

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

TOWN OF DAVIE, FLORIDA

-And-

**DAVIE PROFESSIONAL FIREFIGHTERS
LOCAL 2315 AFL-CIO**

October 1, 2014 – September 30, 2017

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ARTICLE 1

RECOGNITION

1. The Town hereby recognizes the Union (Local 2315, IAFF), as exclusive bargaining representative of all employees in its Fire Rescue Department holding the Town of Davie job classifications of Firefighter, Driver Engineer, Fire Safety Inspector, Lieutenant and Captain.

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ARTICLE 2

NON-DISCRIMINATION

1. The Town of Davie will not discriminate against any employee covered by this agreement because of membership in or activity on behalf of the Union, race, color, creed, religion, national origin, age, or sex. However, the parties also recognize that the Town has established an internal procedure to investigate and resolve alleged cases of discrimination, which is in addition to existing and adequate procedures established by Broward County, the State of Florida and the Federal Government. Accordingly, it is agreed that allegations of employment discrimination cannot be processed through the contractual grievance/arbitration procedure as outlined in Article 13, but shall be filed pursuant to the requirements of the applicable Town internal policies and other governmental administrative agencies.

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ARTICLE 3

RESIDENCY REQUIREMENTS

1. The Town will not establish a mileage radius that governs an employee's domicile or principal place of residency. However, this does not relieve an employee from complying with all applicable contract provisions and department operational guidelines. Also, an employee whose domicile or principal place of residency is outside of Dade, Broward, or Palm Beach Counties may not be eligible for the Town sponsored medical and dental insurance.

ARTICLE 4

UNION RIGHTS

1. All employees of the Town of Davie Fire Department covered by this agreement shall have the right to join the Union to engage in lawful concerted activities for the purpose of collective negotiations of bargaining or other mutual aid for protection all free from restraint, coercion, discrimination or reprisal. The Union and its duly elected or appointed representatives shall have the right, to express or communicate to management any view, grievance, complaint or opinion, related to the conditions of compensation of public employees or their betterment. This provision shall not abridge the right of any employee to bring forth a grievance on their own behalf.
2. Nothing shall abridge the right of any duly elected or appointed representative of the Union to present views of the Union on issues which affect the welfare of its members, as long as it is clearly presented as the views of the Union and not necessarily the Town.
3. The Union will provide management with a list of all duly elected and appointed representatives.

ARTICLE 5

MANAGEMENT RIGHTS

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79 1. The Union recognizes and agrees that the Town has and will continue to retain,
80 whether exercised or not, the right to operate and manage its affairs in all respects
81 except as modified or limited by this agreement; and the powers or authority which the
82 Town has not officially abridged, delegated or modified by the express provisions of
83 this agreement are retained by the Town. The rights of the Town, through its
84 management officials, shall include but shall not be limited to the right to determine
85 the organization of Town Government; to determine the purpose of each of its
86 constituent departments; to exercise control and discretion over the organization and
87 efficiency of operations of the Town and its Fire Department; to set standards for
88 service to be offered to the public; to direct the employees of the Town; to determine
89 create, and establish Town of Davie job classifications and specifications; to determine
90 the method and means for selection for initial hire and for promotions; schedule
91 employees in positions with the Town; to suspend, demote, discharge or take other
92 disciplinary action against employees for just and proper-cause; to increase, reduce,
93 change, modify or alter the composition and size of the work force, including the right
94 to relieve employees from duties because of lack of work or funds; to determine the
95 location, methods, means and personnel by which operations are to be conducted to
96 establish, modify, combine or abolish positions; to change or eliminate existing
97 methods of operation, equipment or facilities; to take whatever action(s) may be
98 necessary to carry out the mission of the Town or its Fire Department in emergency
99 situations. However, the exercise of such rights shall not preclude employees or their
100 representatives from raising grievances, should decisions on the above matter have the
101 practical consequence of violating the terms and conditions of this agreement.
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103 2. The Town has the sole authority to determine the purpose and mission of the Town, to
104 prepare and submit budgets to be adopted by the Town Council. Those inherent
105 managerial functions, prerogatives and policy-making rights which the Town have not
106 expressly modified or restricted by a specific provision of this agreement are not in
107 any way, directly or indirectly, subject to the grievance procedure contained herein.
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ARTICLE 6

DUES CHECK OFF

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1. Upon written authorization of a bargaining unit employee, and with approval from the Union President, the Town agrees to deduct bi-weekly from the wages of that employee the sum authorized by the employee for union dues. The Union agrees to certify the bi-weekly amount of dues, and if changed, will notify the Town seven days before the change is to be effective.
2. The Town will remit the amounts withheld as union dues on or about the 15th of the month following the month the dues were withheld.
3. The withheld dues will be delivered with respect to section two to the following address, or as may be changed during the life of the agreement:

_____	name and title
_____	union name
_____	street name
_____	city, state, and zip code
4. The Town will not change the amount of the dues withheld from any employee's paycheck without written authorization from that employee with acknowledgment by the union president. Such authorization must be received at least seven working days prior to the pay date the employee expects the change to be effected.
 - A. Working days is defined for this section as Monday through Friday and excludes official Town holidays.
 - B. Pay date is defined as the normal day and date that bargaining unit members receive their pay.
5. The Town and the Union recognize that this deduction is voluntary. In the event that an employee's gross pay less standard deductions and other authorized deductions is insufficient to cover the amount to be withheld as union dues, the Town will not be obliged to withhold the union deduction amount. Further, unless and until the employee requests that future available earnings will be used to excuse those dates union deductions were missed because of insufficient earnings, the Town will not withhold more than the usual union deduction.
6. The Town and the Union agree that the Union is responsible for the collection of dues that result from disputes between the Union and its members.
7. The Union acknowledges that such collected dues are authorized, levied, and certified in accordance with the Constitution and By-laws of the Union.

- 158 8. Upon written authorization of ten (10) or more bargaining unit employees, the Town
159 agrees to deduct bi-weekly from the wages of each of those employees an additional
160 amount up to 5% of each of those employees' gross bi-weekly wages. The Town
161 will remit to the Union the amounts withheld pursuant to this paragraph on or about
162 the 15th of the month following the month the monies were withheld.
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- 164 9. The Union will hold the Town harmless against any claims made and against any
165 suits instituted against the Town or the Union based upon this article.
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ARTICLE 7

UNION BUSINESS

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1. Up to three (3) members of the Union negotiating team shall be allowed time off for all negotiations which shall be mutually set by the Town and the Union.
2. The Town shall permit two (2) Union representatives time off to discuss working conditions with Town officials, attend grievance hearings, and consult with Town officials, (including attendance at all labor management meetings) at a time mutually agreeable. This can be accomplished using the union time pool.
3. In the case where a Pension meeting or official pension conference/training is scheduled during an employee's work hours, the Town shall permit up to two (2) members of the Pension Board of Trustees, inclusive of Trustees who are members of the supervisory bargaining unit, to attend with no loss of pay for up to a maximum of four (4) shifts per year for 48 hour employees or 10 days (80 hours) for 40 hour employees.
4. Union Time Pool:
 - A. Active members in good standing shall contribute sick or vacation leave to the Union Time Pool when the executive board deems it necessary. Forty-eight (48) hour employees shall contribute up to four (4) hours at a time (maximum twelve (12) hours per year). Forty (40) hour employees shall contribute up to one (1) hour at a time (maximum four (4) hours per year). Donated time will be recorded by the Town as dollar value in and dollar value out. The value of each contribution shall be determined by the employee's current rate of pay at the time of each assessment.

New members of the Union shall have three (3) months to comply with the initial assessment to the Union Time Pool. The assessment for new members shall be as follows: forty-eight (48) hour employees, six (6) hours of sick or vacation time; forty (40) hour employees, two (2) hours of sick or vacation time. The three (3) month grace period shall commence upon the date of the employee's induction into the Union.

In no event may the Union Time Pool exceed the dollar value of 1440 hours or 60 shifts of Captain's base pay at the prevailing maximum pay grade hourly rate.
 - B. Authorization by the Union President or designee for the employee to use the Union Time Pool must be submitted in writing before such assignment is effective. Under normal circumstances, the Union shall provide the Town with at least twenty four (24) hours notice before utilizing the Union Time Pool. The Union Time Pool shall be used to reimburse the Town for hours worked by employees replacing those employees utilizing the Union Time Pool. If the replacement employee receives overtime pay, the Union Time Pool shall be

217 charged one and one-half hours for every hour worked by the replacement
218 employee. If necessary, employees utilizing the Union Time Pool shall be paid
219 by the Town in accordance with the overtime procedures set forth in Article 32
220 of this Agreement, and replaced by the Town in the same manner that the
221 Town fills any other absence causing overtime.
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223 The President of the Union may designate up to three (3) members of the
224 Union, which may include members of either the rank and file bargaining unit
225 or the supervisory bargaining unit, who shall be allowed time off to attend the
226 Union's State Convention utilizing the Union Time Pool. Each delegate shall
227 be allowed to take off two (2) shifts during each fiscal year.
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229 The President of the Union may designate up to three (3) members of the
230 Union, which may include members of either the rank and file bargaining unit
231 or the supervisory bargaining unit, who shall be allowed time off to attend the
232 Union's International Convention utilizing the Union Time Pool. Each
233 delegate shall be allowed to take off two (2) shifts once every two (2) years.
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235 The President of the Union may designate up to two (2) members who are
236 designated Union representatives, which may include members of either the
237 rank and file bargaining unit or the supervisory bargaining unit, who shall be
238 allowed up to three (3) hours of time off to attend a regular monthly general
239 Union membership meeting utilizing the Union Time Pool.
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241 Use of Union Time Pool shall be subject to approval of the Fire Chief and or
242 his/her designee. Approval shall not be withheld unreasonably.
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ARTICLE 8

PREVAILING RIGHTS

All terms and conditions of employment which apply throughout the department to members of the bargaining unit on the effective date of this Agreement and which are not specifically referred to in this Agreement, but which are contained in Town Ordinances, Resolutions, written direction of the Town Administrator and/or the Fire Chief, shall not be changed by the Town without the mutual consent of both parties. Nothing in this article shall be construed to mean that the Fire Chief or designee or the Town Administrator or designee may not promulgate and enforce rules and regulations.

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ARTICLE 9

RULES AND REGULATIONS/POLICIES

The Union recognizes the right of the Town and the Fire Rescue Department to establish rules, regulations, and policies for the safe and efficient conduct of Town business and penalties for violation of such rules, regulations, and policies provided said rules, regulations, and policies do not conflict with any provisions of the Collective Bargaining Agreement or any terms and conditions of employment. Changes in the present rules shall not become effective unless provided to the Union representatives for at least five (5) business days, and are posted for at least an additional five (5) days, excluding Saturdays, Sundays, and paid holidays unless necessary for safety, in which case changes in rules will become effective immediately. The Union shall be permitted to propose additions and changes to rules and regulations/policies at any time. The Town Administrator or designee's determination as to any such Union proposal will be final. Should any rule or regulation be in conflict with this agreement, this agreement will prevail.

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ARTICLE 10
JURY DUTY

An employee shall receive full pay while on jury duty if it is a scheduled work shift. The employee will return to the Town any money received from the court for jury duty, exclusive of mileage money, while such jury duty is performed during a normal scheduled shift of duty. Should the employee be dismissed from jury duty during work hours on a normally scheduled work day, the employee shall report to work and immediately notify their immediate supervisor or if not available, the next supervisor in the chain of command. If an employee is scheduled for jury duty on the morning after a normally scheduled work day that employees shall be released from duty at 8:00 PM the night before reporting to jury duty without loss of pay or benefits. Members who receive a summons for jury duty shall promptly turn in to the Department a copy of the summons as soon as received and a copy of the Certificate of Attendance from the Court Clerk at the completion of their duty.

If an employee is scheduled to work a shift swap, the employee shall make a documented attempt with the court system process to reschedule their jury duty. If the attempt is denied by the court system or extenuating circumstances exist, the town shall provide coverage for the employee to be released from duty during the scheduled time period.

ARTICLE 11

PENSION PLAN

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1. The Town agrees to amend its pension ordinances as listed below. All other provisions of the pension ordinances concerning benefits and employee contributions shall remain in full force and effect.
2. The pension plan ordinance shall be amended to create a second tier/bifurcated defined benefit pension plan, which shall be applicable to all employees hired on or after the date this 2014-2017 Agreement is ratified by both parties. The second tier pension plan shall include the following changes:
 - a. The multiplier value shall be 3.125% per year, with a maximum multiplier benefit of eighty percent (80%).
 - b. Normal retirement shall be at 24 years of service or age 55 with 10 years of service.
 - c. Average final compensation shall be based on the five (5) best years of the employee's last ten (10) years of service.
 - d. A sixth (6th) year of DROP eligibility, with a declining period of maximum DROP participation beginning at the end of 24 years of service.
3. The pension plan ordinance shall be changed so that the new sixth (6th) year of DROP eligibility shall also be available to those employees who were hired on or after March 4, 2009, and the plan shall be changed so the maximum DROP participation shall include 25 years of pensionable service and a maximum six (6) years in the DROP.
4. The early retirement benefit in the pension plan ordinance shall be changed prospectively so that all vested terminated employees with at least ten years of creditable service shall be required to wait until reaching age 50 before becoming eligible for any early retirement benefit.

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ARTICLE 12

SHARE PLAN

1. The Town enacted an ordinance creating a section of the Davie Firefighters Pension Trust establishing a Share Plan, under which any premium tax revenues received by the Town in excess of the \$679,968 “applicable frozen amount” during any plan year beginning October 1, 2012 or later shall be used to fund a supplemental benefit for plan members. The Board of Trustees shall provide rules concerning the allocation of Share Plan funds to members, except as provided below. The parties agree that the provisions of this Section satisfy the provisions of Chapter 2015-39, Laws of Florida regarding their mutual agreement for the use of Chapter 175 funds and the creation of a defined contribution plan component/Share Plan within the Firefighters Pension Trust.

The Share Plan benefit shall be funded solely by premium tax revenues received by the Town pursuant to Section 175, Florida Statutes, and will not result in any additional cost to the Town. The share account of each active firefighter and DROP participant shall be credited or debited with earnings or losses based upon the amount in the share account at the close of the immediately preceding calendar year at a rate equal to the Pension Plan’s actual net rate of investment return for the preceding plan year.

The final approval regarding the actual cost of the proposed pension benefits increase lies with the State of Florida Division of Retirement which will approve the costing methodology and the components thereof.

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ARTICLE 13

GRIEVANCE PROCEDURE

In a mutual effort to provide harmonious working relations between the parties, the following procedure shall apply to the resolution of grievances, misunderstandings, or disputes between the parties. Any grievance, dispute or complaint alleging a violation of this agreement or involving the interpretation or application of this agreement shall be resolved through Step 3 of the following procedure.

Other disputes or misunderstandings between the parties (which do not allege a violation of this agreement or involve the interpretation or application of this agreement) may be processed only through Step 2 of the following procedure. The use of this procedure to resolve such disputes and misunderstandings shall be optional and shall not be considered a condition precedent to the institution of legal proceedings or other remedies which may be available to or pursued by the Union or an employee.

Step 1 The aggrieved employee or the Union shall present a written grievance to the Fire Chief or designee, Monday through Friday from 8:30 a.m. to 4:30 p.m., within fifteen (15) calendar days within the time the grievant or the Union knew or should have known about the occurrence giving rise to the grievance. A Union representative shall always be present at any time the Town discusses a grievance with a grievant. The Fire Chief or designee may seek the assistance of any other individual who may be qualified to offer assistance or information which will aid the Chief in reaching a mutually equitable decision. The Chief or designee shall attempt to adjust the matter and shall respond in writing to the employee and the Union within fifteen (15) calendar days of receipt of the grievance

Step 2 If the grievance has not been satisfactorily resolved, the Union or the aggrieved employee shall present such written grievance to the Town Administrator, or designee, within ten (10) calendar days from the date of the response in Step 2. The Town Administrator, or designee, shall meet with the employee and the Union representative within fifteen (15) calendar days, from the receipt of the written grievance and render a decision within fifteen (15) calendar days, from the meeting.

Step 3 If the grievance has not been satisfactorily resolved, the Union may, within twenty (20) calendar days from receipt of the Step 2 response submit the grievance to arbitration by filing a written request for a panel of arbitrators with the Federal Mediation and Conciliation Service (FMCS) and providing the Town with a copy of such request. The Union shall have the exclusive right to proceed to arbitration on behalf of its members. The award of the arbitrator shall be final and binding on both parties.

All deadlines may be extended upon mutual agreement of the Town and the Union. Deadlines shall be extended automatically upon a Town declared State of Emergency. Failure of the Town to make a decision within the time limits at each step shall be deemed a denial and the grievance may proceed to the next step

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The cost for the services of arbitrator shall be borne by the losing party. Either party to this agreement desiring transcripts of arbitration hearings shall be responsible for the cost of such transcripts.

In the event either party claims a dispute is non-arbitrable, the arbitrator's ruling shall first address that issue. If the arbitrator deems the issue non-arbitrable, then no ruling on the merits shall be issued.

ARTICLE 14

PROTECTIVE CLOTHING, EQUIPMENT, AND UNIFORMS

1. All Firefighters shall be provided with the following NFPA approved necessary and appropriate protective clothing and equipment which shall be utilized in the performance of their duties:

- 1 - Bunker Coat with liner
- 1 - Pair of Bunker Pants with liner
- 1 - Pair of firefighter type suspenders, color optional
- 1 - Eye protection
- 1 - Fire helmet
- 1 - Pair of five-finger, full protection type fire gloves
- Flashlight of high quality, heavy duty (sufficient number for personnel on duty)
- 1 - Self contained breathing apparatus/sufficient number for personnel on duty
- 1 - Pair Bunker boots (short)
- 1 - Head protector/hood
- 1 - SCBA face mask

All SCBA equipment shall be maintained and/or repaired by trained personnel.

Pursuant to NFPA standards, the Authority having jurisdiction (AHJ), (Fire Chief or designee) shall insure that protective clothing and equipment is supplied to provide protection from those hazards that personnel are exposed to or could be exposed to; furthermore shall ensure that equipment commensurate with the respective operational capabilities for all fire rescue operations including, but not limited to, technical search and rescue incidents and training exercises, is provided.

Employees may purchase additional personal or safety equipment (NFPA approved, if applicable) with written approval from the Fire Chief or designee for use in their official position with the Town of Davie.

2. The Town shall furnish the following uniforms to each employee:

- A. Four Dress shirts [consisting of three (3) short sleeve and (1) long sleeve].
- Five pairs of pants [consisting of four (4) work pants and one (1) dress pants]
- One cold weather jacket
- Five undershirts
- One ball cap
- One uniform belt

- 475 One pair work shoes (with steel or composite toe protection)
476 One pair of dress shoes
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478 B. The Town shall supply required badges, shields, insignias, patches and
479 emblems as determined by the Fire Chief or designee.
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481 C. Only items determined by the Fire Chief or designee may be worn while in
482 uniform.
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484 D. The Town shall pay or supply a cleaning agency for uniforms.
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486 3. All of the above listed protective clothing, equipment and uniforms shall be
487 repaired or replaced by the Town as needed.
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489 4. Employees will be responsible for reimbursing the Town for the cost of
490 replacement, less insurance proceeds, of protective clothing, equipment and
491 uniforms lost, damaged or destroyed due to gross negligence of the employee.
492 Nothing in this article shall excuse an employee from responsibility for any and
493 all equipment or materials which are issued or assigned to the employee on a
494 regular or temporary basis which is lost, damaged or destroyed due to
495 negligence.
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497 5. The Fire Chief or designee shall inspect the protective clothing and above listed
498 equipment at least every twelve (12) months
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500 6. The Fire Rescue Department Safety Committee referenced in Article 16 will
501 meet as required or when requested by either party to discuss any and all items
502 to be issued pursuant to paragraph 1.
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ARTICLE 15

DEPARTMENTAL ORIENTATION AND TRAINING

1. The Town will provide Orientation Training to all new employees covered by this agreement, addressing, but not limited to:
 - Working hours and schedules
 - Pay schedules
 - Town provided benefits (i. e., insurance, retirement, sick days, etc.)
 - Department Rules & Regulations/Policies and Town Policies
 - Purpose and objectives of the Fire Department
 - Statutory obligations of Firefighters
 - Educational opportunities with the Town
 - Fire Department organization and structure (Chain of Command, job descriptions and responsibilities)
 - Apparatus and equipment familiarization (to include "Hands On" training with hose, tools, etc.)
 - Other topics deemed necessary by the Fire Chief or designee.

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ARTICLE 16

SAFETY COMMITTEE

The Town and the Union agree to cooperate to the fullest extent in the promotion of safety with regard to gear/equipment and living conditions.

Fire Rescue Department Safety Committee

1. Two (2) employees representing the Union and two (2) representatives of the Town shall comprise a Fire Rescue Department Safety Committee. The Committee will meet as required or when requested by either party to discuss safety and health conditions of the Department. All recommendations of the Committee shall be in writing and copies submitted to the Fire Chief or designee. The Fire Chief or designee, when in concurrence with a Committee recommendation, shall make a concerted effort to implement the recommendations within a reasonable time. If the recommendations of the Committee are rejected, the Fire Chief or designee shall provide written notice as to the reasons for the rejection to the Union. The Fire Chief's or designee's decision as to any recommendation by the Committee shall be final.
2. Participation in the Committee shall be voluntary, and participation shall be on the employees' own time.

Town-wide Safety Committee

1. One (1) employee and one (1) alternate representing the Union shall be part of the Town-wide Safety Committee.
2. Participation in the Town-wide Safety Committee shall be pursuant to state statute.

ARTICLE 17

ANNUAL PHYSICAL EXAMINATION

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1. Each employee may, at his or her option, be fully and completely examined by a physician (M.D.) at the Town's expense at the usual and customary rate (UCR) each year and shall receive all immunizations, inoculations and boosters as consistent with current medical standards. The physical examination shall include, but not be limited to, chest X-ray, 12 lead electrocardiogram, stress test (every two (2) years if under 40 years of age), lung capacity test, vision test, hearing test, and full blood test (including triglycerides and SMA-18, but excluding blood gasses test). Such costs shall be less any Town of Davie insurance coverage.
2. The Town will reimburse an employee for applicable out-of-pocket costs (co-payment and co-insurance amount, subject to usual and prevailing charges). When undergoing the physical examination, the employee must utilize his/her Town of Davie health insurance HMO or "in-network" primary care physician, with authorized referrals to "in-network" physicians and/or facilities.
3. Each employee having a physical examination pursuant to this Agreement shall have a medical examination form (attached hereon as Appendix A) completed by their examining physician, and said form shall be immediately provided to the Town.

ARTICLE 18

SENIORITY

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1. It is agreed that seniority shall be applicable for all members of the Fire Department and shall mean employment in the classified service which is uninterrupted except for authorized leaves of absence. Time lost due to leaves of absence shall not be included in the determination of length of continuous service except where limited by law.
2. Authorized paid leaves of absence shall be included as part of continuous service.
3. Current and accurate seniority rosters, based on time in rank and time in service, shall be maintained and posted for all positions. Said rosters shall be utilized in selection of vacation and "Kelly Days". Seniority shall be determined in the following order:
 - A - Rank
 - B - Length of time in rank
 - C - Length of service in a Davie Fire Rescue Department job classification(s) covered by this collective bargaining agreement.
 - D - For employees hired on the same date and in the same rank, seniority shall be based first upon score on the promotional exam and then date and time of original application.
3. Layoffs shall be in reverse order of hiring regardless of rank, last hired first laid off. Recall will be in reverse order of layoff. Recall will be made by certified mail to the last address in the employee's record. The employee must, within twenty (20) days of the certified receipt date, signify his intention of returning to work to the office of the Chief and report within thirty (30) days thereafter, and/or may be extended for a mutually agreeable period of time, otherwise his name shall be automatically removed from the recall list. No new employees will be hired until all laid-off employees are recalled. Thirty (30) days advance notice, or pay in lieu thereof, shall be given to each employee to be laid-off.

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ARTICLE 19

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ARTICLE 20

ON THE JOB INJURY

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1. In the event that an employee covered by this Agreement sustains an accidental injury or illness which is deemed compensable under Florida's Workers' Compensation Act, (this includes, pursuant to federal and state law, assignments where deployment is at the direction of the Town, but located outside the Town of Davie), the Town shall pay to the employee his regular salary plus any educational incentives the employee is currently receiving, less any workers' compensation disability benefit received until:
 - A. The employee returns to work light duty, as provided below; or
 - B. The employee is able to return to his or her regular job; or
 - C. The employee is awarded a disability pension from the Town of Davie Fire Fighter's Pension Plan; or
 - D. One year has passed since the date of the employee's illness or injury.

2. As a condition of continued receipt of the above benefit, the employee shall submit, upon request by the Town, to an examination by a physician selected by the Town subject to the following limitations:
 - A. The employee shall be allowed to schedule his or her own appointment with the physician within the days specified by the Town for the examination;
 - B. The physician shall be located within Broward County unless otherwise agreed to by the employee and the Town;
 - C. Such examination shall not be more frequent than once every seven (7) calendar days;
 - D. The Town-selected physician shall determine what testing is necessary to conduct the examination.

3. Employees who sustain an injury due to engaging in recreational activity (including but not limited to playing basketball; playing ping pong; using exercise equipment; jogging; etc.) may be covered under worker's compensation and if covered shall receive the 66 2/3 of their salary from Workers Compensation; however, they shall not be entitled to receive supplemental pay under this article. Employees wishing to use their sick and/or vacation time to supplement the 66 2/3 being received from Workers compensation may do so with approval from the Fire Chief or designee.

- 683 4. Time off from work under this Article shall be counted as time worked for purposes of
684 computing seniority. Sick and vacation time shall be earned for up to one (1) year
685 from the date of injury. All accruals during this time shall remain as if the employee
686 had never been injured.
687
- 688 5. In order to receive full pay from the Town, if an employee has been issued a check
689 from worker's compensation, the employee will be required to endorse any workers'
690 compensation checks, thus assigning payment to the Town.
691
- 692 6. In order for an employee to be eligible for full pay, s/he must return to work on a light
693 or limited duty basis if so ordered by the Town, providing a doctor releases the
694 employee to perform light or limited duty.
695
- 696 7. Light Duty - As a condition of receiving the supplement benefit set forth in paragraph
697 1, above, the Town may require the employee to perform light duty work subject to
698 the following conditions:
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- 700 A. Light duty work shall be performed for the Fire Department or Town
701 and shall be duties the employee is physically and psychologically able
702 to perform, as determined by a physician. The work hours of light duty
703 will be determined by the Fire Chief or designee.
704
- 705 B. When approved by Fire Chief or designee, while working light duty,
706 the employee shall be permitted time off, with pay, to receive medical
707 care for said illness or injury.
708
- 709 8. The Town shall establish and implement a procedure for reporting incidents, when an
710 employee, in the performance of their duties, is required to perform rescue or provide
711 medical assistance. All employees shall comply with the injury, accident and/or
712 incident report requirements of the Town. The Town shall publish and make the
713 requirements available to all supervisors. Wherever possible all work related injuries
714 shall be reported in writing before the end of the shift on which the injury occurred.
715
- 716 9. No employee who is able to return to his/her regular job, within two (2) years of date
717 of injury shall be refused reemployment or assignment to regular duty if vacancy
718 exists because s/he suffered an injury arising out of and in the course of his/her
719 employment, unless said employee is receiving the benefits provided in Section 1 of
720 this Article, Social Security disability benefits, or a disability pension. Leave on
721 account of such a disability shall not interrupt seniority and shall be counted as time
722 worked for purposes of computing seniority. Before returning to duty, any such
723 employees must pass a pre-rehire fitness for duty examination and a background
724 investigation.
725
- 726 10. Employees who sustain a work related injury or are involved in a vehicle accident that
727 results in either bodily injury or more than \$250 in property damage may be required
728 to submit to a post accident drug test pursuant to the Town's Worker's Compensation

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Policy. Accidents resulting in less than \$250 in property damage may result in the submission to a drug test under the provisions of Article 49.

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ARTICLE 21

ENVIRONMENTAL CONDITIONS

1. In recognition of the need of members of the Fire Department to have safe and healthy living facilities while on duty, the Town hereby agrees to provide and pay for full and complete facilities for storage, preparation and serving of meals, lounges, lounge furnishings, bathrooms, beds and bunkrooms, bed linens, and necessary paper products; dishes, flatware and glassware. The facilities mentioned herein shall be of sufficient quantity to accommodate the number of personnel assigned for each shift of duty, shall be of high quality, equivalent to reasonable living conditions, and shall provide for adequate separation for dressing and sleeping. The Town further agrees to provide these facilities without cost to Union members. Further, the Town shall supply janitorial maintenance supplies, including soaps and other cleaning and washing products. Laundering of personal clothing other than firefighting clothing will not be allowed.

All items specified above will be replaced by the Town when it is deemed necessary by the Fire Chief. The Chief shall respond to written requests for replacements within 30 days from the request. The Chief's decision may be overturned or modified by an arbitrator only if it is determined that the Chief acted unreasonably.

ARTICLE 22

BEREAVEMENT LEAVE

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1. In the event of a death of a member of the employee's immediate family described in Section 2, shift employees shall be granted immediate bereavement leave of two (2) shifts in state and a forty (40) hour employee shall be granted immediate bereavement leave of three (3) eight (8) hour days. Shift employees will be granted three (3) shifts without loss of pay if the employee travels to a funeral outside of the State and the forty (40) hour employee will be granted five (5) eight (8) hour days without loss of pay if the employee travels to a funeral outside of a the State. If one of the days or shifts falls on a Kelly Day that day shall count toward the days or shifts in the leave. In the event that additional time is requested by the employee, it shall be charged to sick and/or vacation leave at the request of the employee when approved by the Fire Chief or designee.
2. Immediate family is defined as: father, mother, son, daughter, sister, brother, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, registered domestic partner pursuant to Broward (or applicable) County ordinance, grandparents, spouse's grandparents, and grandchildren. Immediate family will also include an unborn fetus in the third trimester of pregnancy if the employee is the pregnant mother or the spouse or registered domestic partner of the pregnant mother and the termination of the pregnancy was not made by voluntary decision.
3. The Town reserves the right to require documentation supporting all approval of bereavement leave after the employee returns to work.

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ARTICLE 23

VACANCIES

1. When a vacancy occurs in a non-promotional bargaining unit position, the Town will fill said position when deemed necessary. The Town shall notify the union within 60 days if it plans to fill a vacancy. If the vacancy is identified as a position that is to be filled, the Town shall post the position within 180 days of the vacancy and utilize the promotional or hiring list current at the time of the posting.

ARTICLE 24

SHIFT EXCHANGE

1. Shift exchanges are a privilege and any abuse of shift exchange will result in loss of that privilege. Shift exchanges shall not interfere with training activities necessary for the maintenance of licenses or certifications required for the employee's current job classification or specialty team assignment. An employee may exchange shifts with employees of equal rank upon receiving prior approval of the Chief or designee. Shift exchanges between ranks shall be allowed upon prior approval by the Chief or designee, and the employee must be qualified to perform the same duties. Qualification may include, but not be limited to, medical certifications, specialty training, and the ability/authorization to work out of classification/upgrades. The Chief or designee shall have final discretion in determining if an employee is qualified to perform said duties. An employee who has agreed to serve an exchanged shift will not be granted time off for that shift, unless approved by the Chief or designee. It is expressly understood that shift exchanges under this article are granted exclusively for employee convenience. Any failure to report to and complete a shift exchange, if not approved by the Fire Chief or his/her designee, may result in disciplinary action as well as loss of time exchange privileges for up to one (1) year. Failure to report for a shift exchange is AWOL, unless leave is approved. All leave shall be in accordance with departmental policy and/or this agreement. In extreme circumstances, or in the event of a firefighter's illness and/or injury, the Chief or designee may excuse an employee from completing a shift exchange. Effective upon the ratification date of the 2014-2017 Agreement, any employee who calls out sick for a shift exchange, which creates any overtime costs to the Town, shall be charged sick leave accruals at the rate of 1.5 hours of time for each hour missed from that shift exchange.
2. A fourteen (14) hour prior approval is required. The Fire Chief-or designee in their sole discretion may permit a shift exchange, due to extenuating circumstances, in a shorter time period.
3. New Employees during their probationary period are not eligible to perform shift exchanges, except for the purpose of approved training or education and may only do so upon receiving prior authorization from the Fire Chief or designee.
4. All shift exchange documentation must be on the appropriate forms as specified by the Fire Chief or designee.
5. The responsibility of use and payback of shift exchanges is the sole responsibility of the employees engaging in the exchange and must be repaid within a 12 month period.

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6. The Town shall have no liability or responsibility in the accumulation of shift exchange time between employees in accordance with provisions of the Fair Labor Standards Act.

ARTICLE 25

REQUIRED COURT APPEARANCES

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1. If a member covered by this agreement is subpoenaed to give testimony in court or a deposition or agency hearing on behalf of the Town or is legally required to testify in a matter connected with his Town employment, said employee will receive his full pay while so doing, with no loss of time, if he is on regular duty.
2. If the employee is not on regularly scheduled duty, time spent giving such testimony shall be paid at the normal overtime rate. Employees will be paid for the minimum of three (3) hours overtime rate for appearance required under this section.
3. This section applies to an employee covered by this Agreement who receives a subpoena from the State Attorney's Office which requires him to remain at home for a specific period of time within which time he may be called to testify at a hearing. Whenever an employee receives a "stand-by subpoena" in a case directly involving the performance of his job duties for the Town, the employee shall immediately notify the Fire Chief or designee. An employee who wishes to be paid for stand-by time will be permitted to report to work at a location determined by the Fire Chief (or designee); the Fire Chief (or designee) will also determine the appropriate work to be performed by said employee. The employee will be paid for all work performed while on stand-by at his regular base rate of pay.
4. The employee shall be required to consult with the Fire Chief (or designee) on Fire Rescue Department matters regarding any subpoenas, depositions, proceedings, or other Town of Davie official business, prior to said testimony or depositions. Said consultations shall occur in a timely manner when legal notifications are provided in advance to the employee. All employees must notify their Battalion Chief within 48 hours of receiving a subpoena to give testimony on behalf of the Town or any matter connected with that employee's employment by the Town. Employee shall notify their Battalion Chief within 48 hours of receipt of the subpoena by telephone, hand delivery of a copy of the subpoena, or via letter through inter-office mail with a copy of the subpoena. All employees should retain a copy of any subpoena.
5. In addition, any employee who is being deposed, required to testify in court, or required to testify in any other forum on behalf of the Town, shall be provided by the Town, legal representation to represent the interests of the employee and the Town with regard to the testimony and/or statement to be provided by the employee.

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ARTICLE 26

JOB CLASSIFICATION QUALIFICATIONS AND PROMOTION

Promotions

1. Announcements of promotional examination shall indicate job classification eligibility requirements for said promotional position(s). Announcements of promotional examination shall be posted continuously in each Fire Station for not less than sixty (60) days prior to the examination date which will be stated in the announcement. All selection processes components shall be conducted within one hundred twenty (120) days of closing date of the promotional announcement. Identifiable sources of information for all promotional examinations shall be published upon announcement of said examination. The Town shall use sources of information which are available to the potential examinees. Two (2) Union members designated by the Union President will participate with the Fire Administration training division in selecting the external textbook source materials used for creating written examinations. The chapters of those external textbook source materials from which the written examination questions will be drawn will be identified in the job announcement. The Fire Chief or designee reserves the right to make the final decision on all source materials and questions used.

2. The Town agrees that all classified positions of the Fire Rescue Department shall be filled from the list of eligibles certified by the Director of Human Resources Management.

The Town will establish component weights and minimum passing scores, and/or a composite minimum passing score for the promotional examination. Scores will be calculated and posted to the hundredths place (.00). If the thousandths place is five (.005) or greater the hundredths place will be rounded up (e.g., 80.565 rounds to 80.57). If the thousandths place is four (.004) or less the hundredths place will be rounded down (e.g., 80.564 rounds to 80.56). A list, ranking employees according to scores will be posted within thirty (30) calendar days after completion of all selection process components.

Employees will have the opportunity to challenge (in writing) specific test questions during and immediately following administration of the written test (multiple choice, true/false, fill-in the blank, matching only) at the test review session. In the event any specific test questions are challenged in a timely manner, all such challenged questions will be submitted for review to the person(s) responsible for preparing the challenged question(s). The results of this review will be final and binding and no further challenges will be permitted.

- 942 Absent a timely challenge, the Town will schedule and conduct the next
943 selection process component within thirty (30) calendar days after the written
944 scores are announced. Otherwise, the next selection process component will be
945 scheduled and conducted within thirty (30) calendar days after the specific
946 challenges are resolved.
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- 948 3. Appointments shall be made on the basis of the final score of each candidate.
949 The Town will determine the factor which provides the weighted average score
950 of selection process components and will include the said factor in the
951 appropriate promotional announcement.
952
- 953 4. The Town agrees to establish a ranked promotional eligibility list which list will
954 then be valid for a period of thirty-six months (36) from the date of posting such
955 list, which date must appear on the list. The eligibility list will be void after said
956 thirty-six (36) month period or sooner when and if the list falls below three (3)
957 names and Town desires that said list be void. If the Town is making
958 promotions at one time from an eligibility list which, as a result, falls below
959 three (3) names, the Town has the option of continuing to make those
960 promotions from the list, or of considering it to be depleted. The decision as to
961 whether the list will be continued must be made within 180 days of the list
962 falling below three (3) names. The Town agrees to post a new promotional
963 examination within thirty (30) days of the following date (whichever occurs
964 first): (1) when the list expires at the end of the thirty-six (36) month period; or
965 (2) when the Town voids or depletes the list (except as otherwise provided in
966 Section 6 below). The time-frames established in this paragraph may be
967 extended by mutual written agreement between the Fire Chief and the President
968 of the Union.
969
- 970 5. In deciding which eligible employee to promote, the Fire Chief shall choose
971 between the five (5) highest scores on the eligibility list and promote his or her
972 choice, taking into account such factors as employment, attendance, and
973 disciplinary history; job performance; supervisory input; education; and other
974 job related factors
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- 976 6. If a promotional examination is passed by four (4) or less candidates, the Town
977 reserves the right to retest within one-hundred and eighty (180) days from the
978 posting date of the final eligibility list. If within that one-hundred and eighty
979 (180) day period, the Town decides to re-test, the announcement for the new
980 examination will be posted for the time-frames noted above in section 1. If
981 during that posting period at least four new/additional candidates do not become
982 eligible, the Fire Chief reserves the right to open the examination to the next
983 available rank. In the event there are no qualified candidates that sit for a
984 promotional exam, the Fire Chief reserves the right to open the testing up to the
985 next available rank.
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988 Job Classification Qualifications

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Davie Fire Rescue Department has implemented a department chain of command, which includes the rank of Lieutenant, Captain, and Battalion Chief. The rank of Lieutenant shall be filled through the process outlined herein and, when through attrition and by promotion, the Lieutenant position shall become filled through the promotion of a Firefighter/Paramedic Crew Leader and other qualified non-crew leader positions, said Firefighter/Paramedic Crew Leader assignment shall be eliminated from Article 52 – Assignments, the budget, and any pay classification will not exist. Once all Lieutenant positions are filled through this process and if there are any employees that remain in a Firefighter/Paramedic Crew Leader assignment, said assignment will be eliminated.

1000 The following shall be the requirements for promotion:

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7. An employment selection process will be utilized for selection for all bargaining unit positions. Town of Davie shall establish criteria for eligibility requirements. The following is a list of requirements for each listed job classification:

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a) To be eligible for the assignment to Rescue Crew Leader, the employee must meet the following requirements:

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1. Must currently be employed in the Davie Fire Rescue Department;
2. Possess and maintain a State of Florida Firefighter Certification;
3. Possess and maintain a State of Florida Paramedic Certification;
4. Must have served a minimum of three (3) years with said certifications with the Davie Fire Rescue Department;
5. Possess and maintain a Florida Class E Drivers License, or equivalent or higher Florida Drivers License;
6. Possess an Emergency Vehicle Operator Course (EVOC) certification; and
7. Pass assessments as defined by the Fire Chief and EMS Medical Director.

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b) To be eligible for the position of Driver Engineer, the employee must meet the following requirements:

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1. Must currently be employed in the Davie Fire Rescue Department for a minimum of three (3) years;
2. Possess and maintain a State of Florida Firefighter Certification;
3. Possess and maintain a State of Florida Paramedic Certification if hired after January 01, 1997;
4. Must have served a minimum of one (1) year with said certifications with the Davie Fire Rescue Department;
5. Must have completed the Driver Operator course;
6. Possess a State of Florida Driver Operator Certification;
7. Possess and maintain a Florida Drivers License, or equivalent or higher Florida Drivers License; and

1034 8. Possess an Emergency Vehicle Operator Course (EVOC) certification.
1035

1036 Note 1: Effective after the ratification of the 2014-2017 Agreement, an
1037 Associates degree in Fire, EMS, or a related area as determined by the Fire
1038 Chief or designee may substitute for one (1) year of the designated
1039 experience for Driver Engineer.
1040

1041 Note 2: Candidates shall successfully complete a Davie Fire Rescue Driver
1042 Engineer Performance Objectives Booklet (PO Booklet) prior to the
1043 successful completion of their probationary period. The PO Booklet shall be
1044 designed by the Fire Chief and/or designee.
1045

1046 c) To be eligible for the position of Lieutenant, the employee must meet the
1047 following requirements
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- 1049 1. Must currently be employed in the Davie Fire Rescue Department;
- 1050 2. Possess and maintain a State of Florida Firefighter Certification;
- 1051 3. Possess and maintain a State of Florida Paramedic Certification;
- 1052 4. Must have:
 - 1053 i. served a minimum of four (4) years with Davie Fire Rescue
1054 Department which includes at least one (1) full year as a promoted
1055 Driver Engineer provided the member has successfully completed the
1056 applicable probationary period for that position, or
 - 1057 ii. served a minimum of five (5) years with the Davie Fire Rescue
1058 Department and be a promoted Driver Engineer who has not yet
1059 completed probation, or who is on the current Driver Engineer
1060 Eligibility List.
- 1061 5. Possess and maintain a Florida Drivers License, or equivalent or higher
1062 Florida Drivers License;
- 1063 6. Possess an Emergency Vehicle Operator Course (EVOC) certification
- 1064 7. Successfully complete Fire Officer I courses FFP1810, FFP1740, FFP2120,
1065 and FFP 2720, which effective for the first promotional examination
1066 conducted on or after April 1, 2017, shall be changed to possess and
1067 maintain a State of Florida Fire Officer I Certification.
- 1068 8. Possess and maintain Instructor Certification in Basic Life Support
- 1069 9. Possess and maintain a Pediatric Certification or equivalent (i.e. PALS,
1070 PEPP, etc.)
1071

1072 Note 1: An Associates degree in Fire, EMS, or a related area as determined
1073 by the Fire Chief or designee may substitute for one (1) year of the
1074 designated experience.
1075

1076 Note 2: Candidates shall successfully complete a Davie Fire Rescue Officer
1077 Development Course (ODC) for this position after being placed on a final
1078 eligibility list. The ODC shall be created by the Fire Chief and/or designee,

1079 and provided to the eligible candidates within thirty (30) days of the posting
1080 of names on the final eligibility list.

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1083 d) To be eligible for the position of Fire Safety Inspector I (FSI1), the employee
1084 must meet the following requirements:

- 1085
1086 1. Must currently be employed in the Davie Fire Rescue Department for three
1087 (3) years and be an employee in good standing. In determining an
1088 employee in good standing the Fire Chief shall taking into account such
1089 factors as employment, attendance, and disciplinary history; job
1090 performance; supervisory input; education; and other job related factors.
1091 In the event where no internal candidates are available that meets the above
1092 criteria, the Fire Chief reserves to right to hire from outside the department.
1093 2. In the event where there are more then one candidate applying for the
1094 position the Fire Chief shall choose the most qualified person taking into
1095 account such factors as employment, attendance, and disciplinary history;
1096 job performance; supervisory input; education; and other job related factors.
1097 3. Possess and maintain a State of Florida Firefighter Certification;
1098 4. Possess and maintain a State of Florida Fire Inspector Certification.
1099 5. Possess and maintain a Broward County Fire Inspector Certification.
1100 6. Possess and maintain a Florida Drivers License; and
1101 7. Possess an Emergency Vehicle Operator Course (EVOC) certification.

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1103 e) To be eligible for the position of Fire Safety Inspector II (FSI2), the employee
1104 must meet the following requirements:

- 1105
1106 1. Possess and maintain a State of Florida Firefighter Certification;
1107 2. Possess and maintain a State of Florida Fire Safety Inspector I Certification;
1108 3. Possess and maintain a Broward County Fire Inspector Certification;
1109 4. Possess and maintain a Broward County Board of Rules and Appeals Plans
1110 Examiner Certification;
1111 5. Possess and maintain a Certified Arson Investigator Certification.
1112 6. Must have served as a minimum of two (2) years as a Fire Safety Inspector
1113 I (FSI1) and be an employee in good standing. In determining an employee
1114 in good standing the Fire Chief shall taking into account such factors as
1115 employment, attendance, and disciplinary history; job performance;
1116 supervisory input; education; and other job related factors. In the case
1117 where no internal candidates are available, the Fire Chief reserves to right
1118 to hire from outside the department.
1119 7. Possess and maintain a Florida Drivers License, or equivalent or higher
1120 Florida Drivers License; and
1121 8. Possess an Emergency Vehicle Operator Course (EVOC) certification.

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1123 f) To be eligible for the position of Captain, the employee must meet the
1124 following requirements:

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1. Must currently be employed in the Davie Fire Rescue Department as a Lieutenant or promoted Driver Engineer currently on an eligible Lieutenant promotional list (as set forth in section 5 below).
2. Possess and maintain a State of Florida Firefighter Certification;
3. Possess and maintain a State of Florida Paramedic Certification;
4. Possess and maintain a State of Florida Fire Officer I Certification, which effective for the first promotional examination conducted on or after April 1, 2017, shall be changed to a State of Florida Fire Officer II Certification;
5. Must have:
 - i. served a minimum of six (6) years with Davie Fire Rescue Department which includes at least one (1) full year as a promoted Lieutenant provided the member has successfully completed the applicable probationary period for that position, or
 - ii. served a minimum of seven (7) years with the Davie Fire Rescue Department and be a promoted Lieutenant who has not yet completed probation, or a Driver Engineer who is on the current Lieutenant Eligibility List.
6. Possess and maintain a Florida Drivers License, or equivalent or higher Florida Drivers License; and
7. Possess an Emergency Vehicle Operator Course (EVOC) certification.

Note 1: An Associates degree in Fire, EMS, or a related area as determined by the Fire Chief or designee may substitute for one (1) year of the designated experience.

Note 2: Candidates shall successfully complete a Davie Fire Rescue Officer Development Course (ODC) for this position after being placed on a final eligibility list. The ODC shall be created by the Fire Chief and/or designee, and provided to the eligible candidates within thirty (30) days of the posting of names on the final eligibility list.

g) Effective after the ratification date of the 2014-2017 Agreement, to be eligible for the position of Battalion Chief, the employee must meet the following requirements:

1. Must have:
 - i. served a minimum of eight (8) years with Davie Fire Rescue Department which includes at least one (1) full year as a promoted Captain, provided the member has successfully completed the applicable probationary period for that position, or
 - ii. served a minimum of nine (9) years with the Davie Fire Rescue Department and be a promoted Captain who has not yet completed probation, or is a Lieutenant who is on the current Captain Eligibility List.
2. Possess and maintain a State of Florida Firefighter Certification;
3. Possess and maintain a State of Florida Paramedic Certification;

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4. Possess and maintain a State of Florida Fire Officer One (1) Certification;
 5. Maintain Instructor Certification in Basic Life Support and Advanced Cardiac Life Support.
 6. Possess and maintain a Trauma Certification or equivalent (i.e. BTLS, ITLS, etc.)
 7. Possess and maintain a Pediatric Certification or equivalent (i.e. PALS, PEPP, etc.);
 8. Possess an Associate's Degree or equivalent credit hours in a field related to the work of the Fire Rescue Department, which effective for the first promotional examination conducted on or after October 1, 2016, shall be increased to a Bachelor's Degree in a field related to the work of the Fire Rescue Department, as determined by the Fire Chief;
 9. Possess and maintain a Florida Drivers License;
 10. Possess an Emergency Vehicle Operator Course (EVOC) certification.
 11. Must have served as a minimum of nine (9) years with the Davie Fire Rescue Department;

Note: Candidates shall successfully complete a Davie Fire Rescue Officer Development Course (ODC) for this position after being placed on a final eligibility list. The ODC shall be created by the Fire Chief and/or designee, and provided to the eligible candidates within thirty (30) days of the posting of names on the final eligibility list.

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- h) Members employed in Battalion Chief, Captain, Lieutenant, Driver Engineer, Firefighter , and Fire Safety Inspector I and II job classifications (including EMT or Paramedic certification) must possess and maintain all of the requirements of that job classification as a condition of initial and continued employment in that job classification. No member employed at the time of ratification of this agreement in one of these job classifications will be demoted based solely on this provision.
 - i) Selection processes may include, but may not be limited to, evaluations of training and experience, written tests, oral tests, assessment centers, performance tests.
 - j) All above mentioned qualifications are subject to change pursuant to Federal and State law and/or County Regulation.

ARTICLE 27

PROBATIONARY EMPLOYEES

A. NEW EMPLOYEES

A new employee of the Department shall be deemed to be in a probationary status for one (1) calendar year (twelve [12] continuous months), beginning with the first day of employment as a Firefighter.

An employee's probationary year shall be tolled and extended during any time period that the employee is not at work performing his/her regular, normal duties for more than thirty (30) calendar days (e.g., sick leave, light duty, and workers' compensation leave). The probationary period will commence running only when the employee returns to his/her normal duties.

An employee's probation may be extended at the discretion of the Fire Chief or designee for a maximum period of six (6) additional months. Should probation be extended, notice shall be given prior to the end of the probationary period. Subsequent to giving notice of extension, a remediation plan shall be provided to the employee. The Town shall notify an unsuccessful probationary employee prior to the end of the probationary period or the extended probationary period that they have not passed probation. Should the Town fail to provide timely notification that, either, probation has not been passed or that probation has been extended then probation shall be deemed passed. Notice need not be in any particular form, but must be written and also must be provided to the Union.

During an employee's probationary period, he/she serves at the will and pleasure of the Town. Accordingly, no probationary employee may grieve, or otherwise challenge, any decision involving assignment, discipline, layoff or discharge.

B. PROMOTED EMPLOYEES

In the event an employee receives a promotion from a lower to a higher bargaining unit position, or if the employee moves into a newly held classification, that employee shall serve a probationary period of twelve (12) months of continuous employment from the time of promotion (or from the time the employee begins performing in the newly held classification) as indicated on the approved Personnel Recommendation form.

An employee's promotional probationary year shall be tolled and extended during any time period that the employee is not at work performing his/her regular, normal duties for more than thirty (30) calendar days (e.g., sick leave, light duty, and workers' compensation leave). The promotional probationary period will commence running only when the employee returns to his/her normal duties.

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An employee's promotional probation may be extended at the discretion of the Fire Chief or designee for a maximum period of six (6) additional months. Should probation be extended, notice shall be given prior to the end of the probationary period. Subsequent to giving notice of extension, a remediation plan shall be provided to the employee. The Town shall notify an unsuccessful probationary employee prior to the end of the probationary period or the extended probationary period that they have not passed probation. Should the Town fail to provide timely notification that probation has not been passed, or that probation has been extended, then probation shall be deemed passed. Notice must be written and also must be provided to the Union.

If an employee is returned to his/her former classification during his/her promotional probationary period for any reason other than failure to satisfactorily complete his/her promotional probationary period or voluntary reversion, then the employee will have his/her previous score reinstated on the applicable eligibility list if the same list is still in effect.

ARTICLE 28

CALL BACK/CALL BACK PAY/HOLDOVER

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A. CALL BACK

1. All employees covered by the terms of this agreement who are called back to work unscheduled shall be paid at the overtime hourly rate for all hours worked and granted by this article. A call back order given to an employee during an emergency situation is mandatory, and will be excused at the sole discretion of the Fire Chief or designee and only if the employee provides substantial reasonable justification to be excused from the mandatory call back. Involuntary overtime that results directly from a declared Emergency by the Town shall be paid at double time.
2. The definition of a Call Back is: Official notification considered any verbal contact from the dispatcher, Officer in Charge or designee regarding an unscheduled return to duty. However, this will not include an employee being ordered to commence work before his or her scheduled starting time where they are already in or at the work place at the time they are notified of being ordered to work. An employee called in two (2) hours or less prior to their scheduled starting time shall be treated as a hold over.
3. Call back to duty shall be at the discretion of either the Fire Chief or designee.

B. CALL BACK PAY

1. Each member called back to duty by either the Fire Chief or designee shall receive a minimum of four (4) hours call back pay at the applicable overtime rate. Employees called into work more than two (2) hours prior to their scheduled starting time shall be paid time and half for actual unscheduled time worked. Travel time to and from call back duty shall not be compensated.
2. Staff meetings being an essential part in the performance of members duties, shall be paid at current straight time rates unless they are conducted beyond the members scheduled shift or beyond his/her scheduled work week. When this occurs, members shall receive overtime pay.

C. HOLDOVER

1. Employees required to begin work before their scheduled shift or to remain on duty beyond their regular tour of duty shall be paid at the rate of time and one half for actual time worked, with a guaranteed minimum of thirty (30) and fifteen (15) minutes intervals thereafter at the applicable overtime rate.

D. SCHEDULED CALL BACK

1. When an employee voluntarily accepts a scheduled call back that begins more than two hours before or after his or her regular shift or day, such employee shall receive a minimum of three (3) hours call back pay at the applicable call back rate.

ARTICLE 29

EDUCATION INCENTIVE PROGRAM

SECTION 1

A. Certification and Degrees - the following supplements shall be added to the base salary for employees holding each of the following degrees, certificates, or obtaining each of the following (all such amounts will be paid bi-weekly or monthly and may be prorated):

1. E.M.T. State Certificate: \$1,750 flat rate, which effective on the ratification date of the 2014-2017 Agreement shall be increased to \$2,125 *
2. Fire Officer I State Certificate/ Fire Science Certificate: \$900 flat rate
3. A.S. Degree in Fire Science/EMS or closely related field, as determined by the Fire Chief or designee: Step increase (not to exceed maximum pay grade) per Town Personnel Rules and Regulations.
4. Paramedic State Certificate: (Fire Inspector and personnel assigned to the fire inspection bureau are not eligible. Shift personnel temporarily assigned to Fire Inspection Bureau are eligible.)
\$5,000 flat rate* Must be a Florida State certified paramedic and signed off by the Medical Director.*
Increases to \$5,500 after 3 yrs working experience, which effective on the ratification date of the 2014-2017 Agreement shall be increased to \$5,750.00, ** as a State certified paramedic.*
Increases to \$6,000 flat rate after 4 years working experience, which effective on the ratification date of the 2014-2017 Agreement shall be increased to \$6,500.00,** as a State certified paramedic.*
Increases to \$6,500 flat rate after 5 years working experience, which effective on the ratification date of the 2014-2017 Agreement shall be increased to \$7,250.00,** as a State certified paramedic.*
5. Fire Inspector State and County Certificate: (Fire Inspector and personnel assigned to the fire inspection bureau are not eligible.) Five percent (5%) or starting Fire Inspector pay (whichever is greater) for hours worked as a Fire Inspector when assigned by the Fire Chief or designee.

* *Employees who receive paramedic incentive pay will not receive EMT incentive pay.*

** *As defined by the Fire Chief and the EMS Medical Director*

The above compensations shall be payable as long as the employee maintains his/her certification, provided however that no employee shall be entitled to Paramedic certification incentive pay for any period of time that the employee is not cleared for work

1366 as a Paramedic by the Fire Chief or designee and the EMS Medical Director. Any
1367 bargaining unit employee who was hired after September 1996, as a certified Firefighter
1368 Paramedic must maintain that certification. Each certified Paramedic shall be responsible
1369 for meeting all obligations in maintaining his/her Paramedic certification.
1370

1371 SECTION 2
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1373 A. The Town shall provide and schedule, in a timely manner, an opportunity for
1374 required re-certifications to be administered on duty. Employees who do not utilize
1375 the provided on duty scheduled training will be responsible for securing their own
1376 required re-certifications from a provider approved by the Fire Chief and EMS
1377 Medical Director. All required re-certifications shall be reimbursed by the Town,
1378 provided prior approval for both the course and cost is granted by the Fire Chief or
1379 designee. In no case shall the reimbursement exceed the cost that would have been
1380 paid by the Town had the employee utilized the on duty scheduled training.
1381

1382 B. The Town of Davie agrees to reimburse employees in accordance with the current
1383 Town of Davie Tuition Reimbursement Policy currently in force for all other non-
1384 represented employees of the Town (as of Oct 1, 2008). All reimbursements for
1385 employees of the Fire Department will be with the approval of the Fire Chief or
1386 designee.
1387

1388 Unless otherwise provided for in this contract, The Town of Davie will reimburse, in
1389 accordance with the current Town of Davie Tuition Policy (October 2008), the
1390 tuition costs equivalent to those amounts charged by a State of Florida University or
1391 Community College if course is available at the lower level institution.
1392

1393 C. Employees who let their certification lapse or who separate from the Town's employ
1394 will be required to reimburse the Town for all educational reimbursements and/or
1395 reimbursements for obtaining/maintaining certification which had been received by
1396 the employee within the past two (2) years.
1397

1398 D. Employees of the Fire Department shall use their vacation leave to attend courses
1399 which they elect to attend upon approval by the Fire Chief or designee. Members
1400 may be permitted to attend courses without loss of pay or time when approved by the
1401 Fire Chief or designee.
1402

1403 E. Classes that are required in order to maintain an employee's current position or are
1404 required in order to obtain a promotion into another bargaining unit position, shall be
1405 reimbursed by the Town of Davie in accordance with the Tuition policy; however,
1406 reimbursement shall be at 100% regardless of the passing grade. The Town agrees to
1407 reimburse employees within 45 days of the receipt of the grade from the employee.
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ARTICLE 30

INSURANCE

1. The Town shall provide \$50,000* term life insurance protection for each member of the Fire Department as part of the IRC 125 plan.
2. The Town agrees to offer to employees an IRC 125 cafeteria plan that will allow employees to choose health, dental, life, LTD and STD coverage based on their individual needs. The Town agrees to offer at least one health insurance plan and one dental plan which shall be covered at 100% for single coverage and 50% for family coverage. Employees will be given a Benefit Choice Dollar amount, which will be budgeted by the Town Administrator as part of the budget each year, to spend on benefits each pay period. Employees may elect to choose a more benefit rich plan, in which case an employee's out of pocket expense will be greater, or an employee may choose a less benefit rich plan, the result of which would be a lower premium out of pocket.
3. Except where precluded by law, the Town agrees to maintain substantially equivalent benefits under its Town-sponsored group insurance policy for the term of this Agreement. The Town agrees to meet with at least one member of the bargaining unit annually to discuss insurance issues. If the Town changes insurance plans or carriers it reserves the right to establish a deductible not to exceed \$100, and an out of network deductible not to exceed \$200 for at least one plan to take effect on the annual election date. Employees will be notified of any plan changes or increases on or before the annual election date.
4. In accordance with Florida Statutes, the Town shall make available the above-specified health insurance coverage (at the Town's premium) to all bargaining unit employees who retire from the Town's employment. A retired employee may only receive dependent coverage if and to the extent s/he had dependent coverage at the time of retirement. If elected, insurance coverage will be at no cost to the Town.

* Subject to any applicable exclusion as mandated by the life insurance policy/carrier.

ARTICLE 31

HOURS OF DUTY

Hours of duty are effective as follows:

1. Firefighters, Driver Engineers, Lieutenants, Captains and Acting Battalion Chief.

Shift Assignment, forty-eight (48) hour:

- A. Twenty-four (24) hours on duty, followed by forty-eight (48) hours off duty, with a Kelly day (shift off) every 7th shift. This schedule will result in an average of forty-eight (48) hours per week.

Weekly Assignment, forty-eight (48) hour: (not to alter or replace shift assignment A. above)

- B. Four (4) ten (10) hour and one (1) eight hour day or three (3) eight (8) hour and one (1) twenty-four (24) hour day or five (5) eight (8) hour days and eight hours of on call or other time to be designated by the Fire Chief or combination thereof mutually agreed upon by the Fire Chief and Local 2315 to result in a forty-eight (48) hour work week. These schedules shall be assigned at the Fire Chief's discretion

Weekly Assignment, forty (40) hour:

Weekly Assignment:

- C. Workweek consisting of five (5) consecutive eight (8) hour workdays with an additional unpaid lunch period each day, or at the Fire Chief's discretion four (4) ten (10) hour workdays with an unpaid lunch period each day.

4. Fire Safety Inspector I & II

Workweek consisting of five (5) consecutive eight (8) hour workdays with an additional unpaid lunch per day, per work week, or at the Fire Chief's discretion four (4) ten (10) hour workdays with an additional unpaid lunch per day, per work week.

The Fire Chief, or designee in his or her sole and exclusive discretion, will assign employees to work shift assignments or weekly assignments. The Fire Chief or designee, in his or her sole and exclusive discretion, may change assignments. No changes in assignment (from shift to weekly or weekly to shift) will occur without a two (2) week notice from the Fire Chief or designee. The two (2) week notice may be mutually waived if agreed upon by both parties. Applicable leave will accrue at a pro rated value.

1492 When an employee's assignment is changed from forty-eight (48) hour to forty (40) hour
1493 or from forty (40) hour to forty-eight (48) hour, the employee's base hourly rate of pay
1494 and sick and vacation leave accrual rates and accumulated leave balances will be
1495 converted to equivalent annualized values.
1496

1497 When an employee's assignment is changed from shift to weekly or from weekly to shift, the
1498 employee's base hourly rate of pay and sick and vacation leave accrual rates and
1499 accumulated leave balances will be converted to equivalent annualized values.
1500

1501 **Newly Hired Probationary Firefighters:**
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1503 The Town shall have the option of placing any and/or all newly hired
1504 probationary firefighters on a forty-eight (48) hour work week, not to
1505 include Sundays, for the purposes of training and orientation.
1506

1507 **3. Kelly Days**
1508

1509 A. Kelly days shall be bid by seniority from May 1st through May 31st
1510 (as defined in Article 18 (Seniority) of this agreement).
1511

1512 B. Kelly days shall be bid in every even numbered year, subsequent bids
1513 shall take effect October 1st of that year.
1514

1515 C. The maximum amount of bargaining unit employees per rank, per
1516 shift allowed to bid a Kelly day shall be governed by the following:
1517

<u>Number in rank per shift</u>	<u>Number allowed to bid per Kelly day</u>
1518 1 - 7	1
1519 8 - 14	2
1520 15 - 21	3
1521 22 - 28	4

1522
1523 The above chart shall continue proportionately
1524

1525
1526 **4. Fire Safety Inspectors:**
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1528 A. Fire Safety Inspectors shall be paid for 40 hours of work per week.
1529 This shall consist of five consecutive eight (8) hour "workdays" per
1530 week including, an additional unpaid lunch per day. At the Fire Chief
1531 or designee's discretion, a four (4) ten (10) hour days per week
1532 schedule, with an additional unpaid lunch per day may be scheduled.
1533 These schedules will result in a forty (40) hour paid work week. The
1534 additional unpaid lunch shall be scheduled as determined by
1535 department policy.
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By definition, “workday” in general, means the period between the time, on any particular day, when such employee commences his/her “principal activity” and the time on that day at which he/she ceases such principal activity or activities (U.S. Department of Labor).

- B. Fire Safety Inspectors may receive take home vehicles and be subject to call. The subject to call policy shall be contained in the department’s Rules and Regulations. All employees who are assigned vehicles including Fire Safety Inspectors may be assigned take home vehicles based upon availability and only after successful completion of Field Training. Employee assigned take home vehicles shall only be authorized to utilize their vehicle within Broward County unless otherwise approved by the Fire Chief or designee. The take home vehicle program will be governed by the department’s rules and regulations/policies. Employees may become ineligible for the take home vehicle program as outlined in these rules and regulations/policies. The take home vehicle program may be amended by the Fire Chief or designee at his/her sole discretion.
- C. Inspectors will observe all holidays on which Town Hall is closed.
- D. The Fire Chief shall prescribe hours of duty for an employee temporarily assigned inspection duties.
- E. Employees that are required to be on call more than eight (8) weeks per year shall earn one (1) personal day per year. Employees that are required to be on call more than sixteen (16) weeks per year shall be granted two (2) personal days per year.

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ARTICLE 32

OVERTIME

1. Hours worked in a pay period in excess of regularly scheduled hours shall be computed at the rate of one and one-half the employees earned rate of pay.

2. Employees who utilize sick leave during the same pay period as an overtime shift will not have those sick hours count towards the calculation of overtime; therefore, the overtime shift shall be paid as regular hours. When this occurs, employees may elect to be paid for the sick time or may choose not to utilize their sick hours since the total hours worked will equal regularly scheduled hours for that pay period, provided, however, that the default payment will be the use of accrued sick leave unless the employee submits the written election before the end of that pay period.

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ARTICLE 33

STAFFING

1. The total number of bargaining unit fire-rescue personnel shall not fall below ninety-nine (99) personnel.

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ARTICLE 34

WORKING OUT-OF- CLASSIFICATION

1. Employees who are temporarily assigned to a higher classification will receive the starting pay for that classification, but in no event will be compensated at a rate of pay which is less than 5% above their current rate of pay.
2. Any person temporarily assigned to a lower paying classification shall receive his or her original rate of pay and shall not suffer any loss of pay as a result of such reassignment.
3. Employees will not be transferred to another shift, station, or classification without the prior approval of the Fire Chief or designee.
4. An employee who is permanently transferred from one shift to another will receive written notification of transfer no later than two (2) weeks prior to the effective date of transfer, except in emergencies declared by the Fire Chief or designee. The two (2) weeks notice may be mutually waived.

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ARTICLE 35

CONTRACT SAVINGS CLAUSE

If any provisions of this agreement, or the application of such provision, shall be rendered or declared invalid by any court of competent jurisdiction, the remaining parts or portions of this agreement shall remain in full force and effect. In the event of the foregoing, the parties, upon demand, agree to renegotiate a replacement provision and will sit to renegotiate said provision within fifteen (15) calendar days of the demand to renegotiate.

ARTICLE 36

HOLIDAY PAY, SICK LEAVE AND VACATION LEAVE

I. HOLIDAY PAY

Forty-eight (48) hour employees covered by this agreement shall be compensated with their base hourly rate of pay for twelve and one half (12.5) holidays per year as designated by the Town, excluding Quality Service Days, at a rate of twelve (12) hours of their base hourly rate of pay per holiday. Pay shall be paid to the employee on the pay date for the pay period in which the holiday falls. Effective on the ratification date of the 2014-2017 Agreement, the birthday holiday made available to forty-eight (48) hour employees through Town Policy shall be discontinued and replaced by Patriot Day, which is celebrated on September 11 (except for any unit member who already used his/her birthday holiday after October 1, 2015).

Forty (40) hour employees shall observe the officially designated Town holidays.

II. SICK LEAVE (For employees hired prior to 3/4/09. Please see PTO section below for employees hired on or after March 4, 2009).

A. Sick leave shall be granted as provided in the Fire Department Rules and Regulations.

Upon the effective date of this Agreement, leave shall be accrued on the following schedule:

1. Forty-eight (48) hour employees shall accrue sick leave credits at the rate of 5.54 hours of sick leave biweekly (144 hours or 6 shifts per year).
2. Forty (40) hour employees shall accrue sick leave credits at the rate of 3.69 hours of sick leave biweekly or one [1] day per month.

B. Maximum Sick Leave Accumulation.

No Forty-eight (48) hour employees shall accumulate more than 768 hours (520 hours for forty [40] hour employees) of sick leave. Once a forty-eight (48) hour employee reaches 768 hours (520 hours for forty [40] hour employees) of sick leave, his/her accruals will cease until his/her sick leave falls below 768 hours (520 hours for forty [40] hour employees).

C. The request for and use of leave for sickness requires a telephonic message to the shift command one (1) hour prior to the beginning of the employee's work shift in accordance with the current department policy. Use of sick leave will be monitored administratively.

- 1694 D. Sick Leave/Vacation Conversion: One time per fiscal year, forty-eight (48) hour
 1695 employees who have a minimum of 216 hours of accrued sick leave and forty (40)
 1696 hour employees who have a minimum of 72 hours of accrued sick leave may
 1697 convert two (2) days forty-eight (48) hours for shift employees and eight (8) hours
 1698 for forty (40) hour employees] of accrued sick leave to vacation leave.
 1699
- 1700 E. Forty-eight (48) hour employees may convert forty-eight (48) hours of sick time to
 1701 Emergency Personal Leave within any twelve month period to be used for
 1702 emergencies not covered by Sick Leave. Forty (40) hour employees may convert
 1703 sixteen (16) hours of sick time to Emergency Personal Leave within any twelve
 1704 month period to be used for emergencies not covered by Sick Leave. Forty-eight
 1705 (48) hour employees must use Emergency Personal Leave in twenty-four (24) hour
 1706 increments and forty (40) hour employees must use Emergency Personal Leave in
 1707 eight (8) hour increments. Emergency Personal Leave may not be used on a
 1708 holiday, on the three (3) calendar days prior to a holiday, or on the three (3)
 1709 calendar days after a holiday. Emergency Personal Leave may not be used if the
 1710 maximum allotted hours had been utilized by the employee in the previous twelve
 1711 month period.
 1712
- 1713 F. Effective on the date this 2014-2017 Agreement is ratified by both parties, at the
 1714 end of each fiscal year, twenty-four (24) hours of wellness leave will be provided
 1715 to a forty-eight (48) hour bargaining unit member and eight (8) hours of wellness
 1716 leave will be provided to a forty (40) hour bargaining unit member who has not
 1717 used any unscheduled sick or emergency leave (excluding Emergency Personal
 1718 Leave) during that recently ended fiscal year. Wellness leave must be used within
 1719 twelve (12) months of the date it was earned.
 1720

1721 III. VACATION LEAVE (For employees hired prior to 3/4/09. Please see PTO section
 1722 below for employees hired on or after 3/4/09).
 1723

1724 A. Vacation leave shall be accrued on the following schedule:
 1725

- 1726 1. For forty-eight (48) hour employees (upon the effective date of this
 1727 Agreement), biweekly accruals will be as follows:
 1728

Years of Service	Biweekly Accruals
Less than 5 years	6.42 hours (168 hours per year or 7 shifts) (0-60 months)
Completion of 5 years	8.31 hours (216 hours per year or 9 shifts) (61-120 months)
Completion of 10 years	10.16 hours (264 hours per year or 11 shifts) (121 months or greater)

- 1729 2. For forty (40) hour employees, (upon the effective date of this Agreement)
 1730 biweekly accruals will be as follows:
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<u>Years of Service</u>	<u>Biweekly Accruals</u>
Less than 5 years (0-60 -months)	3.08 hours (80 hours year or 10 working days)
Completion of 5 years (61-120 months)	4.62 hours (120 hours year or 15 working days)
Completion of 10 years (121 months and greater)	6.15 hours (160 hours year or 20 working days)

B. Maximum Vacation Leave Accumulation.

An employee may accumulate and carry over to the next fiscal year unused vacation time at the end of the town's fiscal year at an amount equal to 2 times his/her annual rate of accrual. At the end of each fiscal year, any accrued vacation leave in excess of the above will be forfeited.

- C. 1. Approval of vacation leave for all employees shall be contingent upon a minimum of forty-eight hours advance written request and it is also contingent upon the Department's being able to meet all current Department policies regarding minimum manning requirements despite the employee's absence. All requests for forty-eight hour employees will be subject to a minimum block of twelve (12) hours and contingent upon the approval of the Fire Chief or designee. The forty-eight (48) hour notice may be waived by the Fire Chief or designee.
2. Vacation leave selection and its approval shall be determined by time in rank seniority. The total number of personnel, performing bargaining unit positions, permitted time-off per shift (inclusive of Kelly Days) at any one time shall be based on rank as follows:

<u>Total number of personnel in rank per shift</u>	<u>Total personnel permitted off</u>
1 - 7	2
8 - 14	3
15 - 21	4

The above chart shall continue proportionately

Employees performing administrative assignments and/or positions, and effective on the date the 2014-2017 Agreement is ratified by both parties, employees on light duty for a worker's compensation covered injury or absent due to worker's compensation leave shall not be counted against shift personnel allowed off.

The Chief, in his sole and exclusive discretion, may permit more than the maximum number of Firefighters to be absent provided that:

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- (a) Less than the maximum number of Driver Engineers, Lieutenants, or Captains are absent;
- (b) There is sufficient personnel available;
- (c) There will be no additional cost to the Town.

3. The total number of personnel permitted off per shift shall be as follows:

<u>Total number of personnel per shift</u>	<u>Total personnel permitted off</u>
16-20	4
21-25	5
26-30	6
31-35	7
36-40	8
41-45	9

The above chart shall continue proportionately

Employees performing administrative assignments and/or positions, and effective on the date the 2014-2017 Agreement is ratified by both parties, employees on light duty for a worker's compensation covered injury or absent due to worker's compensation leave shall not be counted against shift personnel allowed off.

However, the Department may limit the number of personnel permitted to be off work below the above-levels in order to ensure compliance with Departmental minimum staffing levels. Minimum staffing levels will be established and implemented by the Fire Chief in his sole and exclusive discretion and may be changed from time-to-time. The Fire Chief will provide all members an opportunity to utilize all earned annual vacation time in accordance with departmental procedures.

- 4. Total number of personnel permitted off will include sick leave after one shift, paid/unpaid leave of absence (including suspension), Kelly Days, "time pool" leave, and union time pool usage.

D. 1. Forty-eight (48) hour employees may elect to convert twenty-four (24) hours of sick or vacation leave per month to pay. Forty (40) hour employees may elect to convert eight (8) hours of sick or vacation leave per month to pay. This election must be made on a quarterly basis. The conversion will be paid monthly on the first pay period following the end of each month in the quarter. The maximum pay-out for converted leave shall not exceed 288 hours annually for forty-eight (48) hour employees and 96 hours annually for forty (40) hour employees.

- 2. Leave accrual information will be provided to each employee for his individual accumulations on his/her paycheck stub.

1824 3. Upon a forty-eight hour (48) employee's separation from the Town, up to 264
1825 hours (160 hours for a forty [40] hour employee) of accumulated vacation leave
1826 will be paid out at 100%. Additionally, up to 744 hours (520 hours for a forty
1827 [40] hour employee) of accumulated sick leave will be paid to the employee at
1828 100% of their base hourly rate of pay upon separation. All earned vacation and
1829 sick leave of employees who die, while in the employ of the town, shall be paid
1830 to estate of said individual at 100%.

1831
1832 E. Time Pool

1833
1834 The Town agrees that the unit employees may establish a "time pool" to be
1835 administered by and for the members of the bargaining unit and this "time pool" shall
1836 be administered within the following guidelines:

- 1837
1838 1. Membership in the Time Pool is voluntary on an individual basis and is
1839 available to all bargaining unit members.
- 1840
1841 2. (a) Three (3) members of the bargaining unit will comprise the
1842 Time Pool committee.
- 1843
1844 (1) Two (2) members will be elected at large by the members of
1845 the bank.
- 1846
1847 (2) One (1) member will be appointed by the Executive Board
1848 of the Union.
- 1849
1850 (b) All members of the Committee must be members of the Time
1851 Pool.
- 1852
1853 (c) The elected representatives will be elected by the membership
1854 once a year. The appointed member will be selected by the
1855 Union Executive Board on the same yearly basis.
- 1856
1857 (d) In the event an elected member withdraws from the Committee,
1858 the post will be filled by the action of the remaining Committee
1859 members for the duration of the term of office. Should any
1860 representative appointed by the Union Executive Board withdraw
1861 from the Committee, the vacancy will be filled by another
1862 representative appointed by the Union Executive Board.
- 1863
1864 (e) The representative appointed by the Union Executive Board shall
1865 be designated as chairperson.
- 1866
1867 3. Requirements for eligibility in the Time Pool are:
- 1868 (a) Bargaining unit employee.
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- (b) The employee must have worked a minimum of 240 hours (40 hour employee, 200 hours) prior to membership in the bank.
 - (1) Each participating member shall allocate twenty-four (24) hours (40 hour employee, 20 hours) to be deducted from their personal vacation and/or sick leave account.
 - (2) When the reserve in the Time Pool has been reduced to 120 hours, each member wishing to remain in the pool must allocate an additional twenty-four (24) hours (40 hour employees, 20 hours) of leave hours in writing through the committee.
 - (3) An employee who has been eligible for the Time Pool, but had previously not participated or dropped out of the Time Pool, must contribute not only the current assessments but also all previous assessments. These back assessments will be based upon the employee's date of hire or the date upon which s/he dropped his/her membership from the pool.
- 4. The office of the Department of Finance and the Committee shall maintain records of contributions and withdrawals from the Time Pool. All authorizations to contribute and withdraw time must be in writing and signed by the individual member and forwarded to the Fire Chief or designee for approval and processing. Allocated time will be recorded by the Town as dollar value in and dollar value out. Value of the time pool will be initially established as of May 1, 2003. The value of each contribution thereafter shall be determined by the employee's current rate of pay at the time of each assessment. There will be no cost to the Town for leave bank utilization. However, the Town will not charge the bank time and a half to cover overtime. Under normal circumstances bank utilization will include reasonable notice.
- 5. When an assessment is authorized, the assessment shall be deducted from the individual's accrued leave.
- 6. Conditions for Pool Time use:
 - (a) To be eligible to receive time from the Time Pool, an employee must be a member of the Time Pool prior to acquiring any illness, injury, or disability which might be eligible for Time pool withdrawal.
 - (b) A member must utilize their own sick leave balance and a combined total of at least 240 hours (vacation & sick) (40 hour employee, 200

- 1915 hours) of his/her leave before being eligible to receive time from the
1916 Time Pool.
1917
1918 (c) Should a member acquire an illness, injury, or disability while on
1919 leave, the remainder of the leave plus 240 hours (40 hour employee,
1920 200 hours) must be used before applying to the Time Pool.
1921
1922 (d) Application for a Time Pool withdrawal must be submitted in
1923 memorandum form to the committee and shall provide the following
1924 information:
1925
1926 (1) Name of applicant to receive time.
1927
1928 (2) Date illness, injury, or disability began and nature
1929 thereof.
1930
1931 (3) A physician's statement describing illness, injury, or
1932 disability and estimated length of time until return to
1933 duty. The committee shall have the right to request the
1934 applicant to select another physician from a list of five
1935 (5) physicians chosen by the Committee and have that
1936 physician review the initial statement and examine the
1937 applicant. The applicant will then provide the
1938 Committee with a statement from the chosen physician
1939 describing the illness, injury, or disability and estimated
1940 length of time until return to duty. The additional exam
1941 will be at the applicant's expense.
1942
1943 (e) A member will be granted up to a maximum of 240 hours (40 hour
1944 employee, 200 hours) initially and may be granted additional
1945 increments of up to 240 hours (40 hour employee, 200 hours) as
1946 necessary for the same illness, injury or disability with the approval
1947 of the Fire Chief or designee.
1948
1949 (f) Leave time may be granted for illnesses, injuries, or disabilities
1950 directly suffered by members of the Time Pool and shall not be
1951 granted for members to care for relatives or dependents.
1952
1953 (g) The use of Committee authorized Time Pool by an individual shall
1954 require compliance with department rules relating to use of leave
1955 (i.e., notice, approval to be absent, etc.) prior to the individual being
1956 absent from scheduled duty.
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1958 (h) An employee who has been requested to return to light duty and who
1959 has been determined to be able to perform light duty, but has refused
1960 to return to work, will not be eligible for leave time pool.

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(i) A member will be granted a maximum of 576 hours (40 hour employees, 480 hours) per illness, injury or disability.

7. Two (2) members of the Committee shall constitute a quorum for rulings. Should the vote be tied (i.e., one to one), the third member will be contacted for his/her vote. Once the tie is broken, the ruling is made in accordance with the majority vote. In the event no agreement can be reached by the Committee, the matter shall be presented to the membership for a secret ballot vote, in which case a simple majority of those members voting shall determine the issue which decision shall be final.
8. Meetings are to be held at the call of the chairperson at a location to be specified by the chairperson.
9. A committee shall be nominated by the bank members to conduct elections for the leave bank representatives and to certify the results of said election.
10. Dissolution of Time Pool:
 In the event the Time Pool is dissolved, by mutual consent of the Town and Union, the unused credit remaining in the fund shall be dispersed at the discretion and direction of the Time Pool Committee and no claim may be processed against the Town by current or former employees. The Union will hold the Town harmless against any claims made against the Town on account of Time Pool functions. Denial by the Committee for Time Pool usage for leave pursuant to this Article shall not be grievable.

F. Annual Vacation Leave

1. Annual vacation leave will run from October 1st of each year to September 30th of the following year. Selection of annual vacation leave will be July 1st through July 31st of each year and shall be selected by seniority. Posting will be done on or before August 20th of each year. Limitations on first selection, by seniority, will be the following maximums:

<u>Years of Service</u>	<u>Maximum Leave Shifts as First Choice</u>
Less than 5 years	7
Completion of 5 years	9
Completion of 10 years	12

2. The bidding for and awarding of annual vacation leave shall be based on Departmental seniority.

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3. New probationary employee will not be permitted to bid annual vacation leave which will fall within their probationary period.
 4. Employees on an authorized absence during the annual vacation leave bid period may:
 - a. Bid their annual vacation leave selections prior to the beginning of their authorized absence.
 - b. Send their annual vacation leave bid selections by certified mail during the annual vacation leave bid period.
 5. The calendar for regular vacation leave will open on August 20th of each year.
- G. Paid Time Off (PTO) (Applies to all employees hired on or after 3/4/09)
1. Eligibility for PTO
 - a. Bargaining unit employees hired on or after March 4, 2009, will be allowed to earn and accrue paid time off.
 - b. Temporary and seasonal employees will not be eligible for PTO.
 - c. Part-time employees will be allowed to earn PTO in relation to the number of hours worked per week.
 - d. New employees who have not completed their initial six (6) months of employment will earn and accrue Paid Time Off in accordance with this article, but will not be eligible to use accumulated leave until their 6 month initial employment period is satisfactorily completed, unless otherwise approved by the Fire Chief, Human Resources Director or provisions within this policy.
 - e. Promoted, demoted or transferred employees will retain all PTO privileges and accrued balances in prior position and/or department.

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f. Accrual Rate of PTO

i. Effective October 1, 2011, regular full-time employees will earn and accrue PTO immediately upon employment as follows:

Continuous Employment	40 hours per week*		48 hours per week*	
	Biweekly Accrual	Annual Amount	Biweekly Accrual	Annual Amount
Less than 5 years	6.54	170	9.23	240
Completion of 5 years	8.08	210	11.07	288
Completion of 10 years	9.62	250	12.92	336

*Leave accrual hourly factor will be applied only to regular work hours, not in excess of 40 hours per week for 40 hour-a-week employees and 48 hours per week for 48 hour-a-week employees. At no time will the hourly accrual factor be applied to earned overtime hours.

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ii. When employee has had a break in employment, Paid Time Off accrual will be handled as outlined in the Reinstatement Policy.

iii. Paid Time Off will not be earned by an employee during an unpaid leave of absence or when an employee has been placed in a non-pay status,(i.e., suspension)

2. Use of PTO Hours

Paid Time Off (PTO) is an employee benefit which combines traditional vacation and sick leave programs into one plan with two components. This type of program provides both employees and the Town a flexible method of scheduling time off with pay. Because of this, PTO time may be used at the employee's discretion, provided that approvals are obtained for this leave as stated in this policy. Since PTO hours will replace traditional sick and vacation time, access is unrestricted provided the employee has been employed for 180 consecutive days and has supervisor approval. Employees may be granted up to two (2) days of PTO use after 90 days of employment for their own personal illness with the approval of their Department Director. Any additional PTO usage prior to six (6) months of employment will require approval by the Department Director and Director of Human Resources. PTO may be used for items including, but not limited to:

- a. Vacation
- b. Sick Leave

- 2075 c. Absence for transaction of personal business which can not be conducted
2076 during off-duty hours.
2077
2078 d. Religious holidays other than those designated by the Town of Davie.
2079
2080 e. Supplement income for time loss due to work related personal illness, injury,
2081 or disability where statutory workers' compensation payments are being
2082 received. In no instance shall this combination exceed one hundred percent
2083 (100%) of the employee's regular base rate.
2084
2085 f. Maternity or paternity leave purposes.
2086
2087 g. Supplement income for time loss due to disability not work related, where
2088 employee is receiving disability insurance benefits/payments. In no instance
2089 shall this combination exceed one hundred percent (100%) of the employee's
2090 regular rate of pay.
2091
2092 h. Absences from work not covered by other types of leave provisions
2093 established by the Town of Davies' policies.
2094

2095 3. Request for Paid Time Off
2096

- 2097 a. Requests for PTO leave should be submitted in writing on the "Leave
2098 Request Form" by employees to department manager, via the employee's
2099 direct supervisor for approval, at least one (1) week prior to requested leave
2100 when possible.
2101 b. Departments may establish a departmental policy for operational needs
2102 which may be more restrictive or provide exceptions to the one (1) week
2103 requirement.
2104 c. Paid Time Off requests will be granted at the sole discretion of the
2105 Department Director or designee; however, every effort will be made to
2106 accommodate employees. Employees are responsible for maintaining a
2107 sufficient balance of PTO to cover vacations, illness, etc. If an adequate
2108 balance of PTO is not available to cover the employee's requested time off,
2109 the employee's request for time off may be denied.
2110 d. When PTO leave is being used for an employee's own personal illness, or
2111 the illness of a family member, employees shall notify their immediate
2112 supervisor or department manager as soon as the employee knows that they
2113 will be unable to work. In all cases, however, notice must be given no later
2114 than one (1) hour prior to the beginning of the employee's work shift in
2115 accordance with the current department policy. Employees failing to notify
2116 and report to the department within three (3) consecutive work days will be
2117 considered as having resigned (quit without notice) and employment will be
2118 terminated. Any absence not properly reported by employee, less than
2119 three (3) consecutive work days can be grounds for disciplinary action, in
2120 accordance with policy.

- 2121 e. A doctor's statement as proof of illness may be required by a department
2122 manager if leave extends beyond three (3) consecutive work days or at any
2123 other time that a department manager has reason to believe that the
2124 employee is abusing Paid Time Off. A false claim of illness, injury, or
2125 disability will be cause for dismissal.
- 2126 f. Paid Time Off may be used only as accrued, and will not be allowed in
2127 advance of leave being earned or accrued.
- 2128 g. Paid Time Off will be charged at a minimum of one-half (1/2) hour.
- 2129
- 2130 4. Abuse of Paid Time Off Leave
- 2131
- 2132 a. Excessive unscheduled use of Paid Time Off will be grounds for disciplinary
2133 action. When an employee's absences are such that the Town has reasonable
2134 grounds to believe that an abuse exists, the employee will be notified in
2135 writing, by their department manager, of the suspected abuse, and thereafter
2136 may be required, regardless of the duration of the absence, to submit a
2137 satisfactory doctor's certificate or affidavit indicating the specific nature of the
2138 disability and its duration to the employee's department manager before such
2139 absence may be charged against the employee's accumulated PTO balance.
2140 Reasonable grounds of abuse include a pattern of numerous one-day absences
2141 throughout the year, particularly if leave is always taken on Mondays or
2142 Fridays; frequency of absences; low/zero accumulated PTO balance; and other
2143 patterns of abuse.
- 2144
- 2145 b. Further disciplinary action, up to and including termination, may be taken by
2146 the department manager when an employee's attendance continues to be
2147 unsatisfactory.
- 2148
- 2149 c. Abuses in leave will be included on the employee's annual performance
2150 evaluation.
- 2151
- 2152 5. Carry-Over and Cash Payment of Paid Time Off
- 2153
- 2154 a. It is the intent of this policy that all employees take their Paid Time Off
2155 annually for the period in which it has been earned.

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- b. The maximum amount of Paid Time Off which can be carried forward from one (1) fiscal year (ending September 30th of each year) to the next is as follows; however, no employee, regardless of length of service or number of scheduled hours may cash out more than 600 hours upon a resignation from employment or more than 800 hours upon retirement of employment. (This includes leave used during the last 30 days, or at any time, to prolong a retirement/termination date).

<u>YEARS OF CONTINUOUS EMPLOYMENT</u>	<u>TOTAL HOURS 40 HR</u>	<u>TOTAL HOURS 48 HR</u>
Less than 5 years employment	300	360
Completion of 5 years	420	480
Completion of 10 years	600	660
Completion of 15 years	800	860

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- c. An employee may request cash payment for portions of accrued PTO once annually from the Town in accordance with the provisions of this policy.
- d. Employees with a PTO balance over 160 hours will be eligible to receive sixty percent (60%) reimbursement of accrued PTO over the 160 hours, up to 80 hours annually, at their rate of pay at the time of the cash-out. Compensation shall be contingent upon budgetary restrictions and may be terminated by the Town Administrator through the budget process.
- e. Prior to October 1st, each qualified employee must request reimbursement in writing on the "PTO reimbursement form" to the Human Resources Department for annual reimbursement. This form must be certified and approved by the Department Director. The Human Resources Department will provide further approval. Employees approved for reimbursement will receive the additional compensation prior to the first full payroll in October.

6. Payment of Unused Paid Time Off

- a. Employees who voluntarily resign or are separated from employment in good standing will receive payment for 80% of their accrued and unused Paid Time Off at the time of separation. Employees who are eligible for and retire from the Town of Davie will receive 100% of their accrued and unused Paid Time Off at the time of their retirement. (For employees in the DROP program, please see additional provisions listed in the DROP policy). Employees dismissed for misconduct will not receive the accrued time, unless specifically recommended by the department manager and approved by the Director of

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Human Resources.

- b. Employees placed on layoff status will receive 100% pay for accrued Paid Time Off up to time of the layoff.
- c. New employees who have not completed their initial twelve (12) month probationary period will not be eligible for payment of leave, upon separation.

7. Right to Contribute Paid Time Off Hours

- a. In the event that an employee's own illness or physical incapacity should continue beyond a point where his/her Paid Time Off has been exhausted, or short/long term disability does not apply, other employees may contribute accumulated PTO to said employee with the appropriate approvals.
- b. Employee contributions must be done in multiples of at least (8) hours per employee. The donation of time must be completed on the appropriate donation of time form and approved by both the Department Director and the Human Resources Director or designee.

8. Wellness Day for PTO Employees

- a. Effective on the date this 2014-2017 Agreement is ratified by both parties, at the end of each fiscal year (starting at the end of fiscal year 2015-2016), twenty-four (24) hours of wellness leave will be provided to a forty-eight (48) hour member and eight (8) hours of wellness leave will be provided to a forty (40) hour member who has not used any unscheduled PTO for personal or family illness or emergency leave during that recently ended fiscal year. Wellness leave must be used within twelve (12) months of the date it was earned.

ARTICLE 37

FMLA/ LEAVES OF ABSENCE

(FMLA) - FAMILY & MEDICAL LEAVE ACT/PERSONAL LEAVE OF ABSENCE

An employee who has worked with The Town of Davie at least twelve (12) months and who has worked at least 1250 hours in the last twelve (12) months prior to the beginning date of leave may be entitled to twelve (12) work weeks of paid/unpaid leave in any rolling twelve (12) month period under the provisions of the FMLA of 1993.

Personal Leave

Employees having satisfactorily completed their initial six (6) month probationary period may be granted up to six (6) months of personal leave without pay with approval of their Department Director and the Town Administrator or designee.

Personal leave is intended to be used for health, education, pregnancy or extenuating and/or extraordinary personal reasons.

FMLA

1. An employee who takes an extended leave for any FMLA qualifying reason may be deemed by the Town of Davie to be on FMLA for the purpose of calculating time using the rolling twelve (12) months. Failure to complete FMLA paperwork or to receive official notification of leave approval will not automatically disqualify an employee's leave from being considered FMLA. FMLA will also run concurrent to workers' compensation leave when an employee is out for a work related illness or injury.
2. Request for FMLA
 - a. Request for FMLA, paid or unpaid, shall be submitted in writing on the "Leave Request Form" to the employee's Department Director and must be approved by the Human Resources Director.
 - b. Documentation qualifying the FMLA leave must be submitted to the Human Resources Department so that approval may be granted. In the case of an employee's own personal illness or injury, the FMLA physician's certification form must be filled out by the employee's treating physician.
2. Employees must use up all of their sick leave, vacation leave, and any other applicable Town leave during the course of the FMLA. When the duration of the leave is known, with approval of the H.R. Director,

2270 vacation, sick time, and other leave may be stretched out over the course
2271 of the entire leave in order to cover insurance benefit premiums during the
2272 twelve (12) weeks of FMLA. Use of the paid leave (i.e. sick, vacation,
2273 etc.) will apply toward the twelve (12) week entitlement and is not in
2274 addition to this entitlement.

2275
2276 3. Leave may be requested on an intermittent basis or on a reduced work
2277 week schedule if medically necessary. The employee must provide
2278 medical certification within fifteen (15) days of the date requested. The
2279 employee must attempt to schedule their intermittent or reduced leave so
2280 as not to disrupt the organization's operations. The employee may be
2281 required to transfer temporarily to a position with equal pay and benefits
2282 that better accommodates recurring periods of leave or a reduced work
2283 schedule.

2284
2285 4. Upon returning from FMLA the employee is entitled to return to the same
2286 position held when the leave began or to a similar position with equivalent
2287 benefits and pay, unless the position would have been eliminated had the
2288 employee not been on leave. In such circumstances, the employee may
2289 apply for any other vacant position for which they are qualified. Should
2290 the leave continue beyond the twelve (12) workweek period, reinstatement
2291 rights are at the discretion of the Town of Davie.

2292
2293 5. An employee granted FMLA will continue to be covered under the
2294 Town's insurance plans under the same conditions and coverage as would
2295 have been provided if the employee had been actively employed during
2296 the leave period. An employee is not entitled to leave accruals during the
2297 period of unpaid leave. The employee will have the option of continuing
2298 health care coverage by paying for all or part of health insurance
2299 premiums for any period beyond the initial twelve (12) weeks, if granted.

2300
2301 6. An employee who fails to return to work on the date specified on the leave
2302 request form without receiving an extension in advance is subject to
2303 disciplinary action up to and including termination.

2304
2305 Personal Leave

2306
2307 1. Eligibility for Personal Leave

2308
2309 a. Regular employees, having satisfactorily completed the initial twelve (12)
2310 month probationary period, may be granted personal leave without pay.

2311
2312 b. Personal leave may be granted for a period not exceeding six (6) months,
2313 provided that the department manager deems such leave to be justified and
2314 not detrimental to the operations of the department.

2315

- 2316 c. Personal leave, if approved, will run concurrent to any approved FMLA
2317 and the total leave shall not exceed six (6) months. In exceptional cases,
2318 leave may be extended, upon approval by the department director and the
2319 Director of Human Resources.
2320
2321 d. Personal leave is intended to be used for health, education, pregnancy or
2322 extenuating and/or extraordinary personal reasons.
2323
2324 2. Request for Personal Leave
2325
2326 a. Request for personal leave, without pay, shall be submitted in writing on
2327 the "Leave Request Form" to the employee's Department Director and
2328 approved by the Director of Human Resources.
2329
2330 b. Prior to requesting personal leave for medical reasons, the employee must
2331 utilize any/all accrued sick leave, vacation leave or any other applicable
2332 leave.
2333
2334 3. Benefits while on Personal Leave
2335
2336 a. Group life, health, and dental insurance coverage, for both the employee
2337 and dependents, may be continued while on approved personal leave,
2338 provided that premiums for coverage (both employee and dependents) are
2339 paid and kept current by the employee. Employees may have the right to
2340 continue these insurance benefits under the Consolidated Omnibus Budget
2341 Reconciliation Act (COBRA) of 1986. Retention of insurance benefits
2342 must be made by the employee, through the Human Resources
2343 Department.
2344
2345 b. Employees will not receive holiday pay, or earn any accrued leave or
2346 pension benefits while on personal leave without pay. In addition, the
2347 employee's anniversary date shall be adjusted to account for the duration
2348 of the leave.
2349
2350 4. Return to Regular Employment
2351
2352 a. An employee's position will be held only as set forth in the provisions of
2353 the FMLA for the first twelve (12) weeks of leave, if the employee
2354 qualifies for such leave. Employee's not granted FMLA, or whose FMLA
2355 time has expired, will no longer be guaranteed their position, but may
2356 return at the sole discretion of the Department Director if a job is still
2357 available.
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2359 b. Employee's granted personal leave shall contact their supervisor or
2360 department manager two (2) weeks prior to expiration of granted personal
2361 leave in order to facilitate the reinstatement process.

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- c. Employees that do not contact their supervisor or department manager and do not return to work upon expiration of granted personal leave will be considered absent without leave. Absence without leave for three (3) consecutive workdays is considered that the employee has resigned and will be handled as such. Absence without leave for less than three (3) days can be grounds for disciplinary action, in accordance with Town policy.
 - d. The Town will make a reasonable effort to return the employee to their former position or a similar position in the same classification in another department, if possible. If no opening exists, the employee may apply for any open posted positions that become available or for which they are qualified.
5. No leave of absence without pay will be granted to permit an employee to work at another job or conduct a business.

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ARTICLE 38

LONGEVITY

1. For employees hired on October 1, 1982, or thereafter, the following longevity payments shall be paid:

<u>Length of Service</u>	<u>Longevity Payment</u>
72 - 119 months	\$ 1,000
120 - 180 months	1,500
181 or more months	2,000

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ARTICLE 39

STRIKES, LOCKOUTS

1. The Union will not participate in a strike against the Town nor will the Union instigate or support a strike.
2. The Town shall not authorize, initiate, or support a lockout.

ARTICLE 40

LABOR MANAGEMENT-COMMITTEE

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A Labor Management committee to focus on productivity and related Fire Department problems will meet with the Fire Chief or designee at least quarterly to discuss areas of mutual concern. Composition of the Committee will be agreed upon by both the Fire Chief or designee and Union.

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ARTICLE 41

REOPENER CLAUSE

By mutual consent this contract may be reopened with thirty (30) days notice to discuss specific issues, which will be agreed upon mutually by both parties prior to commencement of negotiation.

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ARTICLE 42

MILITARY LEAVE

Military leave shall be granted in accordance to Federal and State laws.

ARTICLE 43

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ARTICLE 44

PERSONAL LIABILITY PROTECTION

Where the Town may legally do so, the Town shall furnish to members covered by this Agreement liability insurance and/or benefit of legal defense in accordance with Florida State Statutes.

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ARTICLE 45

CREATION OF NEW POSITIONS

In the event a new classification position is created and added to the bargaining unit by PERC, the Town and the Union will meet and negotiate for the wages, hours, and terms and conditions of employment for said new position.

ARTICLE 46

WAGES

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1. COLA increases for each year of this 2014-2017 Agreement, as set forth below, will become effective on the first day of the first full pay period after the dates listed below:
 - a. October 1, 2014: 0.0% (No COLA increase)
 - b. Ratification date of
The 2014-2017 Agreement: 5.0% COLA increase
 - c. October 1, 2016: 3.5% COLA increase
 - d. April 1, 2017: 3.5% COLA increase

2. In addition, The Town agrees to keep the current step plan in place for all employees for the duration of this agreement, except that a new step plan shall be created with 3.5% steps, which shall be applicable to all employees hired on or after the date this 2014-2017 Agreement is ratified by both parties. Copies of both step plans are attached as Appendix B to this contract. The Town agrees to raise the value of the steps on the dates and in the amounts of the cost of living increases listed above in Section 1.

3. During the term of the 2014-2017 Agreement, advancement through the step plan shall be as follows:
 - a. During Fiscal Year 2015 (i.e., October 1, 2014 through September 30, 2015) eligible employees (who obtain a satisfactory or better rating and are not at the top of the step plan) shall advance one (1) step in the plan on the employee's evaluation date, as provided below in paragraph 4.
 - b. During Fiscal Year 2016 (i.e., October 1, 2015 through September 30, 2016), eligible employees (who obtain a satisfactory or better rating and are not at the top of the step plan) shall advance one (1) step in the plan on the employee's evaluation date, as provided below in paragraph 4.
 - c. During Fiscal Year 2017 (i.e., October 1, 2016 through September 30, 2017), eligible employees (who receive a satisfactory or better evaluation and are not at the top of the pay plan) shall advance one (1) step in the plan on the employee's evaluation date, as provided below in paragraph 4.

4. Advancement from step to step will be conditioned upon a satisfactory or better performance evaluation. Employees failing to achieve a satisfactory or better evaluation will be reevaluated after an additional three months. If performance is satisfactory or better on this next evaluation, an increase will be granted at that time, but it will have no retroactive application. In the event this next evaluation is not satisfactory or better, the employee will not receive an increase. In the event the Town does not provide an employee with a timely evaluation and the employee's evaluation

- 2497 is satisfactory, an increase will be granted retroactive to the employee's evaluation
2498 date.
2499
- 2500 5. Advancement from Firefighter to Driver Engineer or Fire Inspector shall be to the next
2501 higher step in the new pay grade. Advancement from Firefighter to Lieutenant shall be
2502 to the next higher step in the new pay grade or, a minimum of 5% salary increase.
2503 Employees shall receive a 2.5% per rank minimum increase. Advancement from
2504 Driver Engineer to Fire Inspector or Lieutenant shall be the next higher step in the new
2505 pay grade.
2506
- 2507 6. Shift employees reassigned to a forty (40) hour work week shall receive a minimum of
2508 a 10% salary increase based upon the employees' qualifications, experience, what rank
2509 the employee is assigned from, and responsibilities placed upon the employee.
2510
- 2511 7. If provided for in the Town of Davie Job Announcement, employees who had been
2512 immediately previously employed as a certified firefighter/paramedic or fire inspector
2513 in the State of Florida, may receive one (1) additional pay step for each three (3) years
2514 of credited service (employment) with their previous department. A maximum of 15
2515 years, 5 steps (FI/6) will be credited.
2516
- 2517 8. Any employee who is selected for promotion within sixty (60) days of the employee's
2518 evaluation date, when a step increase otherwise would have been due to that employee,
2519 then the promoted employee will be advanced the step in the pay grade for the lower
2520 position before the applicable promotional pay increase is applied.
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ARTICLE 47

PAYROLL ERRORS

1. Any error in an employee's payroll check of \$250.00 or more shall be brought to the attention of the Fire Chief or his designee. If the error is not due to the negligence of the employee, the Town shall issue a check to the employee for the amount in error within three (3) working days after the proper notification is made by the employee. At the employee's option, this correction may be made on the following payroll check. Any errors amounting to less than \$250.00 shall be corrected on the following payroll check.

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ARTICLE 48

PRIVATE DUTY DETAIL

Any employee member who may be injured while on an assigned private duty detail shall be entitled to the same rights, privileges, and benefits as if he were injured while performing his duties for the Town of Davie, provided the Davie Fire Department has made the assignment.

Effective upon the ratification date of the 2014-2017 Agreement, employee(s) assigned to private duty details shall be compensated at the rate of forty-five dollars (\$45.00) per hour with a minimum of three (3) hours.

All details that extend past 12 midnight shall be compensated at an increased rate of an extra \$2.50 per hour for each hour after midnight, or any part thereof.

ARTICLE 49

DRUG-FREE AND ALCOHOL-FREE WORKPLACE POLICY

1. The Town and the Union recognize that employee substance and alcohol abuse is a serious problem and has an adverse impact on Town government, the image of Town employees, the general health, welfare, and safety of Town employees, and the general public at large. Accordingly, the Town and the Union agree to the following drug-free and alcohol-free workplace policy that meets the Federal Drug Free workplace Act and the Florida Drug-Free Workplace program. All current and future applicants and employees are covered by this policy and, as a condition of employment, are required to abide by the terms of this policy. Random testing may be conducted pursuant to this Article and Article 50. Because of state or federal laws and regulations, certain employees may be subject to additional requirements.
2. Unlawful manufacture, distribution, dispensation, selling or attempting to sell, purchase, possession or use of any controlled substances is prohibited both on duty and while off duty. Controlled substances include, but are not limited to amphetamines, barbiturates, cocaine, heroin, morphine, PCP, marijuana, hashish, and any other controlled substance listed in Schedules I through V of Section 202 of the Controlled Substance Act, 21 U.S.C. 812. Possession of unauthorized drug paraphernalia while on Town property is also prohibited.
3. While the Town understands employees and applicants under a physician's care may be required to use prescription drugs, use of said drugs that is not in accordance with the prescription and/or manufacturer's recommendations or any other abuse of prescribed medications will be dealt with on a case by case basis.
4. When employees have reason to know that the use of a particular medication may limit or impair their ability to perform their job -- e.g., based upon a doctor's advice or a warning label on prescription medication -- they should so notify their supervisor.
5. All employees are prohibited from using, possessing, distributing, dispensing, manufacturing, or purchasing alcohol while on duty, while on Town property, or on any work site. Consumption of alcoholic beverage(s) while on duty, including lunch and break periods, is strictly prohibited. Employees are also prohibited from using or abusing alcohol off duty to the extent that such use or abuse tends to have an adverse effect on job performance or otherwise have an adverse affect on the Town's image or relationship with other employees or the public. Further, possession of alcoholic beverage(s) on Town property (inside lockers, in Town vehicles, etc.) is prohibited. This would exclude off-duty Town sponsored events such as picnics or Town parties and other exceptional circumstances (approved in advance in writing by the Town Administrator or designee), such as paramedics who possess alcohol for legitimate use. However, this does not relieve the employee

- 2596 from the responsibility of using moderation and judgment in the use of alcohol at all
2597 times.
2598
- 2599 6. Being under the influence of alcohol and/or drugs while on duty, including lunch
2600 and break periods, is prohibited. "Under the influence" shall mean use or abuse of
2601 those amounts of drugs, alcohol, or controlled substances which test at levels which
2602 meet or exceed those set forth in Section 12 of this Article or for those substances
2603 when no level is established in Section 12, which meet or exceed applicable federal
2604 or state limits.
2605
- 2606 7. The Town shall require an employee to submit to drug and/or alcohol testing
2607 whenever it has reasonable suspicion that an employee is in violation of this policy.
2608 Random testing may be conducted as provided in this Article and in Article 50 of
2609 this collective bargaining agreement or in order to comply with a federal or state law
2610 or regulation.
2611
- 2612 8. For the purposes of reasonable suspicion drug/alcohol testing, "reasonable
2613 suspicion" includes, but is not limited to, the following:
2614
- 2615 A. Observable phenomena while at work, such as direct observation of drug use of
2616 the physical symptoms or manifestations of being under the influence of a
2617 drug, controlled substance or alcohol;
2618
- 2619 B. Abnormal conduct or erratic behavior while at work or a general deterioration
2620 in work performance;
2621
- 2622 C. A report of an employee using drugs, controlled substances or alcohol,
2623 provided by a reliable and credible source;
2624
- 2625 D. Evidence that an individual has tampered with a test administered under this
2626 Article during his employment with the Town;
2627
- 2628 E. Evidence that an employee has, during his employment, violated the
2629 provisions of section 2, above.
2630
- 2631 F. If there is a discrepancy with the medication/narcotic inventory (i.e. lost, missing
2632 or a vial/carpupjet is tampered with) that occurs on an employees shift
2633
- 2634 It is agreed that at least two (2) supervisors must agree that there is reasonable
2635 suspicion to require an employee to submit to testing under this Article. The
2636 employee will be ordered to submit to the drug and/or alcohol test by the Fire Chief
2637 or designee. The supervisors who confirm that there is reasonable suspicion to
2638 require an employee to submit to testing will reduce to writing the basis for their
2639 determination(s) by the end of their shift.
2640

- 2641 9. Any employee who tests positive for alcohol and/or controlled substances, or who
2642 refuses to submit to testing, refuses to sign a consent form, fails to appear for testing,
2643 fails to cooperate and/or successfully complete rehabilitation programs and any
2644 required after-care programs, or tampers with the test specimen may be subject to
2645 disciplinary action, up to and including termination.
2646
- 2647 10. Testing for drugs or illegal substances shall be done through a blood and/or urine
2648 analysis, intoxalysis, hair analysis, or other state or federally approved testing
2649 method. Testing for alcohol will be done through a blood analysis or through an
2650 intoxalyzer. Blood samples shall be taken to test for alcohol and/or drugs or other
2651 substances where it is generally accepted by medical and/or toxicological experts
2652 that testing for such substance is insufficiently accurate through urine samples or
2653 where testing of the substances through blood samples provides substantially greater
2654 accuracy. Urine samples shall be collected under supervision of the medical
2655 laboratory personnel in the following manner:
2656
- 2657 A. Urine sample collection will be unwitnessed unless there is reason to believe
2658 that a particular individual may alter or substitute the specimen to be provided.
2659
 - 2660 B. Employees may inspect the container to be utilized for collection of the urine
2661 sample and may request a substitute container.
2662
 - 2663 C. Employees may observe the labeling, sealing, and packaging for routing of
2664 their urine samples by laboratory personnel.
2665
 - 2666 D. The laboratory shall maintain a record of the "chain of custody" or urine
2667 specimens.
2668

2669 In the event a urine specimen is tested as positive under the drug testing screen, as
2670 specified below, a portion of that sample shall be subjected to gas
2671 chromatography/mass spectrophotometry [GC/MS] testing. If the GC/MS
2672 confirmation test also is positive, the employee may request a portion of the urine
2673 sample to be supplied to a qualified laboratory for independent analysis, the cost of
2674 which will be paid by the employee.
2675

- 2676 11. Drugs, their metabolites, alcohol and other substances for which the Town will
2677 screen an employee's urine and/or blood sample include, but are not limited to the
2678 following: alcohol, amphetamines, barbiturates, benzodiazepines, cocaine
2679 metabolites (benzoylecgonine), marijuana metabolites (delta-9-tetrahydro-
2680 cannabiniol-9- carboxylic acid), methaqualone, methadone, opiates, and
2681 phencyclidine, and propoxyphene. All testing shall be done by a state or federally
2682 approved laboratory with expertise in toxicology testing and methodology. All
2683 positive test results shall be evaluated by a certified toxicologist. All samples which
2684 test positive on a screening test shall be confirmed by gas chromatography/mass
2685 spectrophotometry [GC/MS]. Employees shall be required to document their legal
2686 drug and/or substance use, as required by the laboratory. Test results shall be treated

2687 with the same confidentiality as other medical records (except that they may be
2688 released to the Town, the Union [if applicable], in any proceedings held regarding
2689 any disciplinary action on account of a positive drug test result, and to any
2690 governmental agency).

2691
2692 The levels used for employee drug tests, as presently set forth below, will be changed
2693 from time to time to remain consistent with those levels set forth under the applicable
2694 rules promulgated by the Florida Drug-Free Workplace Act (i.e., Rule 59A-24, Fla.
2695 Admin. Code), as amended from time to time. Those drug test standard levels presently
2696 are as follows:

2697	Drug/Metabolite Test	Screening Test	Confirmation
2698			
2699			
2700	Amphetamines	1000 NG/ML	500 NG/ML
2701	Barbiturates	300 NG/ML	150 NG/ML
2702	Benzodiazepines	300 NG/ML	150 NG/ML
2703	Cocaine	300 NG/ML	150 NG/ML
2704	Marijuana	50 NG/ML	15 NG/ML
2705	Methaqualone	300 NG/ML	150 NG/ML
2706	Opiates	2000 NG/ML	150 NG/ML
2707	Phencyclidine	25 NG/ML	25 NG/ML
2708	Propoxyphene	300 NG/ML	150 NG/ML
2709			

2710 An employee will be considered to test positive for alcohol at the level equal to or
2711 exceeding 0.04g%.

2712
2713 Other drugs and substances listed in Schedule I through V of Section 202 of the
2714 Controlled Substance Act, 21 U.S.C. 812 may be tested for the Town. In any event,
2715 they will be tested according to the levels contained in state statutes or regulations,
2716 and, if none exist, at levels according to generally accepted toxicology standards.

2717
2718 12. Each employee shall have the right to challenge the Town's adherence to the
2719 contractual requirements of drug testing set forth herein in the same manner that the
2720 employee may grieve any managerial decision.

2721
2722 13. The Town, in its discretion, may discipline an employee for drug and/or alcohol
2723 use/abuse and/or the Town may offer rehabilitation to the employee. It is
2724 recognized that the Town must make its determination as to whether to discipline
2725 and/or attempt to rehabilitate an individual who tests positive for being under the
2726 influence of alcohol, drugs or illegal substances on a case-by-case basis. If the
2727 Union believes the Town has acted arbitrarily and capriciously in its determination
2728 of whether to recommend rehabilitation of an employee, the Union may grieve the
2729 Town's decision. In the event the Town offers to rehabilitate an employee, the
2730 Town may place the employee on administrative leave without pay. If the employee
2731 so elects, the employee will be permitted to utilize accrued leave during his or her
2732 period of rehabilitation. An employee who fails to complete the entire rehabilitation

- 2733 program, including follow-up care, may be terminated. Also, in the event the Town
2734 elects to rehabilitate an employee, the Town is only obligated to offer rehabilitation
2735 to an employee one time and future "relapses" may be dealt with by immediate
2736 termination.
- 2737
- 2738 14. If the Town offers an employee the opportunity to enter into a drug or alcohol
2739 rehabilitation program, the Town may require the employee to execute any and all
2740 appropriate consent/release forms so that the Town can certify that the employee is
2741 enrolled in the program, is completing it, has completed it successfully, and/or is
2742 attending any after-care program. The Town may require an employee to submit to
2743 random testing for up to two (2) years after the employee returns to work. All
2744 counseling or treatment provided for in this policy is to be at the employee's
2745 expense, however nothing shall preclude the employee from submitting his or her
2746 expenses for reimbursement in accordance with any appropriate medical plan
2747 sponsored by the Town.
- 2748
- 2749 15. It is the responsibility of each employee who observes or has knowledge of another
2750 employee in a condition which the employee is or appears to be impaired in the
2751 performance of his or her job duties or who presents a hazard to the safety and
2752 welfare of others or is otherwise in violation of this policy, to promptly report the
2753 fact to his or her immediate supervisor. Any employee who, in good faith based on
2754 reasonable suspicion, reports an alleged violation of this policy, or any supervisory
2755 or managerial employee who investigates or takes action in good faith based on
2756 reasonable suspicion, shall not be harassed, retaliated against, or discriminated
2757 against in any way for making reports or participating in any investigation or action
2758 based thereon.
- 2759
- 2760 16. Any employee who is convicted of a criminal drug statute violation, or of any law
2761 involving driving a motor vehicle while intoxicated on or off the job may be subject
2762 to immediate disciplinary action, up to and including termination. As used herein,
2763 the term "convicted" means a plea of guilty, a plea of "nolo contendere," or a
2764 finding of guilty (regardless of whether adjudication is withheld) by any judicial
2765 body charged with the responsibility to determine violations of federal, Florida or
2766 any other state criminal drug statute or law concerning driving while intoxicated.
- 2767
- 2768 17. Any employee who is arrested, charged and/or convicted of a criminal drug statute
2769 violation, or of any law concerning driving while intoxicated on or off the job must
2770 so notify the Town's Fire Chief, in writing, no later than five (5) calendar days
2771 following such arrest, charge or conviction. It is the responsibility of the Town to
2772 notify any federal agency with which the Town has a contract or grant as a condition
2773 of employment involving any employee convicted of any criminal drug statute for a
2774 violation occurring in the workplace within ten (10) days after receiving notice by
2775 the employee or by any other party.
- 2776
- 2777 18. Pursuant to an on-going drug and alcohol awareness program, the Town will
2778 periodically inform employees, formally and/or informally, of the dangers of drug

- 2779 and alcohol abuse in the workplace, the Town's policy of maintaining a drug-free
2780 and alcohol-free workplace, available drug and alcohol counseling, rehabilitation
2781 and assistance programs, and that violation of the Town's policy may result in
2782 disciplinary action, up to and including termination.
2783
2784 19. This policy will be posted in all fire stations and issued to all employees for
2785 placement in their employee manual.
2786
2787 20. An employee who refuses drug or alcohol testing may be subject to disciplinary
2788 action up to and including termination.
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ARTICLE 50

RANDOM DRUG, ALCOHOL, AND TOBACCO TESTING

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2796 Random testing may be conducted pursuant to Article 49 and Article 53 of this agreement.
2797 It is a condition of employment that all employees abide by the Town's drug-free and
2798 alcohol-free workplace policy indicated in Article 49 and the no smoking policy indicated
2799 in Article 53. All current and future applicants and employees are covered by these policies
2800 and provisions and, as a condition of employment, are required to abide by the terms of
2801 these policies and provisions.

2802
2803 Random drug and alcohol testing will be conducted pursuant to the Florida Drug-Free
2804 Workplace program.

2805
2806 Selection of employees to be randomly drug and alcohol tested will be performed by an
2807 independent entity utilizing software accepted by the Federal Department of Transportation
2808 (DOT). No more that fifty percent (50%) of bargaining unit member will be randomly
2809 tested for drugs per year. No more that ten percent (10%) of bargaining unit member will
2810 be randomly tested for alcohol per year.

2811
2812 Employees will be randomly tested on the day their name is selected if the selected
2813 employee is on duty that day. If an employee is not on duty the day that the employee's
2814 name is selected for random testing, the selected employee will be tested on the next day on
2815 which the employee is on duty. Said employee will not be told that his or her name had
2816 been selected until the next day on which the employee is on duty. If the selected employee
2817 is not tested on the next day on which the employee is on duty, the employee will not be
2818 tested on this occasion. The employee may be randomly selected for testing on another
2819 occasion.

ARTICLE 51

LOCAL 2315 RETIREE BENEFIT FUND

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A. Retiree Benefit Fund

1. Local 2315 has established the Local 2315 Retiree Benefit Fund (“Retiree Benefit Fund”), in conformance with all applicable Federal (including but not limited to the Internal Revenue Code and applicable rules) and Florida Law, to provide full or partial payments for health insurance premiums and other benefits on behalf of former employees of the Town of Davie Fire Department who retire and separate on or after October 1, 1999.
2. Local 2315 agrees that the Town will have no liability or responsibility for implementation or administration of the Retiree Benefit Fund, including but not limited to any of the expenses or benefits of the fund. Local 2315 and the Retiree Benefit Fund shall indemnify, and hold the Town harmless against claim, demand, suit, or liability, and for attorneys’ fees and legal costs arising in relation to the implementation or administration of the Retiree Benefit Fund, except to the extent that the Town’s acts or omissions give rise to its own liability.
3. All employees covered by this Collective Bargaining Agreement shall be eligible to participate in the Retiree Benefit Fund. Any and all eligibility requirements and benefits provided through the Retiree Benefit Fund will be determined by the Board of Trustees of the Retiree Benefit Fund.
4. Bargaining unit employees promoted after January 1, 2004 to a Fire management job classification will continue in the Retiree Benefit Fund.

B. Town Contributions.

1. The Town will contribute to the Retiree Benefit Fund in an amount equal to two percent (2%) of each bargaining unit employee’s pay (i.e., base pay, educational incentives, longevity payments, and the holiday pay and accrued vacation or sick leave that has been converted to pay) which shall be calculated before any employee deductions for items including but not limited to pension contributions, social security, and Medicare payments per pay-period. The Town’s contributions to the Retiree Benefit Fund shall be made within ten (10) working days after each pay-period.
2. When making the contributions as provided for in this Article, the Town shall simultaneously provide a list of all bargaining unit members for whom payment has been made and the basis for the amount of payment made.

ARTICLE 52

ASSIGNMENTS

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1. All station and shift assignments will be at the sole discretion of the Fire Chief or designee. However, station rotation shall be on either a three (3) or six (6) month or other cycle at the Fire Chief's or designee's discretion.
 2. Administrative assignments shall be assigned by the Fire Chief or designee as needed.
 3. Employees working an administrative assignment shall upon completion of assignment return to their last held classification unless assigned or promoted to another assignment or classification.
 4. Employees on administrative assignment shall be eligible to work their current classification and all positions qualified and eligible for.
 5. Members assigned to the Rescue Division will receive five percent (5%) Rescue Division Assignment Pay.

2890 SPECIAL TEAM ASSIGNMENTS

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6. Firefighter/Paramedic Crew Leader assignment:* Five percent (5%)
* *As defined by the Fire Chief and the EMS Medical Director*
 7. Davie Fire Rescue Department employees in good standing who are assigned to "special" teams, such as the Dive Team; the composition, number of members, and team title of which shall be determined by the Fire Chief or designee: Two percent (2%) for each team and increase one percent (1%) per continuous year of experience on an individual team up to a maximum of five percent (5%) per team with a maximum limit of incentive pay for two (2) teams. An employee who is removed from a Special Team due to a promotion but who remains in good standing with all required certifications and is later reassigned to the Special Team within two (2) years, shall be eligible to resume the same level of assignment pay the employee had when he/she was removed due to his/her promotion, provided the employee does not exceed the maximum limit of incentive pay.
 8. All Rescue Division and Specialty Team assignments shall be at the sole discretion of the Fire Chief or designee. The total number of members assigned or Specialty team make-up shall be at the sole discretion of the Fire Chief or designee.
 9. The minimum length of assignment to any Special Team shall be twenty-four months (24) months from date of assignment, unless the employee so assigned must end the assignment because of receiving a promotion or demotion, must end the assignment for medical reasons, or reaches a mutual agreement with the Fire

2915 Chief to end the assignment. All employees assigned to any Special Team must
2916 remain in good standing. In determining an employee in good standing, the Fire
2917 Chief shall take into account such factors as employment, attendance, and
2918 disciplinary history; job performance; supervisory input; education; and other job
2919 related factors. The Fire Chief or designee has the sole discretion to remove or
2920 replace a member of the Special Team prior to the twenty-four months (24)
2921 months. The cost of training for Special Teams shall be reimbursed by the
2922 employee if the minimum assignment is not completed. At any time, a six (6)
2923 month notice of termination of participation shall be required by the assigned
2924 employee to the Fire Chief or designee.

2925
2926 All Special Team assignment pay shall be ten percent (10%) total no matter how many
2927 teams (including Crew Leader assignment) to which the employee is assigned. A member
2928 assigned to two or more teams (including Crew Leader assignment) will be paid no less
2929 than a total of ten percent (10%).
2930

ARTICLE 53

NO SMOKING POLICY

All bargaining unit members hired on or after October 01, 1990, shall abstain from the use of tobacco products at all times during the period of their employment with the Town both on and off duty. Failure to comply with this provision shall result in disciplinary action up to and including dismissal.

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ARTICLE 54

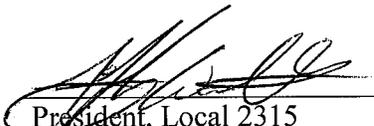
DURATION OF AGREEMENT

After a majority vote of those bargaining unit employees voting on the question of ratification, and thereafter upon its ratification by the Town Council and authorization for the Mayor to sign the Agreement on behalf of the Town, then the Agreement, upon being signed by the appropriate Union representatives, the Town Administrator, and Mayor, shall become effective.

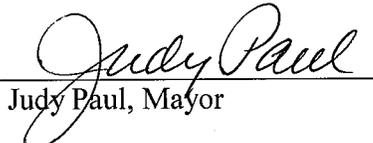
This agreement shall continue in force and effect from the date of Council approval until 11:59 p.m., September 30, 2017, The parties agree that no later than May 31, 2017, the parties shall meet, confer, and exchange initial proposals on all articles the parties wish to open for negotiations. Failure to submit an initial proposal shall not preclude a party from opening additional articles at a later date. If a new agreement is not reached upon expiration of this current agreement, this agreement shall continue in effect until a new agreement is signed.

All Letters of Understanding entered into between the Town and the IAFF prior to the signing of this collective bargaining agreement shall be null and void.

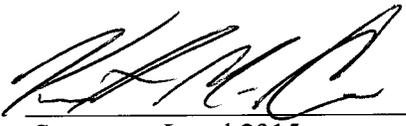
This agreement is signed 20th day of January, 2016.



President, Local 2315



Judy Paul, Mayor



Secretary, Local 2315



Richard Lemack,
Town Administrator

2976

APPENDIX A

TOWN OF DAVIE FIRE RESCUE DEPARTMENT
 EMPLOYEE PHYSICAL EXAMINATION

Date: _____

Employee Name: _____

Date of Birth: _____

Address: _____

Gender: _____

A. PHYSICAL EXAMINATION Height: _____ Weight: _____ Blood Pressure: _____

Check Each Line		Normal	Abnormal or Needs Follow-up	Not Done	Comments/Diagnosis
1.	Skin/Scalp				
2.	Nutrition				
3.	Neurologic				
4.	Orthopedic & Spine				
5.	Eyes				
6.	Vision Test				
7.	Ears & Hearing Test				
8.	Auditory Acuity				
9.	Speech				
10.	Nose, Throat, Mouth				
11.	Teeth & Gums				
12.	Glands, including Thyroid				
13.	Chest, Breasts				
14.	Heart				
15.	12 Lead ECG				
16.	Abdomen				
17.	Genitalia				
18.	Chest X-Ray				
19.	Stress Test				
20.	Lung Capacity Test				
21.	Other:				

B. LABORATORY

Full Blood Tests (including triglycerides and SM-18, excluding blood gases) Yes No

If any tests are outside the normal limits, please list and comment:

C. Check Each Line	Yes	No	Comments (additional space on back)
Problem Health Habits			
Physical Handicap – Limits Activity			
Restriction Needed (specify)			
Other Handicaps/Disabilities (such as seizures, asthma, diabetes, Sickle cell disease, etc.)			

Does this person have any condition that would prevent him/her from living and working in close proximity with fellow firefighters? If so, please describe and explain.

2977

TOWN OF DAVIE FIRE RESCUE DEPARTMENT
EMPLOYEE PHYSICAL EXAMINATION

D. I certify that this person has received the physical examination described on the previous page:

Yes No

E. I certify that I have, on this date, examined this person and find him/her physically able to perform the duties of a fire fighter, as per the attached job description.

Yes No

F. Comments:

Physician's Signature _____ Date _____

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IAFF Grade/Step Table For Fiscal Years 2015/2016 - Employees Hired Prior to 1/20/2016

	UF/1	FF/1	FF/2	FF/3	FF/4	FF/5	FF/6	FF/7	FF/8	FF/9	FF/10	FF/11
Firefighter (hired after 10/01/2014)												
Grade 300 NH	19.0106	20.0075	21.0079	22.0582	23.1613	24.3191	25.5359	26.8122	28.1535	29.5611	30.3001	31.0575
Yearly Pay Based on (48 hrs) per wk	\$47,450	\$49,939	\$52,436	\$55,057	\$57,811	\$60,700	\$63,738	\$66,923	\$70,271	\$73,784	\$75,629	\$77,520
Firefighter	UF/1	FF/1	FF/2	FF/3	FF/4	FF/5	FF/6	FF/7	FF/8	FF/9	FF/10	FF/11
Grade 300	19.0106	21.0079	22.0582	23.1613	24.3191	25.5359	26.8122	28.1535	29.5611	30.3001	31.0575	
Yearly Pay Based on (48 hrs) per wk	\$47,450	\$52,436	\$55,057	\$57,811	\$60,700	\$63,738	\$66,923	\$70,271	\$73,784	\$75,629	\$77,520	
Fire Inspector/Fire Plans Examiner		FI/1	FI/2	FI/3	FI/4	FI/5	FI/6	FI/7	FI/8	FI/9	FI/10	
Grade 301		30.6304	32.1619	33.7703	35.4597	37.2315	39.0930	41.0489	43.1006	44.1781	45.2826	
Yearly Pay Based on (40 hrs) per wk		\$63,711	\$66,897	\$70,242	\$73,756	\$77,442	\$81,313	\$85,382	\$89,649	\$91,890	\$94,188	
Driver/Engineer		DE/1	DE/2	DE/3	DE/4	DE/5	DE/6	DE/7	DE/8	DE/9	DE/10	
Grade 302		24.3205	25.5366	26.8137	28.1543	29.5611	31.0388	32.5911	33.4059	34.2410		
Yearly Pay Based on (48 hrs) per wk		\$60,704	\$63,739	\$66,927	\$70,273	\$73,784	\$77,473	\$81,347	\$83,381	\$85,466		
Lieutenant		LT/1	LT/2	LT/3	LT/4	LT/5	LT/6	LT/7	LT/8	LT/9		
Grade 305		25.5365	26.8134	28.1543	29.5620	31.0391	32.5907	34.2206	35.0761	35.9531		
Yearly Pay Based on (48 hrs) per wk		\$63,739	\$66,926	\$70,273	\$73,787	\$77,473	\$81,346	\$85,414	\$87,550	\$89,739		
Captain		CPT/1	CPT/2	CPT/3	CPT/4	CPT/5	CPT/6	CPT/7	CPT/8	CPT/9		
Grade 303		26.8122	28.1535	29.5611	31.0388	32.5911	34.2200	35.9323	36.8305	37.7513		
Yearly Pay Based on (48 hrs) per wk		\$66,923	\$70,271	\$73,784	\$77,473	\$81,347	\$85,413	\$89,687	\$91,929	\$94,227		

IAFF New Hire Grade/Step Table for Fiscal Year 2015/2016 - Employees hired on or after 1/20/2016

	UF/1	FF/1	FF/2	FF/3	FF/4	FF/5	FF/6	FF/7	FF/8	FF/9	FF/10	FF/11	FF/12	FF/13	FF/14
Firefighter Grade 300 NNH	19,0106	20,0075	20,7078	21,4325	22,1827	22,9591	23,7626	24,5943	25,4551	26,3461	27,2682	28,2226	29,2103	30,2327	31,0575
Yearly Pay Based on (48 hrs) per wk	\$47,450	\$49,939	\$51,687	\$53,496	\$55,368	\$57,306	\$59,312	\$61,387	\$63,536	\$65,760	\$68,061	\$70,443	\$72,909	\$75,461	\$77,520
Fire Inspector/Fire Plans Examiner		FI/1	FI/2	FI/3	FI/4	FI/5	FI/6	FI/7	FI/8	FI/9	FI/10	FI/11	FI/12	FI/13	
Grade 301 NNH		30,6304	31,7025	32,8120	33,9605	35,1491	36,3793	37,6526	38,9704	40,3344	41,7461	43,2072	44,7194	45,2826	
Yearly Pay Based on (40 hrs) per wk		\$63,711	\$65,941	\$68,249	\$70,638	\$73,110	\$75,669	\$78,317	\$81,058	\$83,895	\$86,832	\$89,871	\$93,016	\$94,188	
Driver Engineer		DE/1	DE/2	DE/3	DE/4	DE/5	DE/6	DE/7	DE/8	DE/9	DE/10	DE/11			
Grade 302 NNH		24,3205	25,1717	26,0527	26,9646	27,9084	28,8851	29,8961	30,9425	32,0255	33,1464	34,2410			
Yearly Pay Based on (48 hrs) per wk		\$60,704	\$62,829	\$65,028	\$67,304	\$69,659	\$72,097	\$74,621	\$77,232	\$79,936	\$82,733	\$85,466			
Lieutenant		LT/1	LT/2	LT/3	LT/4	LT/5	LT/6	LT/7	LT/8	LT/9	LT/10	LT/11			
Grade 305 NNH		25,5365	26,4303	27,3554	28,3128	29,3037	30,3294	31,3909	32,4896	33,6267	34,8037	35,9531			
Yearly Pay Based on (48 hrs) per wk		\$63,739	\$65,970	\$68,279	\$70,669	\$73,142	\$75,702	\$78,352	\$81,094	\$83,932	\$86,870	\$89,739			
Captain		CPT/1	CPT/2	CPT/3	CPT/4	CPT/5	CPT/6	CPT/7	CPT/8	CPT/9	CPT/10	CPT/11			
Grade 303 NNH		26,8122	27,7506	28,7219	29,7271	30,7676	31,8444	32,9590	34,1126	35,3065	36,5422	37,7513			
Yearly Pay Based on (48 hrs) per wk		\$66,923	\$69,265	\$71,690	\$74,199	\$76,796	\$79,484	\$82,266	\$85,145	\$88,125	\$91,209	\$94,227			

IAFF Grade/Step Table For Fiscal Years 2016/2017, effective 10/20/2016 - Employees Hired Prior to 1/20/2016

Firefighter (hired after 10/01/2016)	UF/1	FE/1	FE/2	FE/3	FE/4	FE/5	FE/6	FE/7	FE/8	FE/9	FE/10	FE/11
Grade 300 NH	19,6760	20,7078	21,7432	22,8302	23,9720	25,1702	26,4297	27,7506	29,1389	30,5957	31,3606	32,1445
Yearly Pay Based on (48 hrs) per wk	\$49,111	\$51,687	\$54,271	\$56,984	\$59,834	\$62,825	\$65,968	\$69,265	\$72,731	\$76,367	\$78,276	\$80,233
Firefighter	UF/1	FE/1	FE/2	FE/3	FE/4	FE/5	FE/6	FE/7	FE/8	FE/9	FE/10	FE/11
Grade 300	19,6760	21,7432	22,8302	23,9720	25,1702	26,4297	27,7506	29,1389	30,5957	31,3606	32,1445	
Yearly Pay Based on (48 hrs) per wk	\$49,111	\$54,271	\$56,984	\$59,834	\$62,825	\$65,968	\$69,265	\$72,731	\$76,367	\$78,276	\$80,233	
Fire Inspector/Fire Plans Examiner		FI/1	FI/2	FI/3	FI/4	FI/5	FI/6	FI/7	FI/8	FI/9	FI/10	
Grade 301		31,7025	33,2876	34,9523	36,7007	38,5346	40,4612	42,4856	44,6091	45,7244	46,8675	
Yearly Pay Based on (40 hrs) per wk		\$65,941	\$69,238	\$72,701	\$76,338	\$80,152	\$84,159	\$88,370	\$92,787	\$95,107	\$97,484	
Driver/Engineer		DE/1	DE/2	DE/3	DE/4	DE/5	DE/6	DE/7	DE/8	DE/9		
Grade 302		25,1717	26,4304	27,7522	29,1397	30,5957	32,1252	33,7317	34,5751	35,4395		
Yearly Pay Based on (48 hrs) per wk		\$62,829	\$65,970	\$69,270	\$72,733	\$76,367	\$80,184	\$84,194	\$86,299	\$88,457		
Lieutenant		LT/1	LT/2	LT/3	LT/4	LT/5	LT/6	LT/7	LT/8	LT/9		
Grade 305		26,4303	27,7519	29,1397	30,5967	32,1254	33,7314	35,4183	36,3038	37,2114		
Yearly Pay Based on (48 hrs) per wk		\$65,970	\$69,269	\$72,733	\$76,369	\$80,185	\$84,194	\$88,404	\$90,614	\$92,880		
Captain		CPT/1	CPT/2	CPT/3	CPT/4	CPT/5	CPT/6	CPT/7	CPT/8	CPT/9		
Grade 303		27,7506	29,1389	30,5957	32,1252	33,7317	35,4177	37,1899	38,1196	39,0726		
Yearly Pay Based on (48 hrs) per wk		\$69,265	\$72,731	\$76,367	\$80,184	\$84,194	\$88,403	\$92,826	\$95,147	\$97,525		

IAFF New Hire Grade/Step Table for Fiscal Year 2016/2017, effective 10/2016 - Employees hired on or after 1/20/2016

Firefighter	UF/1	FF/1	FF/2	FF/3	FF/4	FF/5	FF/6	FF/7	FF/8	FF/9	FF/10	FF/11	FF/12	FF/13	FF/14
Grade 300 NNH	19,6759	20,7078	21,4325	22,1827	22,9591	23,7626	24,5943	25,4551	26,3461	27,2682	28,2226	29,2103	30,2327	31,2909	32,1445
Yearly Pay Based on (48 hrs) per wk	\$49,111	\$51,687	\$53,496	\$55,368	\$57,306	\$59,312	\$61,387	\$63,536	\$65,760	\$68,061	\$70,443	\$72,909	\$75,461	\$78,102	\$80,233
Fire Inspector/Fire Plans Examiner		FI/1	FI/2	FI/3	FI/4	FI/5	FI/6	FI/7	FI/8	FI/9	FI/10	FI/11	FI/12	FI/13	
Grade 301 NNH		31,7025	32,8120	33,9605	35,1491	36,3793	37,6526	38,9704	40,3344	41,7461	43,2072	44,7194	46,2846	46,8675	
Yearly Pay Based on (40 hrs) per wk		\$65,941	\$68,249	\$70,638	\$73,110	\$75,669	\$78,317	\$81,058	\$83,895	\$86,832	\$89,871	\$93,016	\$96,272	\$97,484	
Driver Engineer		DE/1	DE/2	DE/3	DE/4	DE/5	DE/6	DE/7	DE/8	DE/9	DE/10	DE/11			
Grade 302 NNH		25,1717	26,0527	26,9646	27,9084	28,8851	29,8961	30,9425	32,0255	33,1464	34,3065	35,4395			
Yearly Pay Based on (48 hrs) per wk		\$62,829	\$65,028	\$67,304	\$69,659	\$72,097	\$74,621	\$77,232	\$79,936	\$82,733	\$85,629	\$88,457			
Lieutenant		LT/1	LT/2	LT/3	LT/4	LT/5	LT/6	LT/7	LT/8	LT/9	LT/10	LT/11			
Grade 305 NNH		26,4303	27,3554	28,3128	29,3037	30,3294	31,3909	32,4896	33,6267	34,8037	36,0218	37,2114			
Yearly Pay Based on (48 hrs) per wk		\$65,970	\$68,279	\$70,669	\$73,142	\$75,702	\$78,352	\$81,094	\$83,932	\$86,870	\$89,910	\$92,880			
Captain		CPT/1	CPT/2	CPT/3	CPT/4	CPT/5	CPT/6	CPT/7	CPT/8	CPT/9	CPT/10	CPT/11			
Grade 303 NNH		27,7506	28,7219	29,7271	30,7676	31,8444	32,9590	34,1126	35,3065	36,5422	37,8212	39,0726			
Yearly Pay Based on (48 hrs) per wk		\$69,265	\$71,690	\$74,199	\$76,796	\$79,484	\$82,266	\$85,145	\$88,125	\$91,209	\$94,402	\$97,525			

IAFF Grade/Step Table For Fiscal Years 2016/2017, effective 4/2017 - Employees Hired Prior to 1/20/2016

	UF/1	FF/1	FF/2	FF/3	FF/4	FF/5	FF/6	FF/7	FF/8	FF/9	FF/10	FF/11
Firefighter (hired after 10/01/2016)												
Grade 300 NH	20.3646	21.4326	22.5042	23.6293	24.8110	26.0512	27.3547	28.7219	30.1588	31.6666	32.4582	33.2696
Yearly Pay Based on (48 hrs) per wk	\$50,830	\$53,496	\$56,170	\$58,979	\$61,928	\$65,024	\$68,277	\$71,690	\$75,276	\$79,040	\$81,016	\$83,041
Firefighter	UF/1	FF/1	FF/2	FF/3	FF/4	FF/5	FF/6	FF/7	FF/8	FF/9	FF/10	
Grade 300	20.3646	22.5042	23.6293	24.8110	26.0512	27.3547	28.7219	30.1588	31.6666	32.4582	33.2696	
Yearly Pay Based on (48 hrs) per wk	\$50,830	\$56,170	\$58,979	\$61,928	\$65,024	\$68,277	\$71,690	\$75,276	\$79,040	\$81,016	\$83,041	
Fire Inspector/Plans Examiner		FI/1	FI/2	FI/3	FI/4	FI/5	FI/6	FI/7	FI/8	FI/9	FI/10	
Grade 301		32.8120	34.4527	36.1756	37.9853	39.8833	41.8774	43.9726	46.1705	47.3247	48.5079	
Yearly Pay Based on (40 hrs) per wk		\$68,249	\$71,662	\$75,245	\$79,009	\$82,957	\$87,105	\$91,463	\$96,035	\$98,435	\$100,896	
Driver/Engineer		DE/1	DE/2	DE/3	DE/4	DE/5	DE/6	DE/7	DE/8	DE/9		
Grade 302		26.0527	27.3555	28.7236	30.1596	31.6666	33.2496	34.9124	35.7852	36.6798		
Yearly Pay Based on (48 hrs) per wk		\$65,028	\$68,279	\$71,694	\$75,278	\$79,040	\$82,991	\$87,141	\$89,320	\$91,553		
Lieutenant		LT/1	LT/2	LT/3	LT/4	LT/5	LT/6	LT/7	LT/8	LT/9		
Grade 305		27.3554	28.7232	30.1596	31.6676	33.2498	34.9120	36.6579	37.5744	38.5138		
Yearly Pay Based on (48 hrs) per wk		\$68,279	\$71,693	\$75,278	\$79,042	\$82,992	\$87,140	\$91,498	\$93,786	\$96,130		
Captain		CPT/1	CPT/2	CPT/3	CPT/4	CPT/5	CPT/6	CPT/7	CPT/8	CPT/9		
Grade 303		28.7219	30.1588	31.6666	33.2496	34.9124	36.6573	38.4915	39.4538	40.4401		
Yearly Pay Based on (48 hrs) per wk		\$71,690	\$75,276	\$79,040	\$82,991	\$87,141	\$91,497	\$96,075	\$98,477	\$100,939		

IAFF New Hire Grade/Step Table for Fiscal Year 2016/2017, effective 4/2017 - Employees hired on or after 1/20/2016

	FF/1	FF/2	FF/3	FF/4	FF/5	FF/6	FF/7	FF/8	FF/9	FF/10	FF/11	FF/12	FF/13	FF/14
Firefighter														
Grade 300 NNH	20.3646	22.1827	22.9591	23.7626	24.5943	25.4551	26.3461	27.2682	28.2226	29.2103	30.2327	31.2909	32.3860	33.2696
Yearly Pay Based														
on (48 hrs) per wk	\$50,830	\$55,368	\$57,306	\$59,312	\$61,387	\$63,536	\$65,760	\$68,061	\$70,443	\$72,909	\$75,461	\$78,102	\$80,836	\$83,041
Fire Inspector/Fire														
Plans Examiner														
Grade 301 NNH	32.8120	33.9605	35.1491	36.3793	37.6526	38.9704	40.3344	41.7461	43.2072	44.7194	46.2846	47.9046	48.5079	
Yearly Pay Based														
on (40 hrs) per wk	\$68,249	\$70,638	\$73,110	\$75,669	\$78,317	\$81,058	\$83,895	\$86,832	\$89,871	\$93,016	\$96,272	\$99,642	\$100,896	
Driver/Engineer														
Grade 302 NNH	26.0527	26.9646	27.9084	28.8851	29.8961	30.9425	32.0255	33.1464	34.3065	35.5072	36.6798			
Yearly Pay Based														
on (48 hrs) per wk	\$65,028	\$67,304	\$69,659	\$72,097	\$74,621	\$77,232	\$79,936	\$82,733	\$85,629	\$88,626	\$91,553			
Lieutenant														
Grade 305 NNH	27.3554	28.3128	29.3037	30.3294	31.3909	32.4896	33.6267	34.8037	36.0218	37.2826	38.5138			
Yearly Pay Based														
on (48 hrs) per wk	\$68,279	\$70,669	\$73,142	\$75,702	\$78,352	\$81,094	\$83,932	\$86,870	\$89,910	\$93,057	\$96,130			
Captain														
Grade 303 NNH	28.7219	29.7271	30.7676	31.8444	32.9590	34.1126	35.3065	36.5422	37.8212	39.1450	40.4401			
Yearly Pay Based														
on (48 hrs) per wk	\$71,690	\$74,199	\$76,796	\$79,484	\$82,266	\$85,145	\$88,125	\$91,209	\$94,402	\$97,706	\$100,939			