

COLLECTIVE BARGAINING
AGREEMENT
BETWEEN
PASCO COUNTY, FL
BOARD OF COUNTY COMMISSIONERS



AND

PASCO COUNTY PROFESSIONAL FIREFIGHTERS
INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS (IAFF) LOCAL 4420



Rank and File Bargaining Unit

From Ratification to September 30, 2026

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ARTICLE 1

PREAMBLE

- 1.1 This agreement is entered into by and between Pasco County Board of County Commissioners, hereinafter, referred to as the "County," and Pasco County Professional Fire Fighters, IAFF Local 4420, hereinafter referred to as the "Union". This Agreement has been negotiated in good faith to assure a sound and mutually beneficial working and economic relationship between the parties hereto, to establish orderly and peaceful procedures to settle differences which might arise, and to set forth herein basic and full agreements between the parties concerning wages, hours, and other terms and conditions of employment.
- 1.2 The Union recognizes that the County is engaged in furnishing essential public services which are vital to the health, safety, comfort, and well-being of the public and their best interest will be served by the assurance of orderly, efficient, and uninterrupted operations.
- 1.3 All references to employees in the male gender is strictly for convenience only and shall be construed to include both male and female employees within the bargaining unit.

ARTICLE 2

DURATION

- 2.1 This Agreement will be effective upon ratification by the bargaining unit employees and approval of the Board of County Commissioners and will remain in full force and effect through the 30th day of September 2026.
- 2.2 The parties will commence bargaining for a successor agreement in April 2026.

ARTICLE 3

RECOGNITION

- 3.1 The County recognizes the Union as the exclusive bargaining representatives as defined by Chapter 447 of the Florida Statutes for wages, hours and terms and conditions of employment for all employees within the bargaining unit in accordance with Certification #1546 issued by the Public Employees Relations Commission of the State of Florida on June 7, 2005, and clarified in an order issued November 12, 2008.

- 3.2 The County agrees to deal solely with authorized representatives of the IAFF and/or Union in matters requiring mutual consent or other official action called for in this Agreement.

ARTICLE 4

MANAGEMENT RIGHTS

- 4.1 447.209 Public employer's rights. It is the right of the public employer to determine unilaterally the purpose of each of its constituent agencies, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. It is also the right of the public employer to direct its employees, take disciplinary action for proper cause, and relieve its employees from duty because of lack of work or for other legitimate reasons. However, the exercise of such rights shall not preclude employees or their representatives from raising grievances, should decisions on the above matters have the practical consequence of violating the terms and conditions of any collective bargaining agreement in force or any civil or career service regulation.

ARTICLE 5
NO STRIKE/ NO LOCKOUT

- 5.1 The County and the Union subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of work. During the term of this Agreement, neither the Union nor its agents or any employee, for any reason will authorize, institute, aid, condone or engage in a slowdown, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the County as defined in the Florida Statutes. During the term of this Agreement, neither the County nor its agents for any reason shall authorize, institute, aid or promote any lockout of employees covered by this Agreement.

ARTICLE 6
PREVAILING RIGHTS/MAINTENANCE OF BENEFITS

- 6.1 All rights, privileges and working conditions enjoyed by the employees at the present time and which are known to the Fire Rescue Department senior staff or above that are not included in this Agreement shall remain in full force, unchanged, and unaffected in any manner, during the term of this Agreement unless changed by mutual consent.
- 6.2 When the County or Union asserts that rights, privileges and working conditions not addressed in this agreement exist but the other party objects, the parties will meet to discuss the issue. If agreement is reached, the parties will sign a letter of clarification. If agreement is not reached, either party may initiate the formal grievance process.
- 6.3 When a grievance arises regarding the existence and application of a past practice, the burden of proof is on the party asserting that a past practice exists and is applicable and the past practice must be established by clear and convincing evidence. The test for determining a past practice is that the practice:
- a) must be unequivocal
 - b) have existed substantially unvaried and uninterrupted for a significant period of time
 - c) could reasonably be expected to continue unchanged
 - d) is known by both parties

ARTICLE 7
EVERGREEN CLAUSE

- 7.1 This agreement shall remain in effect during any negotiations and shall continue to remain in full force until such time as a new agreement is reached.

ARTICLE 8
SAVINGS CLAUSE

- 8.1 If any article, clause, sentence, or part of this agreement is, for any reason, held to be legally invalid or unenforceable, in any respect, said decision shall not affect the remaining provisions of this agreement.

ARTICLE 9
SUCCESSOR AGREEMENTS

- 9.1 This Agreement shall be binding upon the successors, and assigns all of the parties hereto, and no provisions, terms or obligations herein, contained shall be affected, modified, altered or changed in any respect whatsoever by the consolidation, merger, annexation, transfer or assignment of either party hereto, or by any change geographically or otherwise in the location or place of business of either party.

ARTICLE 10
POLICY MANUALS

- 10.1 Except as modified by a specific provision of this agreement, the Fire Rescue Department (FRD) Administrative Policy and Procedures Manual (“APP”) and the County's Personnel Policy & Procedure Manual (“PPPM”) in place at the time of ratification of this Agreement thereto shall govern the employees covered under this Agreement. However, in the event of a conflict between the PPPM and this Agreement or the APP and this Agreement, this Agreement will control.
- 10.2 Should the County want to amend or modify any provision of the APP or PPPM that affects wages, hours, terms, and conditions of employment, it shall provide a copy of and submit a written request to negotiate any such amendment or modification to the Union no less than 30 days prior to the intended implementation date. The amendment or modification will not be implemented until the Chapter 447 bargaining process is completed.

ARTICLE 11
COLLECTIVE BARGAINING AGREEMENT COPIES

11.1 This Agreement and any future Agreement shall be placed on the County website (www.pascocountyfl.net) and the Union's website within 30 days of ratification.

ARTICLE 12
DUES CHECK-OFF

- 12.1 The county agrees to deduct Union dues, in an amount certified to be current by the treasurer of the union, bi-weekly from each paycheck of those employees who individually request in writing that such deductions be made and remit the total amount of the deductions to the Treasurer of the union.
- 12.2 The Union will pay the County an annual fee of \$150.00 for dues collection and remittance.

ARTICLE 13
LABOR MANAGEMENT COOPERATION

- 13.1 The County and Union agree to maintain a single cooperative Labor/Management committee. The committee shall consist of an equal number of members from each party. The committee shall meet at a minimum quarterly. The committee is in no way a substitute for the grievance process or the right of collective bargaining but has been established for the purpose of discussion and input from both sides on matters that may be mutually resolved by the parties.
- 13.2 The County shall contribute 96 hours each year into the Union leave pool to be used for members to participate in the Labor Management Meetings. The Union representatives shall be selected by the Union.
- 13.3 Whenever possible any county business that requires the attendance of union personnel; those personnel will be given advanced notification of 5 business days or more, unless otherwise specified. i.e., new hire presentation, accident review board, promotional testing preceptors, hiring interview panel.
- 13.4 In an effort to show the cooperative effort between the Union and management, each apparatus shall be allowed to display one, up to four-inch (up to 4" x 4") union sticker. All stickers will be the same design and will be placed in similar uniform location on all apparatus cab windows, readily visible to the public. Stickers will be provided by the Union. The Union shall work with management to determine the location in each vehicle.

ARTICLE 14

COMMUNICATIONS

- 14.1 The County agrees to furnish suitable space in convenient places in each Fire Rescue facility for bulletin boards. The Union shall provide bulletin boards at its own expense. Such bulletin boards shall be a maximum of twelve (12) square feet in area and located in a position to be mutually agreed upon by the County and the Union.
- 14.2 The use of the bulletin board for advocacy regarding public County election matters (candidate or issue endorsement or opposition) is prohibited.
- 14.3 The County has no duty to monitor the bulletin boards.
- 14.4 The Union is solely responsible for all items posted and the consent of the County to the use of open bulletin boards does not imply County consent to items posted on the board.
- 14.5 Union may use the County inter-office mail distribution system for Union materials.
- 14.6 Union related e-mails may be transmitted to the bargaining unit members using the County email system, but the Union and bargaining unit employees acknowledge they have no expectation of privacy when using the County email system.
- 14.7 Off-duty employees may only visit stations to conduct and discuss union business in accordance with the Fire Rescue Department's Administrative Policy and Procedures Manual Section 209 Public Interaction.

ARTICLE 15
DEFINITION OF SENORITY

- 15.1 Total seniority shall be determined by collective years of service in the Pasco County Fire Rescue Department (within the bargaining unit) calculated from the date of employment with Pasco County. Collective years of service shall be broken only by resignation of more than twelve months, discharge, or retirement. Employees with the same employment date shall be assigned to the seniority list in the order of their ranking on the eligibility list.
- 15.2 Time in grade seniority shall be determined by the employee's total time spent in the promoted position. Employees with the same promotional date shall be assigned to the seniority list in the order of their ranking on the eligibility list.
- 15.3 For the purpose of calculating collective years of service and time in grade; periods of inactive status will be deducted from the total accumulated years of service and time in grade with Fire Rescue Department (FRD).

ARTICLE 16
PERSONNEL REDUCTION

16.1 The County agrees not to reduce the total number of fire/rescue personnel between the date of ratification and 9/30/2026. Thereafter, personnel reduction, if necessary, will be in accordance with the following retention procedure:

In the event layoffs affect different ranks within the Fire Department; employees who are laid off may bump down to a position they previously successfully held in the department and displace another employee who in turn may bump down to a position they successfully previously held until the least senior employees remains at which point the following procedure will be applied, and that/those employee(s) will be laid off.

An employee receiving an involuntary demotion shall receive a reduction in pay of 5%.

The following layoff procedure is comprised of five criteria as follows and will be applied to employees that all have the same junior rank:

1. Seniority: Must be most recent continuous service, without any disciplinary actions or below expectations/needs improvement evaluations, as follows:

0 to 3 years	0 point
4 to 10	2 points
11 to 15	4 points
16 to 20	6 points
21 to 25	8 points
26 and up	10 points

2. Performance: Points will be awarded for satisfactory or above standards performance or deducted for below standards performance, based on each merit rating on the overall evaluation for the last five (5) merit evaluations. Points will be awarded per year as follows:

Exceeds	4 points
Meets	2 points
Below	-2 points

3. Disciplinary Action: Deductions will be based on disciplines for the past five (5) years, and must be in the Official Personnel File, -25 Point maximum, as follows:

Written Reprimand	-1 point
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One day Suspension	-2 points
More than one day Suspension	-3 points
Involuntary Demotion	-4 points

There will be no stacking of discipline for a single violation. Example: if an employee receives a one-day suspension and a demotion for the same violation, the maximum minus points is 4 (not 2 plus 4).

4. **Additional Skills or Training:** It is possible that an employee has an additional skill or certification of particular value to the County which is related to the department's goals and objectives. If applicable, the employee, through their department head should provide justification for review by the Human Resources Director of said specific skills or training. They may be awarded points if they contribute to mission success. If they are determined to qualify, a maximum of 5 points are possible, one point for each skill or two points for additional training, above the minimum qualifications of their job. Example: An accredited degree above the minimum qualifications for the position. 2 Points.
5. **Veterans' Preference:** In accordance with Florida Statutes, qualifying veterans are entitled to preference in retention; therefore, veterans will be given additional points. Eligible veterans will receive 1 point; disabled veterans receive 2 points, which will be added to their other points.

ARTICLE 17
PERSONNEL RECORDS (REVIEW OF)

- 17.1 The County shall maintain personnel files for each employee. Employees or their authorized representatives have the right to examine the contents of their master personnel files during business hours Monday through Friday excluding legal holidays.
- 17.2 Adverse comments may not be placed in the employees' master personnel files without the employees being afforded an opportunity to review the document. The employee will be asked to initial the document to confirm their review but if they elect not to initial the document it will be placed in the file with a notation that the employee reviewed but declined to initial. Employees may cause to be placed in their master personnel files, with acknowledgement of the Fire Chief or designee, responses to adverse material inserted therein and correspondence from other sources directly related to their job performance.

ARTICLE 18

OUTSIDE EMPLOYMENT

- 18.1 Full-time employees are discouraged but not restricted from engaging in other employment during their off-duty hours. However, County employment shall be considered the primary employment, and no employee may engage in outside employment which would create a conflict of interest with County service.
- 18.2 Employees shall notify the County of their intent to begin secondary employment. This notification shall state the type of employment, the hours of work, the name of the prospective employer, and the place of employment. The notification will then be forwarded to the Human Resources Director for approval.
- 18.3 The Human Resources Director will determine whether the secondary employment creates a conflict of interest with the employee's County position. If there is a conflict of interest, the employee will be notified and will not be able to continue such employment. The Fire Chief, the Human Resources Director, Union Representative and the employee shall meet to discuss any secondary employment that is denied.
- 18.4 Employees shall only work secondary employment for the employer set forth in the notification. Additional employment requires additional notification.
- 18.5 Any employee accepting outside employment under the terms of this rule shall make arrangements with the outside employer to be relieved from duty if and when called for emergency service by the County. Every employee granted permission to engage in outside employment under this rule shall agree to and shall respond immediately or as soon as possible to any emergency call to duty by the County whenever the department director or the County Administrator shall determine their services to be necessary.
- 18.6 Equipment, facilities, vehicles, or property of the County shall not be used by employees for outside employment, nor for travel to such employment.
- 18.7 Employees cannot hold two paid County jobs, unless otherwise approved by the Human Resources Director.

ARTICLE 19
EMPLOYMENT OF RELATIVES

- 19.1 The county will follow Florida state statute 112.3135, regarding the restriction on employment of relatives, including the definition of the term relative/family member.

ARTICLE 20 UNIFORMS

- 20.1 During the term of this agreement, the county agrees to provide and replace uniforms, protective turnout gear, and related equipment required by the department policy. The turnout gear and related equipment will be at no cost to the employee. It is the county's intent to immediately provide to each employee at the time of hiring or promotion the uniforms, accessories or protective clothing listed in the department's *Uniform & PPE Specifications* manual. However, should such uniforms, accessories or protective clothing not be in stock at the time of hiring or promotion, the department shall process the appropriate documentation necessary to obtain such items. The union shall have input, through the Labor Management Committee, in recommending standards and dress codes for the items provided.
- 20.2 Department-approved uniforms will be replaced through an approved online web ordering portal to purchase the uniform items. Each bargaining unit member will be allocated funds (as indicated in Article 20.4 of this agreement) by the county at the start of each fiscal year, which will be no later than October 1st and those funds will be placed in an account administered through this approved uniform ordering web portal. The catalog of items on this web ordering portal will be as all-encompassing as feasible, and will include but not be limited to, footwear, belts, cold weather gear, and hats that can be worn on duty. The agreed-upon funds applied to each bargaining unit member's uniform account may adjust each fiscal year to account for increases in replacement uniform costs. Funds deposited in each web ordering portal account are required to be expended within the current fiscal year or be forfeited. The web portal will track the funds available in each member's account deducting the appropriate amount from each executed purchase. Ninety days before the end of the fiscal year, members will receive a notification from the web portal advising them of funds still available in their account. Once funds allocated by the county have been exhausted, the member will be responsible for any additional costs for purchasing items through the web ordering portal. Each member may use the e-mail address of their choosing to receive ordering confirmations and notifications from the web portal. The web ordering portal will be accessible from the Internet at all Fire Rescue locations, as well as from any other location via the Internet.
- 20.3 Employees leaving the service for any cause shall deliver to Fire Rescue **L**, in a clean and orderly condition, all equipment and turnout gear assigned to them by the County. This does not include items purchased through the web ordering portal, apart from official regular duty uniform items displaying the department name and/or logo.
- 20.4 The base amount to be deposited in each member's web ordering portal account no later than October 1st (or the first pay period following contract ratification whichever is later) will be \$400 per member (\$475 for employees required to wear Polo's for their daily uniform) adjusted as necessary to reflect changes to basic items as approved in the Uniform & PPE Specifications Manual. The county may, at any time, add funds to each member's account to use for the purchase of any new uniform item the department requires each member to utilize or wear. These additional funds may only be used to purchase this additional new item.

20.5 Uniforms and personal protective equipment (PPE) will be governed by the department's *Uniform & PPE Specifications* manual which will be created by the Uniform Sub-Committee with input from the Health and Safety Sub-Committee where appropriate. The company that administers the web ordering portal will be approved by the Labor- Management Committee.

ARTICLE 21

GRIEVANCE PROCEDURE

- 21.1 A grievance is defined as a dispute regarding interpretation or application of a provision of this Agreement. These procedures cover grievances or disputes that may arise, including the interpretation of this Agreement. Disciplinary actions resulting in a written reprimand or less and performance evaluations shall not be subject to review at arbitration. It is understood that neither party wishes to file unnecessary binding arbitration cases and agrees that all levels of discipline should be looked at case by case as to the merits and costs of going before an arbitrator. Both parties agree that discipline for just cause and with due process is acceptable and necessary in the functioning of the Fire Rescue Department. Time limits may be extended by written mutual consent of the parties.
- 21.2 Step 1 - An employee must first file the grievance to the Fire Chief or designee, within twenty (20) calendar days of the alleged grievance. The Chief will conduct a meeting within twenty (20) calendar days to investigate the facts and shall render a written decision within twenty (20) calendar days after the scheduled meeting.
- 21.3 Step 2 - If the grievance is not settled at Step 1, the grievance may be submitted within twenty (20) calendar days of the previous response to the County Administrator or designee who will conduct a meeting within twenty (20) calendar days to investigate the facts and render a written decision within twenty (20) calendar days after the scheduled meeting.
- 21.4 Steps 1-2 shall not preclude the Union or the County from orally discussing and resolving a grievance. This process is not required for each grievance but may be initiated by either the Union or the County. If a resolution is made during the discussion, a written response shall be made and signed by both the Union and County. A copy of the written response shall be provided to the grievant, upon request. The grievance procedure will cease once a resolution has been made.
- 21.5 Step 3 – If the grievance is not settled at Step 2, The grievance may be submitted to mediation with the Federal Mediation and Conciliation Service (FMCS) in writing within thirty (30) calendar days. Either the Union or County may request mediation. If mediation is mutually agreed upon, the timeline for arbitration shall be extended for the time necessary to conclude mediation. If the grievance is resolved in mediation, the resolution shall be reduced to writing and signed by both the County and Union.
- 21.6 Step 4 – If a grievance is not settled in Steps 1 -3, the grievance may be submitted to Arbitration by the Union. An impartial arbitrator shall be selected from a seven (7) member panel supplied by the Federal Mediation and Conciliation Service upon the request of either party. The parties shall, within twenty (20) calendar days of receipt of the panel, make a selection of an arbitrator. The selection shall be by alternately striking the names from the list. The Union will strike first. The decision of the arbitrator will be final and binding upon both parties. Each party shall bear the expense of its own witnesses and representation. The cost of the arbitrator shall be shared equally by the parties. If either party requests a transcript the party requesting the transcript shall be wholly responsible for the cost of such transcript.

21.7 If the County fails to respond to a grievance in the prescribed timeframes the grievance shall be considered denied and may be moved to the next step of the process if the Union requests. The parties may by mutual agreement waive any step in the grievance procedure.

ARTICLE 22
DISCIPLINE AND DISCHARGE

- 22.1 No employee shall be disciplined or discharged without just cause. Discipline shall generally follow a progressive format; however progressive discipline has no application to certain severe offenses which include criminal activity; illegal use, sale or possession of drugs; fighting; or major safety violations which endanger the lives of the public or other employees. The Firefighter Bill of Rights, F.S. 112.80, shall apply to all bargaining unit members and each offense will be looked at on a case-by-case basis.
- 22.2 An employee may appeal a major discipline (termination, demotion or suspension without pay) to an arbitrator using the same procedures set forth in the Grievance Article.

ARTICLE 23

HOURS OF WORK

- 23.1 The current shift consisting of 24 hours on duty and 48 hours off duty shall remain in effect unless amended by mutual agreement by both parties. The twenty-four (24) hour three (3) platoon shift schedule shall remain in effect commencing at 0800 hours and continue through 0800 hours the following day unless amended by mutual agreement of both parties. EMS Supervisors and other positions approved by the Union will commence at 0700 hours and continue through 0700 hours the following day. The Paramedic Only shall be assigned to a rotating 12-hour shift, commonly referred to as the “Panama Schedule”.
- 23.2 Certain bargaining unit members, designated as training and support staff, may be assigned to a forty (40) hour workweek. When this occurs, shift employees assigned to a 40-hour work week shall be assigned to the Support Pay Plan, or have 11% added to their base salary, prior to any other incentives/stipends and the hourly rate shall be adjusted to reflect payment for a 40 hour workweek.
- 23.3 The current bi-weekly pay period shall remain in effect unless amended by mutual agreement of both parties.
- 23.4 The hourly rate for employees shall be based on the salary divided by the actual number of hours scheduled annually. For 24-hour shift employees the number of annual hours will be 2704, for 40 hours a week employees, it will be 2080.
- 23.5 Firefighters will be paid biweekly; on a 21-day work period pursuant to the Fair Labor Standards Act. Firefighters shall be paid 104 Regular hours, 3 of those hours will be at an Overtime rate (at 1 ½ times their Regular Rate) every 2 weeks.
- 23.6 Beginning April 5, 2026, (or at a date mutually agreed upon by the union and the county) and coinciding with the start of the 24/72 work schedule, firefighters will be paid biweekly on a 28-day work period pursuant to Fair Labor Standards Act and thresholds. Employees on a 24/72 will use annual hours of 2184 to calculate hourly salary. Firefighters will be paid bi-weekly utilizing paycheck averaging of 84 hours per pay period.
- 23.7 The work schedule for 40-hour employees is either four 10-hour days or five 8-hour days. Any deviation from the aforementioned schedules will be temporary and of short duration. Advanced notice of two weeks will be required for the change. Permanent changes to an employee’s work schedule prompted by operational necessity will require a minimum of thirty (30) days’ notice to the employee.

ARTICLE 24
DAYLIGHT SAVINGS TIME

- 24.1 All bargaining unit members on the regularly scheduled shift in the Fall that as a result of Daylight Savings Time work (sweat) twenty-five hours shall receive their standard rate of pay plus one additional hour in the affected pay period. The additional hour worked shall be counted towards the calculation of Overtime at the end of the respective FLSA cycle.
- 24.2 All bargaining unit members on a regularly scheduled shift in the Spring that as a result of Daylight Savings Time work (sweat) twenty-three (23) hours shall receive their standard rate of pay (24 hours of pay).
- 24.3 Paid Time Off (PTO), Vacation, Medical Leave and other leaves of absence used on the affected days shall count as 24 hours in either instance.

ARTICLE 25
PROBATIONARY PERIOD

- 25.1 Employees¹ covered hereunder will serve a probationary period of one (1) year from the first day of work. If a newly hired probationary employee has not performed the duties of the position to the satisfaction of the Fire Chief, he /she may be discharged without recourse to any judicial, administrative or grievance procedure under this Agreement or any other law, ordinance, rule or regulation.
- 25.2 Any employee who is promoted to a higher classification and/or higher pay grade shall be on probation for a period of six (6) months from the date of such promotion. If an employee is serving a probationary period incurred as a result of a promotion and is found by the Fire Chief to be unqualified to perform the duties of the higher classification, after the employee has been counseled by staff, the County will return that employee to the position and pay status held immediately prior to promotion. The employee shall not have recourse to any judicial, administrative or grievance procedure; however, the Fire Chief will articulate the reason that the action was taken if requested by the affected employee.

¹ Including fire prevention (inspectors and investigator) employees

ARTICLE 26
PAID TIME OFF (PTO)

26.1 All bargaining unit employees will accrue and be able to use Paid Time Off (PTO) utilizing the following policy/procedure.

1. Paid Time Off (PTO)

Eligibility for PTO

- a. Regular full-time employees 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) month or one (1 year) employment probationary period will earn and accrue Paid Time Off in accordance with this policy but will not be eligible to use accumulated leave until their initial six months is satisfactorily completed, unless otherwise approved by the Human Resources Director or provisions within this policy. Employees who are granted permission to use PTO during their initial probationary period (6 months or one year) will have to repay any leave used if they fail to successfully complete their probationary period.
- e. Promoted, demoted, or transferred employees will retain all PTO privileges and accrued balances in prior position and/or department.
- f. *Accrual Rate of PTO beginning April 5, 2026, or a date mutually agreed to by the County and the Union, coinciding with the beginning of the 24/72 shift schedule are included in the table below. Current accrual rates will remain in effect until the beginning of the 24/72 shift schedule.
 - Regular full-time employees will earn and accrue PTO immediately upon employment as follows:

PTO Accrual Chart Prior to Implementation of 24/72 shift schedule:

Continuous Employment	40 Hour/ Week Schedule		Shift Schedule (52 hours/Week)*	
	Biweekly	Annual	Biweekly	Annual
Hired- End of Yr 3	6.15	160	8.54	222
Start Yr 4- End Yr 9	7.38	192	11.15	290
Start Yr 10- End Yr 15	8.31	216	12.08	314
Start Yr 16- End Yr 19	8.62	224	13.00	338
Start Yr 20- Forward	9.23	240	13.85	360

PTO Accrual Chart After Implementation of 24/72 shift schedule:

Continuous Employment	Shift Schedule (42 hours/Week)*			
	Biweekly	Annual	Biweekly	Annual
Hired- End of Yr 3	6.15	160	6.90	179.40
Start Yr 4- End Yr 9	7.38	192	9.01	234.26
Start Yr 10- End Yr 15	8.31	216	9.76	253.76
Start Yr 16- End Yr 19	8.62	224	10.50	273.00
Start Yr 20- Forward	9.23	240	11.19	290.94

Beginning April 5, 2026, or a mutually agreed upon date by the County and the Union, coinciding with the beginning of the 24/72 shift schedule, the conversion table below will be eliminated and no longer applicable.

Employees transferring to and from 24 hours shifts to 40-hour work weeks will have their PTO balances converted by the following factors.

24-hour shifts to 40 hour workweek – Balance x .7143

40-hour workweek to 24 hour shifts – Balance x 1.4

Leave accrual hourly factor will be applied only to regular work hours, not in excess of 40 hours per week for 40 hours-a-week employees and 56 hours per week for 52 hours-a-week employees. At no time will the hourly accrual factor be applied to earned overtime hours.

- When employee has had a break in employment, Paid Time Off accrual will be handled as outlined in the Reinstatement Policy.
- 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)
- Employees are expected to fulfill their obligation to regularly scheduled work hours. As an incentive, employees who do not use more than 24 hours of PTOU, in accordance with Department policy, from Oct 1. to September 30 of the following year will be awarded an additional 24hrs of PTO time in the first full pay cycle of the following fiscal year (Usually the beginning of October). This additional PTO shall be added to the employee’s bank and used at their discretion, subject to department policy.

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 County 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 in accordance with Department policy (APP). 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
- c. Absence for transaction of personal business which cannot be conducted during off-duty hours.
- d. Religious holidays other than those designated by the Board of County Commissioners.
- e. Supplement income for time loss due to work related personal illness, injury, or disability where statutory workers' compensation payments are being received. In no instance shall this combination exceed one hundred percent (100%) of the employee's regular base rate.
- f. Maternity or paternity leave purposes.
- g. Supplement income for time loss due to disability not work related, where employee is receiving disability insurance benefits/payments. In no instance shall this combination exceed one hundred percent (100%) of the employee's regular rate of pay.
- h. Absences from work not covered by other types of leave provisions established by the Board of County Commissioners' policies.

3. Request for Paid Time Off

- a. Requests for PTO shall be in accordance with the Policies and Procedures in place for Pasco County Fire Rescue Personnel. The number of Personnel who are allowed to use PTO each shift shall be determined by the schedule below provided that no more than 4 Captains and 4 Drivers are off at the same time.

Effective upon ratification, 16 positions will remain allocated each day for planned PTO for shift personnel, not including Battalion Chiefs, Fire Investigators, or EMS Supervisors. Single Cert Medic positions will be allotted 2 PTO spots daily.

- b. Employees are responsible for maintaining a sufficient balance of PTO to cover vacations, illness, etc. If an adequate balance of PTO is not available to cover the employee's requested time off, the employee's request for time off may be denied.
- c. When PTO leave is being used for an employee's own personal illness, or the illness of a family member, employees shall notify their immediate supervisor or department manager as soon as the employee knows that they will be unable to work. Notice must be given no later than the first day of absence and preferably before the starting time for employee's scheduled shift. Employees failing to notify and report to the department within three (3) consecutive workdays will be considered as having resigned (quit without notice) and employment will be terminated. Any absence not properly reported by employee, less than three (3) consecutive workdays can be grounds for disciplinary action, in accordance with policy.
- e. Paid Time Off may be used only as accrued and will not be allowed in advance of leave being earned or accrued.
- f. Paid Time Off will be charged at a minimum of one-half (1/2) hour increments.

4. Abuse of Paid Time Off Leave

- a. Abuse of PTO will be handled in accordance with established department policies.

5. Carry-Over and Cash Payment of Paid Time Off

- a. It is the intent of this policy that all employees take their paid time. The maximum amount of Paid Time Off which can be carried forward from one (1) calendar year (ending December 31st 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 78020 hours (or 900 for 53 HR employees) upon termination of employment. (This includes leave used during the last 30 days, or at any time, to prolong a retirement/termination date). Beginning April 5, 2026, or a date mutually agreed to by the County and the Union, coinciding with the beginning of the 24/72 shift schedule, all members of the bargaining unit will be subject to the cashout/carryover limits listed in the 40HR column below. The 52HR column will no longer be applicable and will be eliminated.
- b.

PTO Carry-Over Chart Prior to Implementation of 24/72 shift schedule:

Continuous Employment	Total Hours- 40 Hours/ Week	Total Hours- 52 Hours/Week
Hired- End of Yr 3	300	360
Start Yr 4- End Yr 9	480	550
Start Yr 10- End Yr 15	560	650
Start Yr 16- End Yr 19	680	750
Start Yr 20- Forward	720	900

- c. An employee may request cash payment for portions of accrued PTO once annually from the County in accordance with the provisions of this policy.
 - d. Employees with a PTO balance over 160 hours will be eligible to receive reimbursement of accrued PTO over the 160 hours, up to 50 hours annually (65 hours for 24-hour shift employees), 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 Board of County Commissioners through the budget process.
 - e. Prior to November 15th, 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 the first full payroll in December.
6. Payment of Unused Paid Time Off
- Employees who voluntarily resign or are separated from employment in good standing will receive payment for 75% of their accrued and unused Paid Time Off at the time of separation. Employees who are eligible for and retire from Pasco County will receive 100% of their accrued and unused Paid Time Off at the time of their retirement. Employees dismissed for misconduct will not receive the accrued time, unless specifically recommended by the Fire Chief and approved by the Director of Human Resources.
- a. Employees placed on layoff status will receive 100% pay for accrued Paid Time Off up to time of the layoff.
 - b. New employees who have not completed their initial six (6) month or one year probationary period will not be eligible for payment of leave, upon separation, and will have to pay back any PTO used during their initial six months out of their last paycheck in accordance with Federal law.
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.

Initial Implementation – First pay period after December 1, 2017

1. Upon Initial Implementation of PTO time, employees shall retain their existing vacation time and must continue to use the hours pursuant to the previous policy until all vacation hours are exhausted. The provisions of the previous vacation leave policy are listed below in section C. Employees will no longer accrue vacation leave due to the implementation of the PTO time; therefore, once the employee has exhausted their existing vacation balance, and a zero balance exists, it will no longer show as an available balance on the pay check stub.
 - a. All existing employees currently carrying a vacation leave balance shall be able to retain their balance until the hours are utilized or cashed out upon separation pursuant to this policy.
 - b. For the annual cash out of PTO hours, as well as determining the amount of hours to be carried over each year, the vacation leave balance and the PTO balance will be combined only for the purpose of determining the total number of hours available to be cashed out or carried over. Vacation hours will be utilized first for the purposes of cashing out, up to the maximum of 50 hours (65 hours for 24 hour shift employees) allowable by the policy.
 - c. Employees taking time off will need to exhaust their current vacation balance prior to the use of any PTO time being used.
2. Employees shall retain their existing sick leave balances and may continue to use sick hours pursuant to the previous policy. The provisions of the previous policy related to sick leave are listed below in section
3. Employees will no longer accrue sick leave due to the implementation of PTO time; therefore, once the employee has exhausted their current sick leave balance and a zero balance exists, it will no longer show as an available balance on the paycheck stub.
 - a. All existing employees currently carrying a sick leave balance shall be able to retain their balance until the hours are utilized or cashed out upon separation pursuant to this policy
4. All new employees will accrue only the newly created PTO hours.
5. The previous Annual Leave policy shall serve as a reference for the use and disposal of annual leave hours until all employees exhaust their current annual leave balances.
6. The previous Sick Leave policy shall serve as a reference for the use and disposal of sick leave hours until all employees exhaust their current sick leave balances.

ARTICLE 27

KELLY DAY

- 27.1 Kelly Days will be bid based on Time-in-Grade Seniority, Kelly Day vacancies will be bid two times a year, once in February, and once in August, and take effect at the beginning of the next 6-week period. Upon promotion to a new rank, you will be assigned a Kelly Day, until awarded one in the next bidding process.
- 27.2 All Kelly Day slots will be proportionate to the frequency of the Kelly Day, and budgeted staffing levels of a shift.
- 27.3 Once Kelly Days are assigned and the Kelly Day is implemented, all bargaining unit employees assigned to shift work (24 hours on and 48 hours off) shall receive a Kelly Day that occurs every 6 weeks on the same day of the week. Each Kelly Day shall consist of 24 hours of unpaid leave. In the event of a declared state of emergency by BOCC affecting Pasco County, management reserves the right to cancel the assigned Kelly day and pay the employee at 1 ½ time for all hours worked of the scheduled Kelly Day.
- 27.4 Kelly days may be swapped with someone of equal rank on the same shift
- 27.5 The County will not restrict an employee from working on their own Kelly day if overtime would have been generated on that shift.
- 27.6 Beginning April 5, 2026, coinciding with the start of the 24/72 shift schedule, assigned Kelly days will be rescinded and removed from scheduling.

ARTICLE 28
MEDICAL LEAVE CONVERSION TO PAID TIME OFF (PTO)

- 28.1 On April 1st each year employees of the bargaining unit upon completion of the medical leave conversion to PTO form by March 15th, shall receive medical leave conversion to PTO up to 72 hours per year (for employees with over 360 hours of sick leave, they can convert an additional 24 hours). The form will be located electronically in a fire rescue department designated location.

ARTICLE 29
OTHER LEAVES OF ABSENCE

29.1 Policies in the County's Personnel Policy and Procedures Manual pertaining to, court leave, conference and educational leave, military leave, examination leave, leave without pay, absence without leave, inactive status and the use of such time in the calculation of hours worked for overtime purposes will remain in effect unless amended by mutual agreement of the parties. Beginning April 5, 2026, coinciding with the beginning of the 24/72 shift schedule, education leave, and examination leave shall not be applicable to employees on a regularly scheduled 24/72-hour work week.

29.2 Bereavement Leave -

1. Immediate Family - Bargaining Unit employees may be granted up to 48 hours (24-hour shift employees), or 40 hours (40-hour employees) for the death of an immediate family members. Immediate family is defined as spouse, parent, mother-in-law, father-in-law, grandparent, grandchild, sibling, or child (including stepfamily members). Beginning April 5, 2026, coinciding with the beginning of the 24/72 shift schedule, bargaining unit members will be granted up to 24 hours for shift employees for the death of an immediate family member. Bargaining unit members may extend this leave by an additional 24 hours utilizing their own PTO, regardless of the number of available PTO slots.
2. Extended Family- Bargaining Unit Members may be granted up to 24 hours (24-hour shift employees), or 2 days (40-hour employees) for the death of an extended family member. Extended family is defined as grandparent-in-law, brother-in-law, sister-in-law, aunt, uncle or fiancé. Beginning April 5, 2026, coinciding the beginning of the 24/72 shift schedule, bargaining unit members will be granted up to 12 hours for the death of an extended family member. Bargaining unit members may extend this leave by an additional 12 hours utilizing their own PTO, regardless of the number of available PTO slots.
3. An employee may use accrued sick time, annual leave, a shift swap, or Union Leave time (the latter with Union President consent) to extend funeral leave beyond the paid bereavement leave provided by the County.
4. Paid bereavement leave will be counted as sweat time for the calculation of overtime.

29.3 Short term military leave-

An employee who, by reason of membership in the Florida National Guard or one of the United States military reserve components, is ordered by an appropriate authority to attend a training period or encampment, shall, upon presentation of a copy of his official orders, or appropriate military certification, be granted leave of absence with pay. Such leave with pay shall not exceed 456 work

hours in any calendar year period for those personnel assigned to twenty-four (24) hour shifts. All other personnel shall not exceed 240 hours.

This leave shall be eligible for shifts occurring during the ordered training or encampment period. This eligibility shall also include any portion of a shift that occurs within twelve (12) hours of the start time of the order. Any variations to the shift covered by this provision will require the authorization of the Fire Chief.

29.4 Parental Leave

Qualified employees will be eligible for paid parental leave for a consecutive 120 hours. Beginning April 5, 2026, coinciding with the beginning of the 24/72 shift schedule, qualified employees will be eligible for paid parental leave for a consecutive 72 hours. The birthing mother may receive an additional 48 hours (24-hour shift employees), or 40 hours (40-hour employees) of paid parental leave. Total parental leave must be used consecutively. Paid parental leave will run concurrently with any qualifying Family Medical Leave and be counted toward the 480 hours of job protected leave allowed within a rolling 12-month period under the FMLA. All requirements for FMLA (while running concurrently with paid parental leave) must be followed in accordance with federal law, in accordance with the Personnel Policy and Procedure Manual.

Eligibility and the procedure will fall in line with what is written in Pasco County's Personnel Policy and Procedure Manual.

ARTICLE 30 UNION LEAVE ACCOUNT

- 30.1 The Union will maintain a Union Leave Account for the purpose of Union business without loss of pay or benefits provided there is an adequate balance in the Union Leave Account.
- 30.2 Requests shall be submitted for approval to the Union President or his/her designee via the designated email address (currently FRunionleave@pascocountyfl.net) 24 hours prior to the commencement of the union leave. A verbal request may be made stating the reason for the short notice, and this verbal request shall be later confirmed via email. The Union President or his/her designee will email the approval to the appropriate shift's battalion chiefs. Salary and overtime pay, if any, incurred in replacing the Union representative(s) authorized union leave shall be deducted from the Union Leave Account. Authorization for union leave shall be limited only by the amount available in the Union Leave Account. Union leave cannot be taken, or if taken will be canceled, if EOC is activated, at the discretion of the Fire Chief or designee.
- 30.3 On the first full pay period in October, the employer shall deduct Four (4) hours accumulated annual leave from each bargaining unit member and add it to the existing balance of the Union Leave Account. The Union reserves the right to adjust these hours as needed. The Union may request one additional annual deduction, in an amount and at a time to be determined, if approved by the membership.
- 30.4 Bargaining unit members who are not members of the Union may opt out of the deduction by providing a written notice to the County annually by September 1st of that year.
- 30.5 Circumstances under which the Union Leave Account may be charged:
1. As defined and approved by the Union.
 2. In emergency circumstances, as designated and requested by the Union President or his designee.
- 30.6 The employer may authorize absences with pay, referred to as Professional Leave, when believed to be in the best interest of the department and/or the employer. Absences for Professional Leave will not be deducted from the Union Leave Account.
- 30.7 As stated in Article 13, Labor Management Cooperation, the County shall contribute 96 hours annually to the Union Leave bank. The County will contribute 350 hours each year (during the month of January) into the Union Leave Account for the purpose of offsetting bargaining unit member time for various subcommittee meetings and other related activities.

ARTICLE 31
EXCHANGE OF TIME

- 31.1 An employee who wishes to exchange time must complete an EOT request in the department's electronic scheduling system before 20:00 hours the prior regular shift. The Battalion Chief must be contacted verbally to approve any EOT request that is submitted after 20:00 hours the prior regular shift. Requests to exchange more than five (5) consecutive shifts, one hundred twenty (120) hours, may be permitted with prior written consent by a Division Chief or a higher rank.
- 31.2 Shift exchanges shall be rank for rank or with employees who are eligible to ride up.
- 31.3 Any employee on duty by virtue of a shift exchange or partial shift exchange shall be entitled to the same benefits, privileges, and protections and shall assume the same responsibilities as any on-duty personnel.
- 31.4 A replacement who leaves work early because of illness shall have the sick leave deducted from his/her bank and not from the bank accrued by the employee originally assigned to the shift. Under other circumstances, payroll computations will not be affected by shift exchanges or partial shift exchanges.
- 31.5 A shift exchange constitutes an even exchange and neither party becomes eligible for overtime pay or out of class pay because of a shift exchange.
- 31.6 An employee who abuses this Article shall be subject to the loss of the right to exchange shifts for the period of up to one (1) year. Any member of the bargaining unit who agrees to exchange a shift, but fails to report to work the agreed shift, shall be subject to disciplinary action. Members of the bargaining unit are encouraged to police the practice themselves with the operational needs of the County, as well as the practical needs of their teammates in mind.

ARTICLE 32 OVERTIME

- 32.1 The County shall pay overtime pursuant to the Fair Labor Standards Act for both shift employees and 40-hour employees within the Union's bargaining unit. Employees shall receive one and one half times their normal rate of pay for all hours worked in excess of their normally scheduled workweek unless unplanned or sick leave are taken. The County will continue to pay the 3 hours of built-in overtime, regardless of the use of unplanned PTO, unless the employee is on an approved long-term leave of absence and/or is out for the duration of the pay period.
- 32.2 Employees who utilize unplanned PTO during the same pay period as an overtime shift will not have those unplanned PTO 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 unplanned PTO time or may choose not to utilize their unplanned PTO 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 unplanned PTO unless the employee submits the written election before the end of that pay period.
- 32.3 Beginning April 5, 2026, and coinciding with the start of the 24/72 work cycle, employees shall receive one and one half times their normal rate of pay for all hours worked in excess of 22 hours above their normal scheduled hours in each 14 day pay period, unless unplanned or sick leave are taken during the pay period.
- 32.4 Employees who work overtime on a scheduled holiday shall be paid at the time and a half rate for all hours worked in addition to the premium holiday hours.

ARTICLE 33
CALL BACK PAY

- 33.1 Call back pay shall be in accordance with the County's Personnel Policy and Procedure Manual section 4.2 in effect at the time of ratification.
- 33.2 Call back procedure shall be in accordance with the departments Administrative Policy and Procedures Section 705 Call Back and Recall in effect at time of ratification, changes to this policy shall be through the labor management approach.

ARTICLE 34 HOLIDAY PAY

- 34.1 The following Holidays are those which shall be recognized and observed:
New Year's Day; Martin Luther King's Birthday; Good Friday; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving Day; Day after Thanksgiving; Christmas Day, and any other holidays approved by the Board of County Commissioners.
- 34.2 Employees that work a 40-hour schedule shall be paid 8 hours of straight time for the holiday if it falls during their normal work week, whether they work it or not. These 8 hours shall count towards the calculation of overtime.
- 34.3 12-hour and 24-hour employees who work on a scheduled holiday shall be compensated at a rate of one and one-half times his or her regular rate of pay for each hour worked on the actual holiday. (08:00 to 24:00 or 24:00 to 08:00).
- 34.4 All employees assigned to a 24-hour shift shall observe the actual holiday.
- 34.5 All employees assigned to a 40-hour workweek shall observe the holiday schedule as outlined in the Personnel Policy and Procedure Manual.

ARTICLE 35
MILEAGE ALLOWANCE

- 35.1 Employees required to use their private automobiles for approved Pasco County business shall be compensated at the County or State rate, whichever is higher, per mile in effect on the date travel occurred.

ARTICLE 36
SAFETY AND HEALTH COMMITTEE

- 36.1 There shall be a joint safety and health committee composed of an equal number of Employer and Union representatives. The Union representatives shall be selected by the Union.
- 36.2 The joint committee shall:
- a. Meet at least once bi-monthly at established dates and times.
 - b. Make periodic inspections of Fire Rescue Department facilities and apparatus, protective equipment, protective clothing and devices to review work methods and conditions, including training procedures at least once every three (3) months.
 - c. Make written recommendations for the correction of hazardous conditions or unsafe work methods which come to its attention. All recommendations shall be forwarded to the Fire Rescue Department officials responsible for providing a safe and healthy workplace and include a target date for abatement of the hazardous conditions or unsafe work practice.
 - d. Keep minutes of all committee meetings. A written report shall be prepared for review and adoption at the next committee meeting.
 - e. Review and analyze all reports of accidents, deaths, injuries, and illnesses. Make immediate and detailed investigation of each accident, death, or illness to determine fundamental cause. Make written recommendations that include a date of implementation to modify or add any rules and procedures to further promote the avoidance of such incidents in the future.
- 36.3 Copies of all records and reports, including all reports required by any governmental agency, under any applicable federal or state safety and health law, shall be made available upon the request of each member of the safety and health committee.
- 36.4 The committee may ask the advice, opinion and suggestions of experts and authorities on safety matters.
- 36.5 The County shall pay Union members of the committee their regular rate for all time spent on committee business with the approval of the Fire Chief or Designee, including time spent in inspections, handling of safety problems, accompanying inspectors and in meetings or training seminars related to safety and health.

ARTICLE 37

WELLNESS AND FITNESS PROGRAM

37.1 The Fire/Rescue Department and Union representatives, during the duration of this contract may develop a non-punitive Wellness and Fitness Program giving consideration to the recommendations of the IAFC/IAFF Joint Labor Management Wellness Fitness Initiative. This program will include implementation of an annual physical agility test with a remediation component and may also include adaptation of an IAFF Peer Fitness Trainer model.

37.2 NFPA 1582 compliant physicals will be required annually for bargaining unit employees age 35 and over, and every other year for bargaining unit members under age 35.

Baseline Physical exam

vital signs, and lab studies to include:

Ultrasound

Urinalysis

CBC

Blood Chemistry (for Special Operations/hazmat Team members to include Heavy Metals)

Reticulocyte count

Blood Lead

Cholinesterase

Carboxyhemoglobin

Vision test

Audiometric test-7 frequencies

Chest X-Ray-PA view w/grade B radiology

Pulmonary Function Test

Stress EKG

Review of occupational and medical history

Physical Examination

37.3 All members will be given 2 hours of overtime to participate in the physical outlined above while off duty. Members may choose to utilize their own physicians for the exam. In this instance no overtime will be provided. If a PCP is utilized, members will be responsible for all applicable co-payments, and a signed copy of the 1582 physical form must be submitted to personnel each year. This form will be provided by the department and available on Vector Solutions.

- 37.4 No adverse action will be taken by the County against an employee solely based on the results of this physical, unless a life safety issue is found during the course of the physical exam which would necessitate an employee being removed from duty immediately. (As determined by the physician conducting the exam)
- 37.5 Confidentiality shall be maintained, and any results will be subject to review only by the employee and the examining physician.
- 37.6 The Union and the Fire Chief shall work together to create a yearly physical agility test (PAT). This test shall be non-punitive and based on age. The county agrees to pay all members \$250.00, who successfully complete the PAT at an agreed upon threshold level.

ARTICLE 38
DRUG FREE WORKPLACE

- 38.1 The County and the Union agree to follow the provisions of F.S. 440.102. Drug-free workplace program requirements. See Appendix One.
- 38.2 Employees are subject to and when ordered will submit to reasonable suspicion, post-accident, and random drug testing. An employee who refuses to submit to a test or who delays a test will be terminated from employment with the County.
- 38.3. Random Drug Testing:
- (a) Each fiscal quarter, the County shall randomly select up to five percent (5%) of employees who will be subject to testing in that fiscal quarter. The quarters run as follows: January-March, April- June, July- September, and October- December.
 - (b) The random selection will be generated by computer program.
 - (c) Each time an employee's name appears on the random list, he or she shall be tested regardless of whether or not he or she has been previously tested.
 - (d) Employees shall not be excused from random drug testing unless they are on approved leave of absence or are out of town on Department business. If the selected employee returns to his or her assigned worksite in time for the test to be rescheduled and completed within the prescribed time period, the authorizing individual shall ensure testing is completed.
 - (e) The test will include Amphetamines (AM), Methamphetamines (ME), Marijuana (TH), Phencyclidine (PC), Cocaine (CO), and Opiates (OP). Alcohol will not be included in random testing.
- 38.4 Reasonable Suspicion and Post- Accident Drug Testing
- (a) The drug(s) identified for testing must be rationally related to the basis for the Reasonable Suspicion testing. It requires a recommendation of a supervisor who is at least one level of supervision higher than the immediate supervisor of the employee in question. Administration shall promptly detail in writing the circumstances which formed the basis of the determination that the reasonable suspicion existed to warrant the testing. A copy must be given to the employee upon request. The original documentation must be kept by the employer for one (1) years and must be kept confidential.
 - (b) Post- Accident Testing will commence at the discretion of the Fire Chief, or designee, if there is a belief that the employee contributed to the accident or there are signs of obvious impairment of the vehicle operator. These determinations must be made at the time of the incident and any drug test ordered must be completed within 48 hours. Administration shall promptly detail in writing the circumstances which formed the basis of the determination

that the reasonable suspicion existed to warrant the testing. A copy must be given to the employee upon request. The original documentation must be kept by the employer for one (1) year and must be kept confidential.

- (c) Tests will include saliva based. Saliva swab tests will include Amphetamines (AM), Methamphetamines (ME), Marijuana (TH), Phencyclidine (PC), Cocaine (CO), Opiates (OP), and Alcohol. Any swab level of alcohol below 0.02% is considered a negative test and no discipline will follow. Any swab level of alcohol above a 0.02% is considered a positive test and will be followed by a confirmation test.

- 38.5 An employee who submits a written request for dependency assistance to the Fire Chief or the Human Resources Director prior to receiving an order to submit to drug or alcohol testing will be placed on unpaid leave. The employee may use accrued Paid Time Off (PTO) to maintain a source of income during the leave period. The employee will have one (1) year from the date of Inactive Status to complete a drug dependency program and show successful completion of the program. The employee will be tested at least once a year for up to two (2) years following the completion as outlined in F.S. 440.102(4)(4). In the event the employee does not complete the approved program within the specified timeframe, the employee will be subject to termination.
- 38.6 In the event the County violates any provision of the Drug Free Workplace Policy (Appendix A) in conducting a drug test, the result of that drug test will not be used as evidence in order to discipline the employee.
- 38.7 When the Random Drug Testing List is generated, a representative from the Union will sign and date the document prior to the administration of the first test. Once all employees are tested for the quarter, the list of employees tested will be verified by the same Union representative who signed the original random list for that quarter. The results will be kept at Headquarters for the time allotted per State law(s).
- 38.8 An employee who has a confirmed positive drug test, as determined by the Medical Review Officer, shall be subject to disciplinary action up to and including termination, at the discretion of the County. The County reserves the right to make a determination as to the level of discipline on a case by case basis. The level of discipline for one employee shall set no precedent with respect to the level of discipline for another individual.

ARTICLE 39
WORKERS' COMPENSATION

- 39.1 An employee who is injured in the line of duty shall have the option of having the original diagnosis of injury performed by an Emergency Room physician. An employee who is temporarily disabled in the line of duty shall be placed immediately on Pre-Workers' Compensation without a waiting period. An employee who is placed on Pre-Workers' Compensation will be paid his full wage by the Employer, for their regularly scheduled hours, for time lost through the first seven (7) calendar days of his disability leave. Fourteen (14) calendar days shall apply to injuries or illnesses occurring in the performance of their duties at an emergency scene, following an order from a supervisor, and/or training. An additional 14 days may be requested by the employee and approved by the Fire Chief. This provision may be extended by the County Administrator and the extension cannot be grieved.
- 39.2 Many on-the-job injuries may prohibit the performance of regularly assigned duties, however, there may be other duties that such employees may be able to perform. An employee injured in the line of duty, which temporarily prohibits the performance of the employee's regularly assigned duties, may be placed in a light duty job. Light duty is defined under this article as work performed for a period of time prior to the employee reaching maximum medical improvement (MMI). The Employer is under no obligation to create a light duty position for an employee and the provision of light duty for one employee shall not be precedent for the provision of light duty for another employee.
- 39.3 Provided that the authorized Workers' Compensation physician states that a light duty assignment is acceptable, and the light duty work is available, the employee will report to the Fire Chief, or designee, on the next working day, defined as Monday through Friday, for assignment of duties within the department. Light duty assignments, will normally consist of a forty (40) hour work-week, or a normal 24 hour shift schedule.
- 39.4 When an employee is placed on light duty, the employee's salary shall not be affected where the compensation level would be below the amount that the employee normally would receive on workers' compensation. If necessary employees placed on light duty on a 40 hour work week shall have their pay converted to the 40 hour rate and shall receive their bi-weekly pay at the hourly rate for all hours worked. This 40 hour rate will include the 3 hours of built-in overtime provided that their injury resulted from the performance of their duties at an emergency scene, followed an order from a supervisor, and/or was during training.
- 39.5 The employee may request a medical leave of absence provided the request is substantiated by the employee's personal physician.

ARTICLE 40
HEALTH INSURANCE

- 40.1 Upon request in writing to the county, the Union retains its right to bargain insurance in FY 25 and FY 26. The written request shall be received by the county no later than June 1 of the preceding fiscal year.
- 40.2 If requested by the Union, the Human Resources Director agrees to meet with the Union prior to the Insurance Committee Meeting to discuss changes to the benefits as well as hear suggestions with respect to County benefits.
- 40.3 Employees on the County's Insurance will have the opportunity to utilize the IAFF Center of Excellence for care if approved by the HR director and IAFF Union President. Local 4420 will be responsible for the transportation to the facility.

ARTICLE 41
LAWN MAINTENANCE

41.1 Bargaining Unit Members will not be responsible for lawn maintenance.

ARTICLE 42
RETIREE GROUP HEALTH INSURANCE

- 42.1 A member of the bargaining unit retiring from service with the County during the term of this collective bargaining agreement, may elect to continue the County's group health insurance at his or her own expense. Under those circumstances, the County will offset the single insurance premium for a retiree who has at least 25 years of service with Pasco County in return for the employee paying the amount listed in the table below based on years of service with Pasco County. The rates listed below are for the base plan offered by the county. The county paid offset for health insurance benefit is continued only up to the age at which the retiree becomes Medicare Eligible, at which time the employee may continue to elect health insurance pursuant to law, at the full cost of the health care plan.
- 42.2 Former Dade City employees who transferred to Pasco County as part of the merger in October, 2003 may count their time served with Dade City toward the completed years of service with Pasco County for this purpose only and may retire from either the State of Florida or City of Dade City retirement plan to receive this benefit.
- 42.3 Former Zephyrhills employees who transferred to Pasco County as part of the merger in September, 2020 may count their time served with Zephyrhills toward the completed years of service with Pasco County for this purpose only when they retire from the State of Florida retirement plan to receive this benefit.
- 42.4 The County reserves the right to charge retirees an additional premium, for plans that are above the cost of the base health plan offered by the County, not to exceed \$100.00 per month.
- 42.5 Special Risk employees, hired prior to January 1st 2009, who reach age 55, and who have 20 to 25 years of service with Pasco County, will have access to a \$250/month discount.

Retiree Insurance Rates

Completed Years of Service (within 30 days)	Retiree Premium
30 Plus	\$225.00/month
29	\$235.00/month
28	\$245.00/month
27	\$255.00/month
26	\$265.00/month
25	\$275.00/month

ARTICLE 43
TUITION REIMBURSEMENT

- 43.1 The County agrees to continue its current tuition reimbursement program as outlined in the Personnel Policy and Procedure Manual titled "Pasco County Tuition Reimbursement Program Policy and Procedures."
- 43.2 In addition to the benefits outlined in the Personnel Policy Manual, Members of the bargaining unit may be reimbursed for master's level classes; however, reimbursement shall be at the Bachelor level tuition rate based on the chart used by the County, as amended from time to time.
- 43.3 For promotional non-degree classes not scheduled in house within the next 6 months, the employee may take the required class outside the department and received tuition reimbursement, if approved by the Fire Chief and the HR Director, and so long as funding is available within the applicable year's annual budget.
- 43.4 For paramedic class tuition the County will reimburse all tuition costs for the paramedic program regardless of the amount of the annual tuition reimbursement cap, grade scale still in effect except for passing grade classes will be reimbursed 100%.

ARTICLE 44
PARAMEDIC TRAINING

44. 1 For employees hired after ratification of this agreement and consistent with the mutual desire for an integrated Fire Rescue System, eligibility for employment in a bargaining unit position shall be, at a minimum a Florida State Certified Firefighter and a Florida State Certified EMT. Bargaining unit members shall obtain certification as a Florida State Certified Paramedic within Thirty-Six(36)months of their date of hire with the County unless mutually agreed by the County and the Union. Any bargaining unit member hired after ratification of this agreement that fails to obtain paramedic certification and privileges through Pasco County and function in that capacity at the end of the Thirty-Six (36) months may be separated from the agency.

ARTICLE 45
EMS INCENTIVE PAY

45.1 Upon ratification, the provisions of this article will be eliminated.

ARTICLE 46 EVALUATIONS

- 46.1 The county and the union agree to use a mutually developed scoring system to measure bargaining unit member performance.
- 46.2 Performance evaluations may not be grieved or appealed however;
1. If an employee asserts that his or her evaluation score was influenced by discriminatory bias on the part of the evaluator, the employee may request review by the Fire Chief. The employee may be accompanied by a union representative. The Fire Chief's disposition of the evaluation will be the County's final administrative review step.
 2. In all cases, the employee may submit a written rebuttal or supplemental statement and that document will be appended to the evaluation and placed in the employee's personnel file.

ARTICLE 47

PROMOTIONS

- 47.1 All promotions above the entry level within the bargaining unit shall be made by internally promoting bargaining unit employees from a promotional eligibility list, unless there are an insufficient number of eligible candidates on the list. In the case of an insufficient number of eligible candidates, the Fire Chief has the discretion to administer another test and or hire outside applicants. It is the policy of Pasco County to consider its own employees for promotional opportunities prior to considering any outside applicants. The Union shall be consulted prior to exercising the option of hiring outside applicants and soliciting their input.
- 47.2 All textbooks and reference materials used to develop the promotional exam may be made available to employees for study purposes. The sources of such materials shall be posted in advance of the test.
- 47.3 Final scores for the promotional exam will be provided to all applicants upon request.
- 47.4 All promotional eligibility lists shall remain in effect for one (1) year and may be extended for up to six (6) months by the Fire Chief and Human Resources Director.
- 47.5 All vacancies shall be filled from the current promotional eligibility list within thirty (30) calendar days except for legitimate business purposes as determined by the Board of County Commissioners, County Administrator, or designee.
- 47.6 All promotional exam requirements shall be in accordance with Administrative Policy and Procedures Section 502 Promotional Process as in effect on the date of ratification of this agreement. Any changes to the promotional examination requirements shall be made by mutual agreement of both parties.

ARTICLE 48
WORKING AT A HIGHER CLASSIFICATION

48.1 A shift employee who is required to accept responsibilities and carry out the duties of a position or rank above that which he normally holds, shall be paid at a rate as described in the schedule below. The employee shall receive compensation for all time worked at a higher classification paid in 15-minute increments.

Firefighter working as a Driver Engineer = 5.0% increase in pay

Driver Engineer working as a Captain = 10% increase in pay

Captain working as a Battalion Chief* = 15% increase in pay

Firefighter working as an EMS Supervisor = 15% increase in pay

Fire Medic II working as an EMS Supervisor = 10% increase in pay

Driver Engineer working as an EMS Supervisor = 10% increase in pay

Firefighter/Driver Engineer/Captain as a Fire Investigator = 7.5% increase in pay

* Captain to Battalion Chief out of class will be 15% unless a different percentage rate for Captain to Battalion Chief is negotiated in the Supervisor Unit CBA.

48.2 A 40 hour per week employee who is required to accept responsibilities and carry out the duties of a position or rank above that which he normally holds, shall be paid at the appropriate rate for the higher position as described in the Personnel Policy and Procedures Manual. The employee shall complete 21 calendar days at the higher classification prior to receiving compensation.

ARTICLE 49

WAGES

Year One (Ratification - September 30, 2024)

The 2023/2024 Step Plan (Exhibit A) negotiated and signed off by the parties, shall be effective the first full pay period following ratification of the collective bargaining agreement by both parties. All employees shall move into their respective, appropriate step in the new plan at that time. Additionally, each employee who is not topped out shall advance one step within their pay plan. This step increase shall take place the first full pay period of the month of their anniversary date during FY24.

Year Two (October 1, 2024 – September 30, 2025)

The 2024/2025 Step Plan (Exhibit B) negotiated and signed off by the parties, shall be effective the first full pay period of October 2024. All employees shall move into their respective, appropriate step in the new plan at that time. Additionally, each employee who is not topped out shall advance one step within their pay plan. This step increase shall take place the first full pay period of the month of their anniversary date during FY25.

Year Three (October 1, 2025 – September 30, 2026)

The 2025/2026 Step Plan (Exhibit C) shall be effective the first full pay period of October 2025. Employees shall move into the new plan on its effective date. Additionally, each employee who is not topped out shall advance one step within their pay plan. This step increase shall take place the first full pay period of the month of their anniversary date during FY26. Employees who do not receive a pay increase as a result of being topped out will receive a one-time \$3000 lump sum payment which will be paid prior to December 1, 2025. Additionally, the Union may elect to re-open the Support Pay Plan by providing written notice to the County no later than August 1, 2025.

ADDITIONAL PAY/PROMOTIONS

Employees who obtain their Paramedic Certification will be provided with the Paramedic Incentive, pursuant to the pay plan.

Employees promoted from Firefighter to Driver Engineer shall be given an increase to the same step in the Driver Engineer schedule.

Employees promoted to the rank of Captain shall be given an increase to the same step as in the Captain schedule.

Employees promoted to the rank of Battalion Chief shall be given an increase to the same step as in the Battalion Chief schedule.

Employees who possess a college degree shall receive a monthly degree incentive of \$100 for an Associate's Degree, \$150 for a Bachelor's degree and \$200 for a Master's degree, so long as they provide proof of their degree to the Personnel Chief. Employees may only receive one (1) degree incentive.

WAGE INCREASES LIMITED TO TERM OF AGREEMENT:

There are no step movements or other base wage increases except as provided in this Agreement. No employee will receive a step increase or other base wage increase after the final day of this agreement (9/30/26), except increases arising from promotion to a higher rank, unless the increase is negotiated and ratified in a successor agreement or Addendum to this Agreement.

ARTICLE 50
SPECIAL ASSIGNMENT PAY

50.1 Specialty pay will be paid to those employees assigned to and performing the following activities. The gross stipend will be paid every two weeks following each two week pay period for work performed during that period.

Special Assignment (Primary)	\$100.00 per pay period
Special Assignment (Alt)	\$1.00 per hour while assigned to Special Assignment Apparatus
Field Training Officer (FTO)	\$1.00 per hour while performing duties of FTO (to include PMO)
PCR Reviewer	\$50.00 per pay period
Fire Inspector II (CRR only)	\$50.00 per pay period

50.2 The following members will receive the specialty pay as denoted below:

- Honor Guard \$400.00 (Paid once annually upon request for uniforms)

ARTICLE 51 QUALITY ASSURANCE

- 51.1 The County and Union agree to maintain a Quality Assurance (QA) process to evaluate the performance of, and the patient care administered by, the prehospital emergency care providers of the Fire Rescue Department in a prospective and retrospective capacity. QA is intended to maintain state-of-the-art prehospital emergency care system as applicable to our community, and to provide the directors of the Fire Rescue Department with recommendations on the resolution of problems involving patient care.
- 51.2 The Medical Director's duties shall include advising, consulting, training, counseling, and overseeing of services, including appropriate quality assurance but not including administrative and managerial functions.
- 51.3 The Medical Director shall establish a Quality Assurance Committee to provide quality assurance review of all EMTs & Paramedics operating under his supervision. This committee shall be constructed and operate in accordance with state law and the Administrative Policies & Procedures Manual section (600) quality assurance manual.
- 51.4 A Quality Assurance (QA) issue is defined as any deviation from medical protocol, accepted medical standard of care, or reasonably expected practical performance, which may potentially, or may have, in fact, already unfavorably influenced patient care. A QA may arise as the result of a specific incident or cumulative feedback from routine continuous quality improvement processes including the daily reviewing of reports. The circumstances relating to a specific incident and/or the cumulative feedback should always be documented in written form.
- 51.5 The Union and the Employer agree the Medical Director has the authority to order remediation for employees in an effort to have employees address deficiencies discovered during QA processes. Any reasonable form of remediation may be extended to any EMT/Paramedic of the Fire Rescue Department while on duty, at the discretion of the QA Committee, Medical Director and the Division Chief of EMS, including but not limited to, working under the supervision of a more experienced Paramedic, educational course work and/or scenario based training with members of the Training Staff. Generally, remediation may be granted in six month increments and may be extended at the direction of the Medical Director. Remediation shall not result in loss of pay or benefit to the employee.
- 51.6 The Union understands that complaints from professional and non-professional persons, relating to the administering of patient care, occur and should be investigated. These complaints will be reduced to writing and shall include the name and phone number of the person(s) making the complaint if possible. Complaints from medical professionals or other reports of potential QA issues not reduced to writing shall be dismissed without further investigation. The Employer agrees that the employee(s) will receive a copy of any complaint, prior to questioning, during an investigation. The Union and the Employer agree that a Union Representative may be present during any

questioning of the employee concerning the investigation. The Union agrees that the Union Representative or his designee will be bound to confidentiality. The Union and the Employer agree that complaints of this nature shall only be investigated to the extent involving issues of Medical Quality Assurance (i.e. violations of protocol, miss or maltreatment, etc.) and shall not apply to investigations involving violations of an operational or administrative nature. If a complaint is received involving operational or administrative policies, due process and the Firefighter Bill of Rights shall prevail starting with a fact-finding typical in any disciplinary proceeding.

- 51.7 If the Medical Director has reasonable belief that conduct by an EMT/Paramedic may constitute one or more grounds for disciplinary action including written reprimand, suspension, revocation, termination or any act affecting paramedic privileges, he shall document all pertinent facts and related information and report such directly to the Fire Rescue Department. In an effort to maintain continued patient safety and limit County liability, the Medical Director may limit a paramedic or EMT to a restricted patient contact status until a full investigation can occur. The Department will then investigate by commencing a fact finding and disciplinary process with strict adherence to APP Section 714. Discipline shall be administered for just cause through due process, and the Firefighter Bill of Rights and Weingarten Rights shall apply.

ARTICLE 52
PTO/MEDICAL LEAVE HARDSHIP POOL

- 52.1 Participant must be a full-time employee of Pasco County and have a minimum balance of 80 hours of accrued PTO on the books. Participants must wait a minimum of 90 days, following the initial donation, before submitting a request for withdrawal.
- 52.2 Members shall donate 20 hours of PTO to be eligible up to 120 hours of hardship leave. Members may also donate 40 hours of PTO to be eligible for up to 240 hours of hardship leave.
- 52.3 Procedure
- A. Participants who experience maternity, paternity, prolonged illness or non-work-related injury and have or will have exhausted all but 120 hours of their accrued PTO, must submit a written request providing the details of the situation and a current physician's statement of the illness with the estimated time frame of the employee's return to work.
 - B. A committee consisting of three members, selected at random by the Human Resources Director or designee, will be established within five working days of receipt of the request to examine, verify, and act upon the request.
 - C. Should an emergency occur requiring an extension of the time originally granted by the ad hoc committee, the employee may petition the same committee members for the extension. The original grant and all extensions may not exceed 240 hours or 120 hours, depending on which tier the employee qualifies for. This is the maximum amount of time available to any employee under this program.
 - D. Transition Plan
 - 1. Those currently in the medical leave pool at 240 hours will remain in that pool.
 - 2. Employees hired before 1/7/2018 may continue to use Medical Leave, or a combination of PTO and Medical Leave, to buy into the hardship pool at either tier.

ARTICLE 53
ADJUNCT INSTRUCTORS

53.1 ADJUNCT INSTRUCTORS

- a. The Adjunct Instructor position is voluntary.
- b. Adjunct Instructors shall be compensated per hour worked at the rate negotiated between Pasco County and IAFF Local 4420.
- c. The Adjunct Instructor shall not be eligible for overtime as a result of their work as an instructor.
- d. The Adjunct Instructor is a representative of Pasco County and Pasco County Fire Rescue.
- e. Adjunct Instructors shall follow all Pasco County and Pasco County Fire Rescue policies and procedures and may be subject to discipline for violation(s) accordingly.
- f. Adjunct Instructors shall be covered by the applicable Collective Bargaining Agreement
- g. Employees who wish to become Adjunct Instructors shall submit a letter of interest (LOI) package to the Division Chief of Training for qualification as an Adjunct Instructor. Included in the LOI shall be a resume` and copies of applicable instructor credentials.
- h. The Adjunct Instructor's credentials/certifications MUST be uploaded to Target Solutions prior to submission of the LOI.
- i. Adjunct Instructors must sign the Adjunct Instructor Employment Contract prior to being utilized as an instructor
- j. Qualified instructors shall be added to the Adjunct Instructor list and may utilized at the discretion of the Division Chief of Training or designee.
- k. An Adjunct Instructor shall only be utilized for curriculum which he/she is explicitly qualified.
- l. Adjunct Instructors shall not be reassigned from a shift assignment for a teaching assignment without authorization from the Battalion Chief, Shift Commander, and Division Chief of Training. An Adjunct Instructor may only be reassigned for a teaching assignment when his/her position may be backfilled without the use of overtime. Any deviation MUST be approved by the Fire Chief or designee.
- m. Adjunct Instructors who have been assigned to teach a class/course shall not be eligible for shift overtime until after the teaching assignment is completed.

- n. Adjunct Instructors shall report to a Lead Instructor, as assigned by the Division Chief of Training or designee.
- o. Adjunct Instructors shall be monitored by the Lead Instructor for competency and effectiveness in the classroom/training environment.

53.2 Adjunct training instructors will cover various disciplines, including Fire and EMS topics. Pay will be defined in the CBA by certification level of the adjunct instructor. Pay rates will be addressed each fiscal year of the contract. The County will make every effort to hire internal PCFR personnel for all adjunct instructors and will only hire from the outside when there is a documented need with no internal candidates qualified and willing to teach the needed class.

53.3 The current flat rate pay is listed below and shall remain in effect unless mutually agreed upon by the Union and the County:

- Instructor I or II: \$35/hr
- Instructor III: \$45/hr

EXHIBIT A FY 24 PAYPLAN

Pasco County Fire Rescue Pay Plan - FY24 - Proposed

= NOT CURRENTLY IN NEGOTIATION

Note: All percentages contained herein are approximate, due to rounding

STEP	FIREFIGHTER		DRIVER/ENGINEER		CAPTAIN / EMS SUPER		5%	10%	\$7,000
	EMT	FIRE MEDIC I	EMT	PARAMEDIC	EMT	PARAMEDIC			
START	\$52,000	\$61,800	\$57,000	\$74,800	\$94,000	\$94,000			
1 3.00%	\$53,848	\$65,448	\$59,298	\$78,898	\$97,948	\$97,948			
2 3.00%	\$55,751	\$69,312	\$61,665	\$82,835	\$101,892	\$101,892			
3 3.00%	\$57,712	\$73,411	\$64,103	\$87,008	\$106,032	\$106,032			
4 3.00%	\$59,731	\$77,848	\$66,612	\$91,368	\$110,384	\$110,384			
5 3.00%	\$61,811	\$82,625	\$69,201	\$95,868	\$114,944	\$114,944			
6 3.00%	\$63,953	\$87,744	\$71,870	\$100,528	\$119,712	\$119,712			
7 3.00%	\$66,160	\$93,125	\$74,608	\$105,456	\$124,704	\$124,704			
8 3.00%	\$68,433	\$98,874	\$77,517	\$110,672	\$130,032	\$130,032			
9 3.00%	\$70,774	\$104,999	\$80,607	\$116,288	\$135,712	\$135,712			
10 3.00%	\$73,185	\$111,614	\$83,878	\$122,320	\$141,760	\$141,760			
11 3.00%	\$75,666	\$118,635	\$87,331	\$128,784	\$148,176	\$148,176			
12 3.00%	\$78,227	\$126,078	\$90,976	\$135,696	\$155,072	\$155,072			
13 3.00%	\$80,868	\$133,951	\$94,813	\$143,072	\$162,464	\$162,464			
14 3.00%	\$83,589	\$142,272	\$98,852	\$150,928	\$170,384	\$170,384			
15 3.00%	\$86,390	\$151,059	\$103,103	\$159,272	\$179,008	\$179,008			
16 3.00%	\$89,271	\$160,122	\$107,565	\$168,112	\$188,464	\$188,464			
17 3.00%	\$92,232	\$169,571	\$112,246	\$177,456	\$198,768	\$198,768			
18 3.00%	\$95,273	\$179,418	\$117,267	\$187,312	\$209,936	\$209,936			

*To determine hourly rate for 24/48 schedules, divide annual salary by 2704
 *To determine hourly rate for 40hr schedules, divide annual salary by 2080
 *To determine hourly rate for 12hr schedules, divide annual salary by 2184

STEP	FIRE INSPECTOR		FIRE INVESTIGATOR		SINGLE CERT	
	NON-FF	FF / PLANS	BASE	PARAMEDIC	MEDIC I	MEDIC II
START	\$57,000	\$59,850	\$57,000	\$74,800	\$64,600	\$64,600
1 3.00%	\$58,710	\$61,846	\$59,298	\$78,898	\$66,926	\$66,926
2 3.00%	\$60,471	\$64,095	\$61,665	\$82,835	\$69,402	\$69,402
3 3.00%	\$62,285	\$66,500	\$64,103	\$87,008	\$72,038	\$72,038
4 3.00%	\$64,154	\$69,062	\$66,612	\$91,368	\$74,834	\$74,834
5 3.00%	\$66,079	\$71,793	\$69,201	\$95,868	\$77,790	\$77,790
6 3.00%	\$68,061	\$74,694	\$71,870	\$100,528	\$80,906	\$80,906
7 3.00%	\$70,103	\$77,766	\$74,608	\$105,456	\$84,182	\$84,182
8 3.00%	\$72,205	\$81,019	\$77,517	\$110,672	\$87,618	\$87,618
9 3.00%	\$74,372	\$84,532	\$80,607	\$116,288	\$91,224	\$91,224
10 3.00%	\$76,605	\$88,323	\$83,878	\$122,320	\$95,010	\$95,010
11 3.00%	\$78,906	\$92,400	\$87,331	\$128,784	\$98,976	\$98,976

ANNUAL STIPENDS AND MISCELLANEOUS BENEFITS

Paramedic (non-ff):	\$9,600	Includes \$200 retention
Promotion: (PLANS, FMIL, DE, BCJ):	5%	
Promotion: (LEAD, CP, SCJ):	10%	
eCOP Peer Reviewer:	\$50	Per day
Special Operations stipend (Primary):	\$100	Per day
Special Operations stipend (Alternate):	\$1	Per hour per day
Field training Officer Role:	\$1	Per hour per day
Clothing Allowance (Rank & File):	\$400	Annually
Clothing Allowance (Supervisory):	\$500	Annually

Supp field to inspector: 5% to BASE pay, rounded up to 501, up to top out
 Supp field to investigator: 7.5% to BASE pay, rounded up to 501, up to top out

EXHIBIT B FY 25 PAYPLAN

Pasco County Fire Rescue Pay Plan - FY25 - Proposed

= NOT CURRENTLY IN NEGOTIATION

Note: All percentages contained herein are approximate, due to rounding

STEP	FIRE FIGHTER 24/48 Shift Schedule			DRIVER/ENGINEER 24/48 Shift Schedule		CAPTAIN / EMTS SUPER 24/48 Shift Schedule	
	EMT	FIRE MEDIC I	FIRE MEDIC II	EMT	PARAMEDIC	EMT	PARAMEDIC
START	\$55,000	\$64,600					
1	\$56,938	\$66,538					
2	\$58,874	\$68,474					
3	\$60,810	\$70,410					
4	\$62,746	\$72,346					
5	\$64,682	\$74,282	\$78,633	\$49,033	\$78,633		
6	\$66,618	\$76,218	\$80,992	\$51,392	\$80,992		
7	\$68,554	\$78,154	\$83,422	\$53,822	\$83,422		
8	\$70,490	\$80,090	\$85,925	\$56,325	\$85,925		
9	\$72,426	\$82,026	\$88,503	\$58,903	\$88,503	\$94,918	\$94,518
10	\$74,362	\$84,062	\$91,158	\$61,558	\$91,158	\$90,675	\$100,275
11	\$76,298	\$86,098	\$93,893	\$64,293	\$93,893	\$93,683	\$103,283
12	\$78,234	\$88,034	\$96,710	\$67,110	\$96,710	\$96,781	\$106,381
13	\$80,170	\$90,070	\$99,611	\$70,011	\$99,611	\$99,972	\$109,572
14	\$82,106	\$92,106	\$102,599	\$72,999	\$102,599	\$103,259	\$112,859
15	\$84,042	\$94,142	\$105,677	\$76,077	\$105,677	\$106,645	\$116,245
16	\$86,033	\$96,233				\$110,132	\$119,732
17	\$88,024	\$98,324				\$113,724	\$123,324
18	\$90,015	\$100,415					

* To determine hourly rate for 24/48 schedules, divide annual salary by 2704
 * To determine hourly rate for 40hr schedules, divide annual salary by 2080
 * To determine hourly rate for 12hr schedules, divide annual salary by 2184

ANNUAL STIPENDS AND MISCELLANEOUS BENEFITS

STEP	FIRE INSPECTOR			FIRE INVESTIGATOR		SINGLE CERT	
	NON-FE	FF / PLANS	LEAD	BASE	PARAMEDIC	MEDIC I	MEDIC II
START	\$59,000	\$61,950	\$68,145	\$70,000	\$79,600	\$57,600	
1	\$60,770	\$63,809	\$70,189	\$72,388	\$81,988	\$59,616	
2	\$62,593	\$65,723	\$72,295	\$74,848	\$84,448	\$61,692	
3	\$64,471	\$67,695	\$74,464	\$77,381	\$88,981	\$63,831	
4	\$66,405	\$69,726	\$76,698	\$79,990	\$89,590	\$66,034	
5	\$68,397	\$71,818	\$78,999	\$82,678	\$92,278	\$68,303	
6	\$70,449	\$73,973	\$81,369	\$85,446	\$95,046	\$70,640	
7	\$72,562	\$76,192	\$83,810	\$88,297	\$97,897	\$73,047	
8	\$74,739	\$78,478	\$86,324	\$91,234	\$100,834	\$75,526	
9	\$76,981	\$80,832	\$88,914	\$94,259	\$103,859	\$78,080	
10	\$79,290	\$83,257	\$91,581	\$97,375	\$106,975	\$80,710	
11	\$81,666	\$85,749	\$94,145			\$83,419	

- Paramedic (Non-BC): \$9,600 Includes \$200 Retention
- Promotion: (PLANS, FMLI, DE, BC): 5%
- Promotion: (LEAD, CP, SCL): 10%
- ePCR Peer Reviewer: \$50 Per pay
- Special Operations Stipend (Primary): \$100 Per pay
- Special Operations Stipend (Alternate): \$1 Per hour rest pay
- Field Training Officer Rate: \$1 Per hour rest pay
- Clothing Allowance (Rank & File): \$400 Annually
- Clothing Allowance (Supervisory): \$500 Annually
- Supp Field to Inspector: 5% to BASE pay, rounded up to slot, up to top out
- Supp Field to Investigator: 7.5% to BASE pay, rounded up to slot, up to top out

EXHIBIT C FY 26 PAYPLAN

Pasco County Fire Rescue Pay Plan - FY26 - Proposed

= NOT CURRENTLY IN NEGOTIATION

Note: All percentages contained herein are approximate, due to rounding

STEP	FIRECHIEFER		5.0%		FIRE INVESTIGATOR		5.0%		10%	
	24/48 Shift Schedule	EMT	24/48 Shift Schedule	EMT	24/48 Shift Schedule	EMT	24/48 Shift Schedule	EMT	24/48 Shift Schedule	EMT
1	\$55,000	\$64,600	\$57,900	\$67,500	\$70,000	\$79,600	\$82,500	\$92,100	\$94,200	\$103,800
2	\$56,738	\$66,338	\$59,638	\$69,238	\$71,738	\$81,338	\$84,238	\$93,838	\$95,938	\$105,538
3	\$58,994	\$68,594	\$61,894	\$71,494	\$73,594	\$83,194	\$86,094	\$95,694	\$97,794	\$107,394
4	\$60,990	\$70,590	\$63,890	\$73,490	\$75,590	\$85,190	\$88,090	\$97,690	\$99,790	\$109,390
5	\$63,108	\$72,708	\$66,008	\$75,608	\$77,708	\$87,308	\$90,208	\$99,808	\$101,908	\$111,508
6	\$65,289	\$74,889	\$68,189	\$77,789	\$79,889	\$89,489	\$92,389	\$101,989	\$104,089	\$113,689
7	\$67,534	\$77,134	\$70,434	\$80,034	\$82,134	\$91,734	\$94,634	\$104,234	\$106,334	\$115,934
8	\$69,850	\$79,450	\$72,750	\$81,350	\$83,450	\$93,050	\$95,950	\$105,550	\$107,650	\$118,150
9	\$72,234	\$81,834	\$75,134	\$84,734	\$86,834	\$96,434	\$99,334	\$108,934	\$111,034	\$120,634
10	\$74,687	\$84,287	\$77,587	\$87,187	\$88,887	\$98,487	\$101,387	\$110,887	\$112,987	\$122,987
11	\$77,218	\$86,818	\$80,118	\$89,718	\$91,018	\$100,618	\$103,518	\$112,918	\$115,018	\$125,318
12	\$79,923	\$89,523	\$82,823	\$92,423	\$93,323	\$102,923	\$105,823	\$115,123	\$117,223	\$127,623
13	\$82,806	\$92,406	\$85,706	\$95,306	\$96,206	\$105,806	\$108,706	\$117,906	\$120,006	\$129,906
14	\$85,869	\$95,469	\$88,769	\$98,369	\$99,269	\$108,869	\$111,769	\$120,869	\$122,969	\$132,269
15	\$89,114	\$98,714	\$92,014	\$101,614	\$102,514	\$112,114	\$115,014	\$124,314	\$126,414	\$135,714
16	\$92,543	\$102,143	\$95,443	\$104,343	\$105,243	\$114,843	\$117,743	\$127,043	\$129,143	\$138,543
17	\$96,168	\$105,768	\$99,068	\$107,968	\$108,868	\$118,468	\$121,368	\$130,568	\$132,668	\$141,968
18	\$100,000	\$110,000	\$102,900	\$112,900	\$113,800	\$123,400	\$126,300	\$135,500	\$137,600	\$146,800

* To determine hourly rate for 24/48 schedules, divide annual salary by 2704
 ** To determine hourly rate for 40h schedules, divide annual salary by 2080
 *** To determine hourly rate for 12h schedules or 24/72, divide annual salary by 2184

ANNUAL STIPENDS AND MISCELLANEOUS BENEFITS

Benefit	Amount	Frequency
Paramedic (non-BC)	\$9,600	Includes \$2000 Retention
Promotion: (PLANS, FMIL, DE, BC)	5%	
Promotion: (LEAD, CP, SC)	10%	
ePCE Peer Reviewer	\$50	Per pay
Special Operations Stipend (Primary)	\$100	Per hour
Special Operations Stipend (Alternate)	\$1	per hour
Field Training Officer Rate	\$1	per hour
Clothing Allowance (Rank & File)	\$400	Annually
Clothing Allowance (Supervisory)	\$500	Annually
Supp Field to Inspector	5%	to BASE pay, rounded up to slot, up to top out
Supp Field to Investigator	7.5%	to BASE pay, rounded up to slot, up to top out

STEP	FIRE INSPECTOR		5%		10%	
	40 Hour Work Week	FF / PLANS	LEAD	7.5%	10%	12.5%
START	\$41,000	\$44,050	\$70,455	\$72,975	\$75,495	\$78,015
1	\$42,830	\$45,972	\$72,569	\$75,089	\$77,609	\$80,129
2	\$44,715	\$47,951	\$74,746	\$77,266	\$79,786	\$82,306
3	\$46,655	\$49,990	\$76,988	\$79,508	\$82,028	\$84,548
4	\$48,655	\$52,090	\$79,298	\$81,818	\$84,358	\$86,858
5	\$50,715	\$54,253	\$81,677	\$84,177	\$86,717	\$89,217
6	\$52,837	\$56,481	\$84,127	\$86,651	\$89,167	\$91,567
7	\$55,022	\$58,775	\$86,651	\$89,167	\$91,667	\$94,067
8	\$57,273	\$61,138	\$89,251	\$91,729	\$94,251	\$96,629
9	\$59,591	\$63,572	\$91,929	\$94,444	\$96,929	\$99,304
10	\$61,979	\$66,079	\$94,687	\$97,375	\$100,059	\$102,637
11	\$64,432	\$68,652	\$97,544	\$100,422	\$103,284	\$105,990

EXHIBIT D

SUPPORT PAY PLANS

Pasco County Fire Rescue
Support Pay Plan - FY24 - Proposed

		12%	\$	9,600	5%	\$	9,600	5%	\$	9,600	5%	\$	9,600
STEP	SUPPORT I												
	EMT Paramedic												
1	3.00%												
2	3.00%												
3	3.00%												
4	3.00%												
5	3.00%												
6	3.00%												
7	3.00%												
8	3.00%												
9	3.00%												
10	3.00%												
11	3.00%												
12	3.00%												
13	3.00%												
14	3.00%												
15	3.00%												
16	3.00%												
17	3.00%												

- NOTES**
- 1) Internal candidates are slotted based on their current step in the regular Step Plan into the appropriate category (Support I - IV)
 - 2) External candidates would be slotted at the bottom of the appropriate support category range, plus paramedic if applicable (following attainment of privileges)
 - 3) Internal candidates returning to the field (upon availability) would return to their previous field pay plan, adjusted for normal progression, up to top-out
 - 4) Each position has its own job description
 - 5) Positions are considered permanent once filled. Transfers are however permitted thereafter, provided there is availability (see #3 above)

EXHIBIT D

SUPPORT PAY PLANS

Pasco County Fire Rescue Support Pay Plan - FY25 - Proposed

SUPPORT PAY PLAN

STEP	SUPPORT I		SUPPORT II		SUPPORT III		SUPPORT IV	
	EMT	Paramedic	EMT	Paramedic	Base	Paramedic	Base	Paramedic
START								
1	3.00%							
2	3.00%							
3	3.00%	\$59,461						
4	3.00%	\$71,833						
5	3.00%	\$74,276	\$83,876		\$82,874	\$92,474		
6	3.00%	\$76,792	\$86,392	\$81,112	\$90,712	\$85,648	\$95,248	
7	3.00%	\$79,384	\$88,984	\$83,833	\$93,433	\$88,505	\$98,105	
8	3.00%	\$82,054	\$91,654	\$86,637	\$96,237	\$91,449	\$101,049	
9	3.00%	\$84,804	\$94,404	\$89,524	\$99,124	\$94,480	\$104,080	
10	3.00%	\$87,636	\$97,236	\$92,498	\$102,098	\$97,603	\$107,203	
11	3.00%	\$90,554	\$100,154	\$95,562	\$105,162	\$100,820	\$110,420	
12	3.00%	\$93,559	\$103,159	\$98,717	\$108,317	\$104,133	\$113,733	
13	3.00%			\$101,967	\$111,567	\$107,545	\$117,145	
14	3.00%					\$111,059	\$120,659	
15	3.00%							
16	3.00%							
17	3.00%							

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