice of Injury claim with Orange County.

2. Outside employment shall not:

- A. Interfere with the performance of County duties or conflict with County interests.
- B. Be in violation of Orange County Policy.
- C. Occur during a period in which the employee is receiving paid sick leave or other leave (including workers' compensation leave) from Orange County.
- D. Be covered by the County's workers' compensation benefits if an employee is injured, disabled, or becomes ill as a result of outside employment.
- E. Utilize County time, equipment, facilities, vehicles or other County property.
- F. Be with another Fire or Rescue Department or provider or involve any fire-related work, including any volunteer work in these capacities (except in declared emergencies). This provision will not apply to any employees who, as of October 1, 2002, currently have approval for work in any fire-related capacity. Those employees who had approval as of October 1, 2002, must submit a new notification to management and obtain approval pursuant to section 33.01A if there is any change in their job status.
- G. Take place within 8 hours before the employee's work-shift with the County.



**ARTICLE 33**  
**MODIFIED TEMPORARY DUTY AND MEDICAL SEPARATION**

1. An employee who misses work as a result of a work related injury that is compensable under the Workers' Compensation Law, Chapter 440, Florida Statutes (or subsequently amended), shall receive his/her normal salary for the time actually missed up to a maximum of seven (7) calendar days, beginning with the date of injury.

2. If the employee is unable to resume work at the end of seven (7) calendar days, Workers' Compensation will begin on the eighth (8th) day in accordance with the Workers' Compensation Law now in effect (or with statutory provisions if subsequently amended).

3. Employees injured as a result of a work related accident or illness resulting in a Workers' Compensation claim or off-duty illness, injury or any other medical condition which creates an inability for the employee to perform his normal work duties, may be placed in a modified temporary duty assignment subject to the following conditions:

- A. Assignments will only be available for employees who have incurred on the job injuries or illnesses first, followed by off-duty injuries or illnesses.
- B. All policy guidelines for Workers' Compensation must be followed. (See WORKERS' COMPENSATION CLAIMS in the Policy Manual).
- C. Employees must be certified by the County designated physician as eligible for a modified temporary assignment.
- D. All assignments must have prior concurrence of the Manager of the Human Resources Division and the Manager of the Risk Management Division.
- E. All assignments will be subject to availability as determined by management and will be made subject to certification of the employee's eligibility by the County designated physician or personal physician in the case of off-duty injury or illness.

4. Placement on any modified temporary duty assignment will be made first within the Division where the employee worked when the injury occurred and second, within that department. Each Department and Division will develop, assign and monitor their own modified temporary duty assignments according to operational needs. Any changes in modified temporary duty assignments will be coordinated with the Risk Management Division.

5. Work hours for all modified temporary assignments will be at the discretion and based on operational needs of the Division providing the assignment.

6. Consideration will be given to the employee's condition and requirements for access to follow up treatment.

7. If released for modified temporary duty by the County designated physician, the

employee must report for an assignment when the division or department makes the assignment available.

8. The County will contact the employee by telephone when possible, and additionally, employees will be contacted by certified return receipt mail for the purpose of verification.

9. Following an on the job injury, all employees will follow the guidelines for Workers' Compensation claims as outlined in the Orange County Policy manual. The County designated physician will certify eligibility for an assignment and will act as primary case manager. The County designated physician will recertify eligibility on a regular basis in coordination with the Risk Management Division.

10. Modified temporary assignments will be reviewed after 90 calendar days from the date of assignment to modified temporary duty, and may be extended in Management's sole discretion. Modified temporary assignments shall not exceed six months without review. Once an employee reaches ninety (90) days but not later than six months on a temporary assignment or has been unable to work in his permanently assigned position for a total of six months, the employee, a member from fire rescue risk management, and the Deputy Chief or his designee will meet. The purpose of the meeting will be to determine if the employee can produce any medical evidence that he may return to full duty within 30 days. Management will have the sole discretion to extend the temporary assignment or defer the medical separation process if the employee provides medical evidence that he will be able to return to his regular duty assignment. If, in the sole discretion of management, the employee fails to produce medical evidence that he can return to full duty, management has the right to medically separate the employee. Management will not be required to use the PDH process to effect a medical separation. An employee who is released by the County designated physician as medically capable of performing all assigned duties of the position held when injured will be returned to this position immediately, subject to any necessary training or updates required by management.

11. An employee will be entitled to a second medical opinion at the employee's expense. If the medical opinions differ, then the final return to work determination will be made by the County designated physician.

12. The County will comply with the ADA for all eligible medically separated employees. In addition, the County may offer other assistance to a medically separated employee as it deems necessary or appropriate. Upon meeting Maximum Medical Improvement (MMI) the employee, unable to return to the job, will be placed in the Americans with Disability Act (ADA) process and if no alternate position within the County can meet the employee's necessary reasonable accommodations, the employee may be terminated without a Predetermination Hearing.

13. Employees placed in a modified temporary duty assignment will retain the full rate of pay received at the time of injury and will be paid by the Division in which they worked when injured.

14. Employees will have no change in classification during assignment to a modified temporary duty position. All benefits will continue and no break in service or loss of classification will occur.

**ARTICLE 34**  
**EDUCATIONAL ASSISTANCE**

1. Bargaining unit employees shall be eligible for participation in the County's educational assistance program to the same extent that the program is available to all County employees, except that they will be eligible for reimbursement for required tuition expenses of up to \$1,500 per fiscal year for the successful completion of approved course work.

2. The employee, may be entitled to receive educational assistance, up to \$3,000, for required tuition expenses which have been paid by the employee for the successful completion of pre-approved coursework towards an accredited Master's Degree program. This reimbursement shall constitute the employee's \$1,500 educational assistance allocation as set forth in Section 1 above for two fiscal year periods. Bargaining unit employees shall not receive more than \$3,000 in educational assistance in any two consecutive fiscal years.

3. Employees who separate from County employment for any reason, other than layoff due to organizational needs, prior to completion of twenty-four (24) months of employment following tuition reimbursement for an accredited Master's Degree program shall repay the County for all reimbursement received for the approved Master's Degree program.

**ARTICLE 35**  
**SAVINGS CLAUSE**

1. If any provision of this Agreement or the application of such provision should be rendered or declared invalid by a court of competent jurisdiction or the Florida PERC, or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of the Agreement shall remain in full force and effect. The parties shall enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for any such article or section rendered or declared invalid.

2. The Union and the County agree to reopen any Article of the Agreement when there is Federal or State Legislation enacted that has an adverse impact on and/or prevents the County's ability to pay benefits contained in the Agreement.

**ARTICLE 36**  
**ENTIRE AGREEMENT/DURATION**

1. The parties acknowledge that during negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by both parties after the exercise of that right and opportunity are set forth in this Agreement. The parties hereto may commence negotiations, under applicable law, on any succeeding agreement to take effect upon termination of this Agreement.

2. If either the County or the Union desires to modify, amend or terminate this Agreement at its normal expiration date, official notice of such desire must be given in writing at least ninety (90) days prior to the termination date of this Agreement. Following receipt of such notice, unless there is a mutual agreement to the contrary, the County and the Union shall commence negotiations. In the absence of an official notice by either party of its desire to modify, amend or terminate this Agreement, this Agreement shall automatically renew for an additional year, and from year to year thereafter until timely notice is given of a party's intent to renegotiate this Agreement.

3. Nothing herein shall preclude the parties from mutually agreeing to reopen this Agreement, or to renegotiate any provision herein, during the effective dates of this Agreement.

4. This Agreement shall become effective the first full pay period after Board approval and shall remain in effect until September 30, 2021. No provision of this Agreement shall be applied retroactive to a date prior to Board approval unless the provision expressly provides for retroactive application.

THIS CONTRACT AGREED TO THIS \_\_\_\_\_ DAY OF **APR 07 2020** 2020.

*Byron W. Brooks*

Byron W. Brooks, AICP  
County Administrator  
Orange County

*Andre Perez*

Andre Perez, President  
Orange County Fire Fighters Association,  
I.A.F.F., Local No. 2057  
Battalion Chief Unit

THIS AGREEMENT APPROVED BY THE ORANGE COUNTY BOARD OF COUNTY COMMISSIONERS, ORANGE COUNTY, FLORIDA ON THIS \_\_\_\_\_ DAY OF **APR 07 2020** 2020.

*Katie Smith*

Deputy Clerk, Orange County Board  
of County Commissioners

*Byron W. Brooks*  
for Jerry L. Demings  
Orange County Mayor

