

**CONTRACT BETWEEN**

**LEE COUNTY  
BOARD OF COUNTY COMMISSIONERS**

**AND**

**SEIU / NAGE / IAEP Local R5- 533**

**October 1, 2025 through September 30, 2028**

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## ARTICLE 1

# PREAMBLE

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### **Section 1.1**

In accordance with Chapter 447, Part II of the Florida Statutes, this Agreement is entered into by and between Lee County Board of County Commissioners (hereinafter "County" or "Emergency Medical Service") and the SEIU / NAGE / International Association of EMT's and Paramedics Local R5-533, IAEP (hereinafter, the "Union").

### **Section 1.2**

It is the intended purpose of this Agreement to achieve and maintain harmonious relations between the County and the Union. It is contemplated that this Agreement will serve the public interest by maximizing the efficiency and productivity of employees by providing fair treatment and compensation, and outline the procedure for resolution of claims, should this Agreement be violated by either party.

### **Section 1.3**

The Union further recognizes the responsibilities imposed upon it as the exclusive bargaining agent of the employees who are covered by this Agreement. The Union recognizes that in order for the County to provide maximum opportunities for continued employment and good working conditions, the County must be in a strong position, which means, it must do business at the lowest possible cost consistent with fair labor standards, provide a safe work place and quality patient care.

Therefore, the Union, through its bargaining position, assumes a joint responsibility in the attainment of the aforementioned goals, and agrees it will cooperate with the County

through its agents and designated stewards, by supporting the County's efforts to achieve a fair day's work by the employees covered by this Agreement.

**Section 1.4**

The use of the male gender in this Contract includes both males and females. The use of the term discretion in this Agreement means at the sole discretion of management.

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ARTICLE 2

**RECOGNITION**

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The County hereby recognizes the Union as the exclusive bargaining agent for all employees of the County as certified by the Florida Public Employees Relations Commission in Case No. RC-2009-011, Cert. No. 1703, August 2009.

The appropriate bargaining unit is comprised as follows:

**INCLUDED:**

Emergency Medical Service Quality Assurance & Training Officer  
Emergency Medical Service Captains  
Emergency Medical Service Lieutenants

**EXCLUDED:**

Director of Public Safety  
Deputy Director of Public Safety  
Manager EMS  
Manager EMS Training  
EMS Administrative Services Manager  
Manager EMS Operations  
All other classifications not included.

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## ARTICLE 3

# MANAGEMENT RIGHTS

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### **Section 3.1**

The management of the Emergency Medical Service (“EMS”) and the direction of its work force, including but not limited to the exclusive rights to determine whether all or any part of the operations covered by this Agreement shall commence, cease, continue, reduce or increase; to remove the operation or any part thereof to any location; to establish new jobs; to abolish or change existing jobs; to increase or decrease the number of jobs or employees; to change materials, processes, products, service, equipment, work schedules and methods of operation; to introduce new materials, equipment, services or facilities; to assign work to be performed; to assign or reassign employees to shifts, increase or abolish shifts and rotate shifts; to require employees to work overtime; to establish and change hiring procedures; to set the work schedules; to transfer employees from job to job or shift to shift, either on a permanent or temporary basis; to evaluate and direct the work of the employees covered by this Agreement; to maintain, enforce, rescind or change EMS policies, procedures, rules of conduct, orders, practices, directives and other operational procedures, policies and guidelines consistent with this Agreement; to establish the standards of conduct and work of employees; to establish or change operational standards; to determine the services to be provided by EMS; to discipline or discharge employees for just cause; to lay off employees from duty for lack of work or for other operational reasons; to establish requirements for employment; to promote and demote employees and to have complete authority to exercise those rights and powers incidental thereto, including the right to alter or vary past practices as the County may determine to be necessary for the orderly and efficient operation of EMS, shall be vested

exclusively in EMS, subject only to such restrictions governing the exercise of these rights as are expressly and specifically provided in this Agreement.

EMS's failure to exercise any right hereby reserved to it or its exercising of any right in a particular way, shall not be deemed a waiver of its right to exercise such right nor preclude EMS from exercising the same right in some other way not in conflict with the express provisions of this Agreement.

### **Section 3.2**

There shall be complete regard for the right, responsibilities, and prerogative of County management under this Agreement. This Agreement shall be so construed that there shall be no diminution or interference with such rights, responsibilities and prerogatives, except as expressly modified or limited by this Agreement.

### **Section 3.3**

If, in the sole discretion of the County Manager or designee, it is determined that a civil emergency condition exists, including but not limited to riots, civil disorders, hurricane conditions or other catastrophes, the provisions of this Agreement may be suspended by the County Manager during the time of the declared emergency, provided that wage rates, monetary fringe benefits and just cause provisions shall not be suspended.

### **Section 3.4**

It is understood by the Parties that every incidental duty connected with the operations set forth in job descriptions is not always specifically described, and employees, at the discretion of management, may be required to perform other job related duties not specifically contained in their job description.

**Section 3.5**

Delivery of EMS services in the most efficient, effective, professional and courteous manner is of paramount importance. Accordingly, the Union agrees that it will instruct its members to work diligently so that the services performed meet the above standards.

**Section 3.6**

Those inherent managerial functions, prerogatives, and policy-making rights which EMS has not expressly modified or restricted by a specific provision of this Agreement are not in any way subject to the grievance and/or arbitration procedure contained herein.

**Section 3.7**

In the spirit of continued harmonious relations between the employees and EMS, EMS agrees to provide notice to the Union's Principal Officers, in writing, of any change in EMS policies or rules of general application prior to implementation, which would affect members of the bargaining unit. If the changes affect wages, hours, terms or conditions of employment, absent exigent circumstances, written notice will be provided ten (10) calendar days before the change.

**Section 3.8**

Nothing contained in this Management Rights Article shall be interpreted as a waiver of the Union's rights to bargain pursuant to Chapter 447, Part II, Florida Statutes, and interpretive cases. The request to bargain under this Section must be made within ten (10) calendar days of the notice under Section 3.7 or, if no notice is given, within ten (10) calendar days of the date the Union became aware of a proposed change that is subject to impact bargaining.

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ARTICLE 4

**STRIKE PROHIBITION AND WORK  
REQUIREMENTS**

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**Section 4.1**

The Union and bargaining unit members do not assert, nor will assert or advocate, any right to engage in any concerted work stoppage, slow down or strike, or to withhold services or otherwise hinder the County's operations. Each employee who holds a position with the Union shares a position of special trust and responsibility in maintaining and bringing about compliance with this Article and the strike prohibition of Section 447.505, Florida Statutes and the Constitution of the State of Florida, Article 1, Section 6.

**Section 4.2**

Any and all employees who violate any provision of the law prohibiting strikes or this Article shall be disciplined, up to and including discharge, by the County; any such action by the County shall not be grievable or arbitrable under the provisions of Article 9 - Grievance and Arbitration Procedure, except to determine if the employee engaged in a violation of Section 4.1.

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ARTICLE 5

**NON DISCRIMINATION AND EMPLOYEE RIGHTS**

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**Section 5.1**

Neither the County nor the Union shall discriminate against any employee covered by this Agreement because of Union membership or non-membership.

**Section 5.2**

Employee rights as provided by local, state and/or federal laws are hereby preserved; provided that allegations of discrimination based on race, sex, religion, national origin, disability, age, gender or color will be resolved in the appropriate court or administrative agency and not under Article 9, the Grievance and Arbitration Procedure.

**Section 5.3**

In the spirit of a harmonious relationship between the County and the Union, and in order to provide an atmosphere of safe and effective working conditions, the Union, its members, and its leadership shall do everything within their power to assist the County in guaranteeing a workplace free of discrimination based on race, sex, religion, national origin, disability, age, gender, or color. The Union, its members and leadership shall also ensure no retaliation against any employee for bringing forth allegations or cooperating in the investigation of such alleged discrimination.

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## ARTICLE 6

# DUES DEDUCTION

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### **Section 6.1**

The County shall deduct from the pay of all Union members who authorize such deduction, the monthly dues payable to the Union. The County reserves the right to bill the Union for the reasonable cost of dues deduction if the County is billed for these services.

### **Section 6.2**

Payroll deduction shall be accomplished once a month. The County will only be responsible for deducting dues associated with the paycheck schedule. There is no obligation for the County to deduct dues from specially prepared checks.

### **Section 6.3**

Employees desiring the dues deduction shall authorize it by completing an appropriate form prescribed by the County. (The form is attached hereto as Exhibit 1). Any employee's authorization is revocable at the employee's written request upon 30 days' notice to the County and the Union.

### **Section 6.4**

The Union agrees to indemnify the County, and hold it harmless from and against any liability, real or asserted, of any kind or nature whatsoever, to any person or party, on account of the County's compliance or efforts to comply with this Article. The County has no obligation to inform employees of the amount of Union dues or change of such dues.

### **Section 6.5**

It shall be the Union's obligation to keep the County at all times informed, by certification by the President or his/her designee of the amount of the uniform dues. Dues will

only be deducted for employees who comply with this Article and who authorize deduction of dues by executing Exhibit 1.

**Section 6.6**

The County's monthly transmission of dues money to the Union will be accompanied by a list of names of employees affected, and the amount transmitted with regard to each.

**Section 6.7**

The County will not deduct or transmit to the Union, at any time, any monies representing fines, fees, penalties, or special assessments.

**Section 6.8**

The obligation to commence making deductions on account of any particular authorization shall become effective with respect to the calendar month following the month in which the employee's authorization is received, provided it is received on or before the 20th of the month by the County.

**Section 6.10**

Any employee may withdraw from membership in the Union at any time upon thirty (30) days written notice to the County and the Union. Upon receipt of such notification, the County shall terminate dues as soon as practical and notify the Union.

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**ARTICLE 6 - EXHIBIT 1**

**LEE COUNTY BOARD OF COUNTY COMMISSIONERS  
AUTHORIZATION FOR PAYROLL DEDUCTION OF UNION DUES**

I hereby authorize the **Lee County Board of County Commissioners**, or its agents, to deduct from my earnings, the regular monthly dues (uniform in dollar amount) in the amount certified by the Treasurer of Local R5-533/I.A.E.P., and further authorize the remittance of such amounts to said local Union in accordance with the currently effective Agreement between the County and the Union. This authorization is revocable by a notice in writing to the **Lee County Board of County Commissioners**.

I hereby waive all rights and claims for said monies so deducted and transmitted in accordance with this authorization and, further and separately, relieve the County and any agent of the County from liability therefore.

NAME \_\_\_\_\_

DATE \_\_\_\_\_

SOCIAL SECURITY NUMBER \_\_\_\_\_

SIGNATURE \_\_\_\_\_

**AUTHORIZATION TO STOP PAYROLL DEDUCTION OF UNION DUES**

I hereby authorize the Lee County Board of County Commissioners, or its agent, to stop deducting the sum which was designated and current by the Treasurer of Local R5-533/I.A.E.P., from my wages.

NAME \_\_\_\_\_ DATE \_\_\_\_\_

SOCIAL SECURITY NUMBER \_\_\_\_\_

SIGNATURE \_\_\_\_\_

**ARTICLE 6 - EXHIBIT 2**

**IAEP COPE Check-Off Authorization Card**  
**26 Pay Periods**

*I hereby authorize and direct you as my employer to deduct from my pay the sum of*  
\$ \_\_\_\_\_ *per pay period and remit that amount to: IAEP COPE*

This authorization shall remain in full effect until revoked by me in writing and is made voluntary upon my specific understanding that:

- (1) The signing of this authorization **card** and the making of these voluntary contributions are not conditions of membership in the union or of employment **by** my employer;
- (2) I may refuse to contribute without reprisal;
- (3) And that IAEP COPE, uses money received for political purposes, including, but not limited to making direct contributions to candidates, conducting expenditures **on** behalf of candidates and addressing political issues of public importance.

## ARTICLE 7

# RULES AND REGULATIONS

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### **Section 7.1**

All rules, regulations, memoranda, Standard Operating Procedures ("SOP") and Medical Protocols affecting EMS or its employees, in effect on the effective date of this Agreement shall remain in full force and effect, if not specifically in conflict with any Article or Section of this Agreement. Authority to change, modify or delete rules, regulations, memoranda, policies, procedures or protocols rests with the County, so long as it is not in conflict with the terms of the Agreement.

### **Section 7.2**

Any rules, regulations, memoranda, SOP and protocols affecting EMS or its employees issued after the effective date of this Agreement shall remain in full force and effect if not specifically in conflict with any Article or Section of this Agreement, so long as it is not in conflict with the terms of the Agreement or expiration date of memo.

### **Section 7.3**

A copy of any new rules, regulations, memoranda, SOP, protocols or changes in existing ones, and memoranda implementing revisions to the above, shall be provided to the Principal Officers of the Union in advance for review. To the extent required by law the County will engage in impact bargaining; provided that such bargaining must be requested within ten (10) calendar days of the notice under this Section or the bargaining obligation is waived.

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ARTICLE 8  
**SENIORITY**

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**Section 8.1**

Seniority is defined as continuous service with Lee County EMS and is the time spent on active payroll plus, those periods specified in Section 2 of this Article. The seniority date shall be an employee's last date of hire with Lee County EMS. It is agreed that the seniority provisions of this Agreement shall not apply to employees who have not completed their probationary period; however, upon the satisfactory completion of his/her probationary period the employee will be placed on the seniority list as of the original date of hire.

**Section 8.2**

In computing an employee's seniority and time in grade, the following periods of time shall be included:

- A. Approved leaves of absence.
- B. Any holiday recognized in this Agreement.
- C. Vacation periods.
- D. Periods of temporary layoff for a regular employee up to, but not to exceed, one (1) year.
- E. Periods of off duty illness or accident up to one (1) year.
- F. Qualifying periods of service in the Armed Forces of the United States.
- G. Leave granted under the Family Medical Leave Act.
- H. Period of time necessary to reach maximum medical improvement arising out of a job-related illness or injury.

**Section 8.3**

Unless otherwise stated, an employee shall be terminated and shall lose all accumulated seniority if:

- A. He/She voluntarily quits.
- B. He/She is discharged for just cause.
- C. He/She fails to return to work on the date designated in a notification to return to work following lay-off, provided that a minimum notice to return to work of fourteen (14) calendar days shall be given. Such notification to return to work shall be by certified mail delivered to his/her last known address as shown in the County's records.
- D. He/She fails to return to work at the end of any period specified in Section 8.2, unless the employee has notified the Director or designee of his/her inability to return, and the Director or designee agrees to extend the employee's absence from work which shall not be unreasonably denied.

In the event an employee who has lost his/her accumulated seniority is subsequently rehired by the County, he/she shall be considered a new employee for all purposes under this Agreement.

**Section 8.4**

The first six (6) months of employment or promotion to Lieutenant or Captain with Lee County EMS shall be considered a probationary period. An employee will be off probation and considered a regular full-time employee upon receipt of a "meets expectation or above" evaluation, which is performed at six (6) months of employment. The probationary period may be extended up to an additional six (6) months at the sole discretion of the County. During the extension of probation, a person can be evaluated and made a regular employee at

any time. During probation for a new employee, including extension of probation, any disciplinary action taken against the employee which would entitle a regular employee to arbitration under Article 15, Section 15.1, shall not entitle the probationary employee to arbitration. Evaluations should be performed by the end of the sixth (6<sup>th</sup>) month or by the end of the extended probation period. During a promotional probationary period, if the employee is not successful, he or she will be offered a demotion to the highest available vacant shift position.

**Section 8.5**

Annually between September 1 and September 30, the Union shall prepare a seniority list and a list of Time in Grade of the employees in the bargaining unit. The Time in Grade List will be based on the most current promotion or demotion in that classification. The Time in Grade will be effective October 1, 2012. The seniority list shall be used as required for the basis of action under other Articles of this Agreement. Once complete, this list shall be posted on the EMS Intranet.

**Section 8.6**

While on layoff, it is the responsibility of the employee to maintain all licenses and certifications required by the job description and state requirements to retain recall rights under this Article. At the employee's option, without compensation, he/she can attend in-service training for the period of time eligible for recall.

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## ARTICLE 9

# GRIEVANCE AND ARBITRATION PROCEDURE

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### **Section 9.1**

In a mutual effort to provide a harmonious working relationship between the Parties to this Agreement, it is agreed to and understood by both Parties that there shall be a procedure for the resolution of grievances between the Parties arising from any alleged violation of a specific term of this Agreement.

### **Section 9.2**

For the purpose of this Agreement, a grievance is defined as a dispute, claim or complaint that any employee or group of employees may have as to the interpretation, application, and/or alleged violation of some express provision of this Agreement which is subject to the Grievance Procedure.

### **Section 9.3**

Nothing in this Agreement shall be construed to prevent any employee from presenting, at any time, his/her own grievance in person, or by a representative to EMS, and having such grievances adjusted without the intervention of the bargaining agent; provided the adjustment is not inconsistent with the terms of this Agreement. If the grieved employee requests Union representation, the grievant will notify EMS. The County will notify the Union of any meeting called for the resolution of such grievances.

### **Section 9.4**

- A. Every effort will be made by the Parties to settle all grievances as soon as possible. The time limits set forth shall be strictly complied with and can only be extended by mutual agreement of the parties in writing. Any grievance shall

be considered settled at the last level considered if the grievant fails to timely process his/her grievance.

- B. The Union will not be required to process grievances for employees who are not members of the Union, but may be present at any meeting where the grievance may be settled. The County shall notify the Union of any such meeting.

### **Section 9.5**

All grievances, as outlined above, must be in writing and must contain the following information:

- A. Article and Section of the Agreement alleged to have been violated.
- B. A full statement of the grievance, giving facts, dates and times of events, and specific violations with the remedy or adjustment desired.
- C. Signature of aggrieved employee and date signed.
- D. Signature of the Union representative must be a designated official or steward if the grievant requests Union representation.

Any grievance not containing the information set forth above may be processed through the grievance procedure, but shall not be subject to arbitration absent the mutual consent of the parties. Additionally, no grievance will be accepted which does not specifically set forth all the Section(s) of the Agreement which are disputed or which are the subject of the dispute, and the grievance and arbitration shall be limited to the Section(s) so identified.

Moreover, when a matter regarding discipline could be appealed through multiple forums or where a dispute could be resolved in another forum, then only one appeal shall be permitted, with the grievant electing the process to be used at the outset pursuant to Section 447.401, Florida Statutes.

## **Section 9.6**

Grievances shall be processed in accordance with the following procedures:

- STEP 1: The grievant shall present in writing his/her grievance to the Deputy Chief overseeing their position, or their designee, within fourteen (14) calendar days of the occurrence of the action, or when the employee or the Union knew or should have known of action giving rise to such grievance. Discussions will be informal for the purpose of settling differences in the simplest and most effective manner. The Program Manager overseeing their position shall reach a decision and communicate it in writing to the grievant in seven (7) calendar days.
- STEP 2: If the grievance is not settled at the first step, the grievant, within seven (7) calendar days of the answer in STEP 1, may present it to the Chief or designee. The Chief or designee shall investigate the alleged grievance and may, within five (5) calendar days of receipt of the written grievance, conduct a meeting between himself/herself, his/her representative as needed, and the grievant. The Chief or designee shall notify the aggrieved employee and Union of his/her decision in writing no later than ten (10) calendar days following the submission of the grievance. Failure of the Chief to timely respond shall be considered a denial of the grievance and shall entitle the grievant to appeal to STEP 3.
- STEP 3: If the grievant does not settle his/her grievance in STEP 2, the grievant, within seven (7) calendar days, may present it to the Director of Public Safety, or designee. The Director or designee shall investigate the

alleged grievance and may, within seven (7) calendar days of receipt of the written grievance, conduct a hearing or meeting between himself/herself, his/her representative as needed, and the grievant. The Director or designee shall notify the aggrieved employee and Union in writing of his/her decision not later than ten (10) calendar days following the submission of the grievance in STEP 3. Failure of the Director to timely respond shall be considered a denial of the grievance and shall entitle the grievant to appeal to STEP 4.

STEP 4: If a grievance, as defined in this Article, has not been satisfactorily resolved within the grievance procedures, only the Union may submit the grievance to arbitration for binding disposition, within seven (7) calendar days after the response is received at STEP 3 of the Grievance Procedure, request a panel of seven (7) Arbitrators from the Federal Mediation and Conciliation Service. A copy of the written request will be provided to the Director or designee.

### **Section 9.7**

Upon receipt of the list, an Arbitrator shall be selected from such panel by alternately striking names from this list (the Union shall strike first) until the last name is reached.

### **Section 9.8**

The following general rules are applicable to this Article:

- A. Any grievance involving suspension or termination must be filed within ten (10) calendar days of the suspension or termination with the Director or designee at STEP 3.

- B. The Union or employee may abandon or settle a grievance. Grievances settled under this Article shall be non-precedent setting and cannot be offered as evidence or precedent in any subsequent arbitration case unless the Union and the County mutually agree in writing that the grievance is precedent setting.
- C. A grievance may be amended or supplemented once after the initial management response at STEP 1 (STEP 3 if it involves a suspension or termination) without the written consent of the Director or designee.
- D. The Arbitrator shall not have the power to add to, subtract from, modify, or alter the terms of this Agreement.
- E. The Arbitrator shall have no power to establish wage scales, rates of pay for new jobs, or to change any wage, except if he is specifically empowered to do so by both Parties.
- F. The Arbitrator shall have only the power to rule on grievances arising under this Agreement, as defined under Section 9.2 and which comply with the requirements of Section 9.4 (A), Section 9.5 and the time limits established by this Article. If any grievance is not submitted within the time limits set forth in this Article, including as prescribed in each step, it shall be considered untimely and deemed void.
- G. The Arbitrator shall determine each dispute in accordance with the terms of this Agreement and in accord with a Submission Agreement, if one can be agreed to. If there is no Submission Agreement, then the Arbitrator will rely on the grievance under STEP 1 of Section 9.6 (STEP 3 if the grievance involves a suspension or discharge).

- H. The Arbitrator shall deduct any unemployment compensation received by the grievant from back wages in a suspension or discharge case.
- I. The Arbitrator's sole authority with regard to monetary awards is to make the employee whole for all lost wages and other lost benefits of a monetary value. No other damages of any type whatsoever may be awarded.

**Section 9.9**

There shall be no appeal from the Arbitrator's decision; it shall be final and binding on the Union and on all bargaining unit employees and on the County; provided, however, that the Arbitrator's decision is not outside or beyond the scope of the Arbitrator's jurisdiction and authority as set forth in this Agreement.

In the event that either party claims a dispute is Non-Arbitral or a dispute exists concerning arbitrability of an issue referred to arbitration, the Arbitrator must first decide the issue of arbitrability and no other matter will be considered by the arbitrator until he/she has issued his/her decision on the question of arbitrability.

**Section 9.10**

The costs for the Arbitrator's services shall be borne by the losing Party. Expenses for witnesses, attorneys and requested transcripts shall be borne solely by the party requesting and/or utilizing them.

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ARTICLE 10

**PERSONNEL REDUCTION**

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**Section 10.1**

In the event of a reduction in force, probationary employees will be the first laid off. The County will then consider a number of relevant factors in determining selections for remaining layoffs, with public interest to be of prime importance. Factors to be considered include:

- A. Conduct/disciplinary record for the last three (3) years;
- B. Seniority as outlined in this contract.

When deciding between two (2) employees, if the County determines factors A are relatively equal at the time of layoff, then B shall prevail. The County will also follow any requirements for veteran's preference under Chapter 295, Florida Statutes.

**Section 10.2**

Recall will be in reverse order of layoffs. No new bargaining unit employees will be hired by the County until all members of the bargaining unit who were laid off in the prior twelve (12) months are offered recall.

**Section 10.3**

For purposes of this Article, layoff and recall will be by classification. The County will declare a surplus in a classification and the provisions of Section 10.1 and 10.2 will then apply. For purposes of this Article the following are considered classifications:

Emergency Medical Service Quality Assurance & Training Officer  
Emergency Medical Service Captains  
Emergency Medical Service Lieutenants

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## ARTICLE 11

# OUTSIDE ACTIVITIES

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### **Section 11.1**

Employees shall at all times, bear in mind that they are seen by the general public, while off duty as well as on duty, as personnel of the County and shall at all times conduct themselves in a manner so as to bring no discredit or unfavorable publicity to the County. The primary focus of this Section is employee conduct. It is not intended to address an employee's engaging in political activity nor protected First Amendment free speech rights.

### **Section 11.2**

Employees accepting employment with any other employer while employed by the County shall do so only so long as the employment is not a conflict of interest, and shall follow County Policy 206, as adopted by the BOCC and County Policy 307 adopted by the BOCC. However, should the County adopt any policy prohibiting outside employment, it will not be applicable to this contract and the parties. In such instances, the employee's primary obligation shall continue to be to the County and he/she shall arrange his/her affairs accordingly. An employee must give a written notification to the Director, or designee within two (2) weeks of accepting employment but not later than commencement of outside employment. Outside employment must not prevent the employee from being mentally and physically able to work when the employee reports for duty with the County.

### **Section 11.3**

No outside employment shall create a conflict of interest or appearance of a conflict of interest in accordance with Section 112.3(13), Florida Statutes, or County Policy 206, as adopted by the BOCC and County Policy 307, as adopted by the BOCC. However, should the

County adopt any policy prohibiting outside employment, it will not be applicable to this contract and the parties.

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ARTICLE 12

**LEAVES OF ABSENCE**

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**Section 12.1**

Leave of absence shall be governed by Lee County Policy 404, as adopted by the BOCC. Such leave shall be independent of any leave available under FMLA Policy. Military leave shall be governed by Article 14.

**Section 12.2**

Family & Medical Leave Policy - governed by Lee County Policy 405 & 405A.

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## ARTICLE 13

# SICK LEAVE

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### **Section 13.1**

All regular full-time employees regularly scheduled on a fifty-six (56)-hour work week shall accrue five point six (5.6) hours of sick leave with pay per pay period. All regular full-time employees regularly scheduled on a forty-eight (48) hour work week shall accrue four point eight (4.8) hours of sick leave with pay per pay period. All regular full-time employees regularly scheduled on a forty-two (42)-hour work week shall accrue four point two (4.2) hours of sick leave with pay per pay period. All regular full-time employees regularly scheduled on a forty (40)-hour work week shall accrue four point zero (4.0) hours of sick leave with pay per pay period.

### **Section 13.2**

Sick leave is accrued after the last day in the pay period. No limit is placed on the number of days that may be accumulated.

### **Section 13.3**

In the event any County employee becomes eligible to participate in sick leave buy back, bargaining unit employees will enjoy the same benefit.

### **Section 13.4**

Paid sick leave is not to be taken prior to the time of its accrual. Sick leave may only be utilized for employee sickness, sickness in the employee's immediate family (spouse, child or parent living in the immediate household or where the employee's presence is required to attend to a child under parental custodial care outside the immediate household), necessary medical appointments, injury, disability, pregnancy, including post-birth for the female to the extent considered medically necessary by her doctor, or for quarantine by health authorities or

a physician and as permitted for an employee's own serious illness by Article 13, Section 13.5.

Employees may be required to supply proof of sickness, injury or disability, including the employee's spouse, child or parent and the appropriate proof that the employee's presence is required, by submitting, at their own expense, a treating physician's statement or prescription receipt:

- A. When there is a pattern or practice of sick leave usage; or
- B. When there is a basis to form a reasonable suspicion that sick leave is being abused.

Employees may be sent to a physician of the County's choosing for such purpose, in which event the County will pay the expenses thereof. Any employee sent to a physician selected by the County must agree to permit the employers health care representative from Employee Health Services to talk to the physician in reference only to the reason an employee was sent to a physician of the County's choosing and obtain only information regarding the reason an employee was sent by the County and if the employee's illness/injury is a danger to fellow employees or the public and about work limitations, and expected date of return to work.

### **Section 13.5**

To receive full sick leave pay on a day of absence that qualifies for sick leave, the employee must notify the supervisor on duty by phone at least ninety (90) minutes prior to his/her starting time of the inability to report to work. Failure to provide the minimum of ninety (90) minutes notification shall result in one (1) hour loss of sick pay for each quarter hour increment of no call-in prior to starting time. An employee who is absent and fails to notify the supervisor prior to the start of their shift, shall be docked two (2) hours of sick leave

for every hour of unreported absence during the shift in addition to the four (4) hours charged for failure to call in one (1) hour prior to the beginning of the employee's shift. An employee that faces an emergency or exigent circumstance may request an exemption from the deductions in this section from the Deputy Chief of Operations. Absence due to doctors' appointments or other foreseeable causes must be approved prior to the use of sick leave; provided, however, absent an emergency, employees working any schedule other than day time Monday through Friday must schedule medical appointments during non-work hours. Nothing in this Section will prohibit the County from taking normal disciplinary action.

**Section 13.6**

Bargaining unit employees may participate in the County-wide sick leave pool (Lee County Policies and Procedures Manual 401:2), as may be amended from time to time.

**Section 13.7**

Employees who are sick but have exhausted accrued available sick leave hours must exhaust all leave banks before entering no-pay status. Regardless of whether the employee has received pay for the leave, the employee will be subject to discipline.

**Section 13.8**

Bargaining unit members are covered under (Lee County Policies and Procedures Manual 401:4 Separation of Employment), as may be amended from time to time.

**Section 13.9**

Annually during HR benefits open enrollment, employees shall be eligible to convert and utilize up to three (3) accrued but unused sick leave days into three (3) vacation leave days to be utilized in accordance with Article 18 Vacation Leave.

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ARTICLE 14

**BEREAVEMENT/JURY DUTY/WITNESS  
DUTY/MILITARY LEAVE**

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**Section 14.1**

A regular employee shall be granted, upon request, up to seventy-two (72) hours of bereavement leave with pay, due to:

- a) The death of the employee's Spouse, Child, Foster Child, Parent, Legal Guardian, Sibling, Grandparent, Grandchild, Stepparent, Stepchild, Stepbrother or Stepsister.
- b) The death of the employee's spouse's Child, Foster Child, Parent, Legal Guardian, Sibling, Grandparent, or Grandchild. Such request must be submitted to the Program Manager prior to the leave.

An employee requesting bereavement leave shall provide a statement in writing to his/her immediate supervisor giving the name of the deceased, date of death, his/her relationship to the employee, and the location (city and state) of the service. Leave will not be considered more than 30 days after the date of death without written permission of the Program Manager. This information shall be attached to the leave request form kept in the official personnel record for the employee located in the Department of Human Resources.

**Section 14.2 Jury Duty**

When a regular employee is required to serve on jury duty, the employee shall be relieved of responsibility for his or her regular work shift and the County shall pay the employee the amount that would have been received had the employee worked his/her regular work shift. All employees who are required to serve on jury duty shall report to their supervisor that they have been subpoenaed for jury duty within twenty-four (24) hours of receiving such notice, when possible, but in no event later than the beginning of the next work

shift. When an employee is released or is excused from jury duty for the remainder of a work day or permanently, the employee shall, as soon as possible, notify the on-duty supervisor of availability for work. Payments received by the employee for jury duty, except for meals, travel and lodging expenses, shall be endorsed to the County.

### **Section 14.3 Witness Duty**

Employees who are required or requested to attend any legal proceeding on duty as the result of the work they perform for the County, or are subpoenaed to any legal proceeding involving or concerning their work with the County, shall be paid their regular hourly rate of pay and be relieved from normal work responsibilities until they are released from said legal proceeding, provided their personal interests are not adverse to the County. In the case of an off duty obligation to attend a legal proceeding arising out of work performed for the County where the employee's personal interests are not adverse to the County, the employee shall be paid his/her regular hourly rate of pay for all hours spent attending the legal obligation with a two (2) hour minimum. It shall be the employee's responsibility to notify his/her scheduling supervisor and provide a copy of the legal documentation. For any court appearance, it shall be the employee's responsibility to document the following: time arrived, time released, and a signature from the party requiring their attendance. The County will provide the form for this documentation. Payments received by the employee for witness duty, except for meals, travel and lodging expenses, shall be endorsed to the County. All employees who are representing the County in any legal proceeding will wear their EMS issued daytime uniform.

### **Section 14.4 Military Leave**

Military Leave shall be in accordance with federal and state law as may be amended from time to time.

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## ARTICLE 15

# DISCHARGE AND DISCIPLINE

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### **Section 15.1**

The County retains the right to discipline any employee with just cause Discipline should be proposed within ninety (90) calendar days from the start of the investigation. At the end of the 90<sup>th</sup> (ninetieth) calendar day, if extenuating circumstances beyond the County's control are encountered in the course of the investigation that require an extension, the County will document the nature of the circumstances and the expected completion date in writing to the Union. In no event shall the extension to conduct the investigation go beyond an additional 30 (thirty) calendar days.

### **Section 15.2**

The County will follow progressive discipline as a guideline to assigning disciplinary action, which may include, but not be limited to, verbal warning, written warnings, suspensions without pay, and discharge. In determining the appropriateness of discipline, the County shall consider the seriousness of offenses; the employee's work performance; conduct and disciplinary record; and any other factor relevant to fair and appropriate discipline. However, where circumstances warrant, immediate demotion, suspension, or termination with just cause may be utilized.

### **Section 15.3**

Except in exceptional circumstances (i.e., when the employee's presence or continued presence on the County property may create a danger to County employees or the public), an employee shall have the right to an informal hearing prior to the proposal of discipline of suspension without pay, disciplinary demotion or termination. At least twenty-four (24) hours

prior to any hearing the employee will receive written notice of the time and the place of the hearing. The notice will include:

- A. The reasons for the proposal of disciplinary action under consideration;  
and
- B. The general facts that form the basis of the proposed disciplinary action.

An employee may request Union representation consisting of two representatives during any such hearing.

If no disciplinary action is warranted, no record of the alleged charge(s) will be placed in the employee's personnel files.

#### **Section 15.4**

The Union and the bargaining unit employees agree that they will use their best efforts to fully enforce the collective bargaining agreement between the County and the International Association of Firefighters Local 1826 (“1826 CBA”) as well as the Department standard operating procedures and general orders and the Lee County policies and procedures with respect to the paramedics and emergency medical technician. Failure to enforce the 1826 CBA, Department standard operating procedures and general orders, and/or Lee County policies and procedures; failure to report a violation of these requirements; or failure to impose or document discipline on the paramedics or emergency medical technicians for such violations in just cause for discipline of the bargaining unit employee.

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## ARTICLE 16

# WORK WEEK AND OVERTIME

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### **Section 16.1**

Employees shall work one of the following regular schedules:

- A. Lieutenant: Twenty-four (24) hours on duty followed by forty-eight (48) hours off duty in a repeating rotating schedule. Captain: Twenty-four (24) hours on duty followed by forty-eight (48) hours off, unless the work day falls on the day of the week mutually agreed upon by both parties.
- B. Twelve (12) hours on duty followed by twelve (12) hours off duty with the number of days as scheduled by EMS Operations. This schedule will result in the employee being regularly assigned to work thirty-six (36) and forty-eight (48) hour weeks, twelve (12)-hours on duty followed by twelve (12) hours off duty in a 3/2/2 rotating schedule.
- C. Eight (8) hours or ten (10) hours on duty. Employees assigned to either schedule will work four (4) or five (5) consecutive days and have a minimum of two (2) consecutive days off.
- D. Employees assigned to eight (8)-hour work schedules may be granted the ability to convert to a four (4)-day ten (10)-hour schedule, upon approval of the Program Manager.
- E. If any other shifts are started other than as set forth above, the County will advise the Union immediately and, upon request, negotiate.

## **Section 16.2**

Compensatory time off is paid time off the job which is earned and accrued by a non-exempt employee in lieu of immediate cash payment for employment in excess of the statutory hours for which overtime compensation is required by section 7 of the FLSA. Compensatory time is paid at a rate of one and one-half hours for each hour of employment for which overtime compensation is required by section 7 of the FLSA. The Director or his/her designee has the sole discretion to determine when compensatory time will be offered, but the Director will not eliminate all compensatory time altogether and will administer compensatory time in accordance with SOP 202 and this Article. The County will provide 30 days' notice of any change to SOP 202, and the Union may seek to bargain any negotiable impact in accordance with Section 3.8 .

A non-exempt employee is not required to accept the offer of compensatory time off, in which case overtime compensation will be paid in accordance with the FLSA. When compensatory time off is offered, the employee must inform his/her supervisor of the election of overtime compensation prior to the start of the shift, or when signing up for the training or event.

No County employee may accrue more than 160 hours of actual overtime hours worked (accrued at time and one-half equal 240 total compensable hours). in a fiscal year. Any overtime hours worked in excess of 160 hours in a fiscal year will be paid as overtime compensation in accordance with the FLSA. Any compensatory time not used by the end of the last full pay period in September will be paid out in the next payroll period. Additionally, all compensatory time must be used prior to the effective date of any change in the employee's straight-time hourly rate from what it was when the compensatory time was

earned. If the compensatory time is not used by the effective date, then it will be paid out in the next payroll period prior to any pay increase.

Any non-exempt employee who has accrued compensatory time off at the time of his or her separation of employment with the County will be paid for the unused compensatory time at their current regular rate of compensation.

Non-Exempt employees who have requested the use of their compensatory time off shall be permitted to use such time within a reasonable period after making the request, at the discretion of the supervisor.

### **Section 16.3**

For purposes of this Agreement, work includes regularly scheduled duty shifts as outlined in Section 16.1 and 16.2, as well as continuation and non-continuation overtime.

### **Section 16.4**

Regardless of shift assignment, non-exempt bargaining unit members who work in excess of forty (40) hours in any work week, shall be paid time and one-half (1 1/2) their regular hourly rate of pay for every hour actually worked in excess of forty (40) hours. Leave time, whether paid or unpaid, will not be counted as time worked for overtime purposes where an employee works outside of, or above and beyond, his or her regularly scheduled work hours. An employee shall be paid at an overtime rate for regularly scheduled work hours in excess of forty (40) hours in a week even if he or she utilizes vacation leave in the same week.

### **Section 16.5**

The work week will begin at 7:00 a.m. Thursday and end one hundred sixty-eight (168) hours later.

**Section 16.6**

The Union agrees to allow the County to implement the seven (7) minute rounding rules associated with an employee's scheduled start and end times.

**Section 16.7**

Employees who report to work late will receive no pay for the time missed and are subject to the rounding rule in Article 16.5.

**Section 16.8**

Non-continuation overtime will be offered and then assigned in a fair and equitable manner such that each qualified employee is given an equal opportunity to work all overtime.

**Section 16.9**

Employees shall not be permitted to work more than 48 hours in any rolling 72-hour period. It is a mutual responsibility of the employee and the supervisor to advise and determine the number of hours worked.

**Section 16.10**

Nothing in this Article shall be interpreted as a guarantee of any number of hours of work per day or per week.

**Section 16.11**

Bargaining unit employees shall be permitted to rest provided all regular shift duties have been completed.

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ARTICLE 17

**SHIFT EXCHANGE**

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**Section 17.1**

The trading of time between employees will be permitted in accordance with the following provisions:

- A. Lieutenants can exchange shifts with each other. Captains can exchange shifts with each other.
- B. All exchanges must be requested electronically via the electronic scheduling system.
- C. Employees are prohibited from paying another employee to work any portion of their shift. Only exchanges of time will be permitted.
- .
- D. Employees will be responsible for all record keeping of proper exchanges as permitted by the Fair Labor Standards Act.
- E. Shift exchanges for employees reporting late for work may be permitted in emergency situations or extenuating circumstances at the County's discretion.
- F. Shift exchange for shift exchanges are not permitted except in situations where the employee is unable to cover the swapped shift due to situations as outlined in (17.5). In such situations the employee who is scheduled to cover the shift must get approval from the Program Manager prior to arranging the shift exchange for shift exchange.

### **Section 17.2**

Exchange requests should be submitted on the electronic scheduling system no less than twenty-four (24) hours in advance of the requested exchange. A shift exchange may be approved with less than the requested notice at the sole discretion of the shift supervisor. If the exchange is approved, it is the responsibility of the employee to notify the other employee involved in the exchange. A shift exchange must be fully approved in the electronic scheduling system prior to any work being performed.

### **Section 17.3**

An employee scheduled to work a shift exchange is not eligible for any type of paid leave.

### **Section 17.4**

In the event an employee scheduled to work for another does not report to work, the employee who agrees to cover the hours as provided in Section 17.2 will be charged vacation leave at a rate of one point five (1.5) hours for each hour that the employee failed to work (eighteen (18) hours for failure to report on a twelve (12)-hour shift. If vacation leave is exhausted, it will be deducted from the employee's sick leave bank or compensatory time. If all banks are depleted, the time will be deducted from the "first earned" hours of future accrual. The County policy relating to tardiness, call-ins and absenteeism under Article 13 will be applicable. Employees on bereavement are exempt from their exchange obligation. They will be charged normal bereavement time at the rate of hour for hour and will not be charged vacation time or bank time. If an employee is out due to illness or injury and can provide proof of the same by a primary health care physician, clinic, ER visit or admission to the hospital then the swap time will be covered as sick time for the employee when they are scheduled for that swap.

**Section 17.5**

The County will not be responsible for any monetary loss incurred by any employee due to the failure of an employee to pay back shift exchange time for any reason. Employees owed shift exchanges must get exchanges paid back within one (1) month of the promotion of either employee involved in the shift exchange or forfeit the return exchange, provided that any return exchange after promotion will not require the County to incur any overtime nor will the County be required to change any schedule in order to accommodate a return exchange.

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ARTICLE 18

**VACATION LEAVE**

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**Section 18.1**

Bargaining unit full-time employees on the active (*i.e.*, receiving a regular paycheck) payroll shall accrue vacation hours according to the following schedule:

<b>Length of Service</b>	<b>40-hour</b>	<b>42-hour</b>	<b>48-hour</b>	<b>56-hour</b>
	120.0	126.0	144.0	168.0
1	124.0	130.2	148.8	173.6
2	128.0	134.4	153.6	179.2
3	132.0	138.6	158.4	184.8
4	136.0	142.8	163.2	190.4
5	144.0	151.2	172.8	201.6
6	148.0	155.4	177.6	207.2
7	152.0	159.6	182.4	212.8
8	156.0	163.8	187.2	218.4
9	160.0	168.0	192.0	224.0
10	168.0	176.4	201.6	235.2
11	172.0	180.6	206.4	240.8
12	176.0	184.8	211.2	246.4
13	180.0	189.0	216.0	252.0
14	184.0	193.2	220.8	257.6
15	192.0	201.6	230.4	268.8
16	196.0	205.8	235.2	274.4
17	200.0	210.0	240.0	280.0
18	204.0	214.2	244.8	285.6
19	208.0	218.4	249.6	291.2
20	216.0	226.8	259.2	302.4
21	220.0	231.0	264.0	308.0
22	224.0	235.2	268.8	313.6
23	228.0	239.4	273.6	319.2
24	232.0	243.6	278.4	324.8
25+	240.0	252.0	288.0	336.0

Employees accrue vacation hours from their first day of full-time employment, but are not eligible to use vacation time until they have completed six (6) months of service with the County.

## **Section 18.2**

Approved vacation leave can be scheduled in minimums of one (1)-hour increments.

## **Section 18.3**

Employees shall not carry forward more than five hundred (500) hours of accrued vacation leave into the next calendar year. An employee may accrue more than the maximum allowed carryover vacation hours during the calendar year; however, all excess hours will be forfeited if not used by the last day of the first full pay period in the calendar year.

## **Section 18.4**

Employees who have a shift changed and have been approved for vacation leave prior to the change of shift, shall be granted the same time frame of vacation leave on their new shift. Vacation leave will be honored even if granting the leave causes more employees to be off for that time period than would otherwise be permitted.

## **Section 18.5**

An employee's request for vacation will be considered on a first-come, first-served basis. Employees must have vacation hours accrued at the time of the request. However, if an employee makes a vacation request at least six months in advance, the employee does not need to have the vacation hours accrued at the time of the request as long as the employee will have the vacation hours accrued at the time of the leave. If the employee does not have the accrued leave at the time of the leave, the vacation will be cancelled even if it was previously approved and "locked in" as provided below.

Vacation requests will be approved or denied based on operational needs of the Department. Operational needs shall not include unfilled positions. Employees shall be considered "locked in" for dates granted. The date of the request shall be considered granted on the date that a supervisor signs the vacation request form submitted by the employee.

Once a vacation has been granted under this Article, another employee cannot bump the employee from the scheduled vacation time.

**Section 18.6**

Employees that elect to cash out accrued vacation either at the time of entry to FRS DROP and/or at the time of retirement are limited to a total maximum payment of five hundred (500) hours. Employees who die while employed by the County shall have such payments made to their designated beneficiary.

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ARTICLE 19  
**HOLIDAYS**

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**Section 19.1**

Employees are entitled to the following paid holidays on an annual basis on the date that they occur:

New Year's Eve Day	December 31
New Year's Day	January 1
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Fourth Friday in November
Christmas Eve Day	December 24
Christmas Day	December 25
Dr. Martin Luther King's Birthday	Third Monday in January

**Section 19.2**

Employees on leave of absence, administrative leave without pay, or on layoff are not eligible to receive holiday pay.

**Section 19.3**

Employees working on a holiday, or who are off on vacation, bereavement, or civic duty leave on these days, are eligible for holiday pay.

Employees who are not working the holiday but have worked the shift before and the shift after the holiday, or took vacation, bereavement, or civic duty leave on these days, are also eligible for holiday pay.

Employees who take any other types of leave shall not be eligible for holiday pay.

These rules shall be interpreted for each holiday independently (i.e. ineligibility for New Year's Eve Day will not automatically disqualify the employee for holiday pay on New Year's Day).

An employee on administrative duty, travel, or other administrative assignments shall be considered working on the holiday if such tasks are occurring on the date the holiday falls.

#### **Section 19.4**

If an employee takes sick leave (including vacation leave substituted for sick leave) on the day prior to, the day of, or the day after a holiday, he/she may be required to provide written proof of illness in the form of a physician's statement of treatment. Failure to provide such proof of illness when requested shall result in the employee not being paid for such sick leave and/or loss of holiday pay for the observed holiday, and may result in corrective action.

#### **Section 19.5**

Non-exempt employees will be paid holiday pay on the average number of hours regularly scheduled to work per week as set forth below:

- A. Forty (40) hours average per week - Eight (8) hours
- B. Forty-Two (42) hours average per week - Ten (10) hours
- C. Fifty-six (56) hours average per week - Twelve (12) hours

If an employee works on a scheduled holiday, he/she will receive time and one-half (1-1/2) for all hours worked on the holiday in addition to the holiday pay set forth above.

Exempt employees will be paid holiday pay on the average number of hours regularly scheduled to work per week as set forth below:

- A. Captains on a forty (40) hour schedule - Eight (8) hours holiday pay
- B. Captains on a forty-two (42) hour schedule – Ten (10) hours holiday pay
- C. Captains on a forty-eight (48) hour schedule - Twelve (12) hours holiday pay

**Section 19.6**

Employees on forty (40) hour workweeks that are not scheduled to work on a designated holiday (i.e. holiday falls on a Sunday) will be given the option to take holiday pay or have an additional day off with pay consistent with county policy.

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ARTICLE 20  
**PAY PLAN**

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**Section 20.1**

Employees will be paid according to the same schedule as all other County employees.

**Section 20.2**

On each pay day, employees will receive a payroll statement showing gross pay, deductions, and net pay. Federal and Social Security taxes will be deducted automatically. No other deductions will be made unless required or allowed by law, contract or employee obligation. Employees may elect to have additional voluntary deductions taken from their pay only if they authorize the deductions in writing, and if the County approves the additional deductions.

**Section 20.3**

Employees who discover a mistake in their payroll statement should notify Public Safety Fiscal staff immediately. In the case of a mistake, the error will be processed in the next payroll processing period after notification.

**Section 20.4**

- A. The minimum and maximum ranges for classification within the bargaining unit are contained within pay plan in Attachment A. The pay plan is fixed for the term of the contract. The County reserves the right and discretion to start a newly-hired employee (including a rehired employee) in an appropriate step based upon education, experience, skill, and training. The hourly rate is based on the employee's annual wage divided by 2,912 for fifty-six (56) hour employees, the employee's annual wage divided by 2,496 for forty-eight (48) hour employees, the employee's annual wage divided by 2,184 for forty-two

(42) hour employees, and the employee's annual wage divided by 2,080 for forty (40) hour employees.

- B. Effective in the first full pay period after ratification of this agreement by both parties, the pay plan in Attachment A will become effective. Unless the employee already is at the top-step, employees also will move to the next step in the plan in Attachment A in the first full pay period after ratification of this agreement by both parties. Employees already at the top-step of the plan will not receive a step increase, but will have their pay adjusted in accordance with the new wage rates reflected in Attachment A.
- C. For fiscal year 2026-2027, and fiscal year 2027-2028, effective with the first full pay period following October 1<sup>st</sup>, employees (except those at the top step) will move to the next step in the plan. Employees at the top-step of the plan will not receive any wage increase.
- D. Each salary calculation is based on base salary only, and does not include adders for assignments, educational incentives, or other adders described in this agreement. These adders, in addition to the employee's base pay, may exceed the maximum of the range.
- E. Employees covered by this agreement will receive only the compensation and increases, if any, set forth in this Agreement. No employee shall receive a merit, cost of living increase, general wage increase, or any other compensation provided to non-bargaining unit employees.
- F. Field Paramedics promoted to a Lieutenant position shall move onto the wage scale at the same step as they were on the paramedic scale.

## **Section 20.5**

For employees transferred between the work shift schedules, their hourly rates of pay shall be changed accordingly:

- A. The employee's base annual wage is calculated by multiplying their hourly rate, (minus any adders) by the work shift variable defined in Section 20.4 of this Article.
- B. This base annual wage should then be divided by the new work schedule's variable to produce their new base hourly rate.

**Attachment A**

Effective in the first full pay period after ratification of this agreement by both parties,  
the pay plan for bargaining unit employees is as follows:

<b>Step</b>	<b>Lieutenant</b>	<b>Captain</b>
1	\$ 72,450.00	\$ 79,695.00
2	\$ 74,261.25	\$ 81,687.38
3	\$ 76,117.78	\$ 83,729.56
4	\$ 78,020.73	\$ 85,822.80
5	\$ 79,971.24	\$ 87,968.37
6	\$ 81,970.53	\$ 90,167.58
7	\$ 84,019.79	\$ 92,421.77
8	\$ 86,120.28	\$ 94,732.31
9	\$ 88,273.29	\$ 97,100.62
10	\$ 90,480.12	\$ 99,528.13
11	\$ 92,742.13	\$ 102,016.34
12	\$ 95,060.68	\$ 104,566.75
13	\$ 97,437.20	\$ 107,180.91
14	\$ 99,873.13	\$ 109,860.44
15	\$ 102,369.95	\$ 112,606.95
16	\$ 104,929.20	\$ 115,422.12
17	\$ 107,552.43	\$ 118,307.68
18	\$ 110,241.24	\$ 121,265.37
19	\$ 112,997.27	\$ 124,297.00
20	\$ 115,822.21	\$ 127,404.43
21	\$ 118,717.76	\$ 130,589.54

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ARTICLE 21  
**INSURANCE**

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**Section 21.1**

The County will provide health, dental, vision, prescription medication, short- and long-term disability insurance and life insurance for full-time employees in the manner in which those benefits are provided to all other full-time County employees. In addition, the County will continue to provide shared-cost health insurance for Dependents in accordance with County policy.

**Section 21.2**

Life and Accidental Death and Dismemberment insurance benefits that are based on the employee's annual salary, will be calculated to include the employee's annual regular occurring overtime, rounded up to the next \$1,000.00.

**Section 21.3**

The County retains the right to cancel or modify any of the insurance contracts, policies or coverages set forth in Sections 21.1, 21.2, 21.3 and 21.4 and replace it with a new policy, provided the same change is made for non-contractual County employees. In the event a change is made, there will be no lapse in coverage and the County will give notice to impact bargain the changes made.

**Section 21.4**

Full-time employees will be eligible for insurance coverages set forth in Sections 21.1 through 21.5 on the first of the month following one (1) full month of employment with the County.

**Section 21.5**

The County agrees to continue to provide the option to purchase term life insurance. If benefits are insured by an insurance company, all benefits are subject to the provisions of the policies between the County and the insurance company.

**Section 21.6**

Employees will continue to be permitted to participate in the Pretax Premium Plan that allows medical and dental insurance premiums to be deducted from the employee's gross pay before taxes are calculated. This benefit will be provided only so long as the County continues to offer these programs to all County employees.

**Section 21.7**

If there is any conflict between the provisions of this Contract and the provisions of any insurance policy which provides coverage under this Article, the provisions of the insurance policy will apply.

**Section 21.8**

In the event an employee should receive an on-duty injury/illness which qualifies them for Federal disability benefits, or die in the line of duty, the County agrees to work closely with the employee's family and the Union in an effort to secure any and all benefits available under the Department of Justice Public Safety Officer Death/Disability Benefit. The County will not be obligated for any costs under this Section.

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ARTICLE 22

**PENSION**

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**Section 22.1**

During the term of this Agreement, eligible employees shall continue to participate in the Florida Retirement System.

**Section 22.2**

The County will contribute as required by the provisions of the plan.

**Section 22.3**

The County agrees to provide employees the ability to participate in the Deferred Compensation Plans offered to all County employees.

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## ARTICLE 23

# TRAINING, LICENSURE AND CERTIFICATION

### **Section 23.1**

Employees within the bargaining unit are required, as a condition of continued employment, to maintain currency in all certifications and licenses required by federal or state statute, rule or regulation and all necessary or special requirements of the job description including Medical Director's requirements for the position in which they are currently employed at the County. It is the employee's responsibility to assure that copies of all certifications and licenses required are current and on file with the EMS Administrative Assistant or designee. The County will provide the employee with a receipt documenting the employee's compliance at the date and time of compliance. The employee will deliver the original or a copy of the certification or license to the EMS Administrative Assistant during normal business hours or via email.

### **Section 23.2**

The County will supply employees with required documentation for recertification for all County-sponsored programs successfully completed. These documents will contain Medical Director approval; proof of successful completion; date class completed; and assigned number of Continuing Education Units (CEU). These documents will be provided to employees prior to the deadline for recertification if the employee completes the program(s) within County-specified timeframes. If the employee fails to complete the program as specified, no CEU credit awarded. Distribution of recertification documents may be by paper, email, or manually, but is at the County's discretion.

### **Section 23.3**

It is the responsibility of the employee to comply with all statutes, rules and regulations for certification and licensure as an EMT or Paramedic including, but not limited to the application completion process, providing all necessary documents, etc. to retain the required licenses and certifications. The County will pay fees for State of Florida Certifications for EMT's or Paramedics.

### **Section 23.4**

The County will allow members of the bargaining unit to attend scheduled in-service trainings, provided there is no negative operational impact. The County will assure that the Medical Director(s) provide CEU credit when applicable, and these CEU credits may be used by the employee toward their recertification. Employees who attend the live-in services will have sixty (60) calendar days from posting of the material to successfully complete the required online testing and any make-up assignments before CEU credit will be awarded.

Non-exempt employees attending live in-service sessions will be paid their regular hourly rate; and if applicable, overtime as specified in Article 16, Section 16.4.

### **Section 23.5**

Each general in-service session will be recorded and made available at each EMS station for on-duty review.

### **Section 23.6**

Employees desiring CEU credit for outside programs must submit a written request to the Deputy Chief of OMD within three (3) work shifts prior to the date of the program. Each request must include the following:

- A. Course outline or objectives.
- B. Instructor(s) and sponsoring agency.

- C. Course brochure or flyer.
- D. Proof of attendance

**Section 23.7**

Employees who attend 75% of the live clinical in-service trainings, complete all AHA re-certifications through the County's training department, and complete 100% of the assigned on-line trainings will be exempted from the biannual re-credentialing process.

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ARTICLE 24

**EDUCATIONAL REIMBURSEMENT**

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**Section 24.1**

Bargaining unit employees will be entitled to education reimbursement as all other Lee County employees in accordance with Lee County Policy 211.

**Section 24.2**

Employees meeting and maintaining any of the following educational requirements or certifications shall receive educational incentive pay as reflected in the schedule below:

- A. Two percent (2%) Increase = A.S. Degree or A.A. Degree in related Medical, Emergency Management, business Administration/Management study field.
- B. Four percent (4%) Increase = Bachelor's Degree in related Medical, Emergency Management, Business Administration/Management study field.

**Section 24.3**

Employees may receive the educational incentive pay as stated in Section 24.2 for an Associate degree or a Bachelor degree but not both, i.e., the maximum total incentive under this Article is four percent (4%).

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## ARTICLE 25

# WORKERS COMPENSATION

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### **Section 25.1**

Any employee injured while engaged in the course and scope of his/her employment shall be paid for the employee's full schedule of hours for the day of the accident if a County workers' compensation authorized physician advised that he/she could not or should not return to work that day.

### **Section 25.2**

Employees who sustain an on-the-job illness or injury shall return to light duty work if a light duty position is available within the County which the individual is qualified to perform and provided that they are cleared for light-duty by their physician and that the performance of the duties of the available position do not negatively impact the illness or injury. Employees who sustain an on-the-job injury and are then placed on light or limited duty, will receive their regular wage for all hours worked. Employees who sustain an on-the-job injury and are then placed on light or limited duty will be eligible to receive additional workers' compensation benefits as provided by law and may supplement payments with sick leave and then vacation leave sufficient to provide the employee's pre-injury wage. Human Resources, in cooperation with the Manager, may place the employee in a limited duty position within the employee's stated restrictions and qualifications, if available. While the employee is off duty due to illness or injury, the employee will stay in weekly contact with the EMS Operations Manager, County Employee Health Services and the County's designated Claims Adjuster to update status. When a physician advises that an employee is ready to return to work, the employee will provide County Employee Health Services with a return to duty work slip notice from the employee's physician, stating any physical limitations. The

return to work slip will be presented to County Employee Health Services prior to returning to work. The employee will receive a Return to Duty release from County Employee Health Services.

### **Section 25.3**

Employees placed in limited duty work positions as per Sections 25.2 or 25.3 of this Article will not be required to work more hours per week than they would normally average over a two (2) week period while on full regular duty. Employees working in limited duty positions because of a work related injury or illness may have their earned wages supplemented by Worker's Compensation wage loss benefits under the provisions of Florida Statutes, Chapter 440.

### **Section 25.4**

If an employee sustains a job related injury or illness and, in the judgement of the treating physician, the time of return to full duty is expected to surpass the next pay period, the County will make every attempt to transition the employee to a forty (40) hour schedule in the next full pay period and adjust the employees rate of pay in accordance with Article 20. Conversely, when an employee returns to full duty, the County will transition the employee back to their appropriate rate of pay for the schedule they are returning to retroactive to the beginning of the current pay period.

### **Section 25.5**

Employees who sustain a job related injury or illness or are involved in a job related accident shall immediately inform their supervisor of the injury or accident. A Worker's Compensation Notice of Injury form shall be completed immediately and forwarded to Risk Management and Lee County Employee Health.

**Section 25.6**

Employees who are receiving Temporary Total Disability (TTD) benefits, as outlined in Florida Statutes, Chapter 440, may elect to utilize accrued sick and/or vacation time to make up the difference between their regular gross wages and their TTD benefits.

**Section 25.7**

The County will cover any swap currently approved for an employee who sustains a workers' compensation-approved injury or illness within a seventy-two (72)-hour window following the incident. The swap(s) will be covered until the employee can return to duty.

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ARTICLE 26

**UNIFORMS AND EQUIPMENT**

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**Section 26.1**

The County will furnish all new full-time employees in the bargaining unit the following:

Uniforms:

- Six (6) Pair Uniform Pants
- One (1) Black Uniform Belt
- One (1) Uniform (Class A/B) Shirt
- One (1) Uniform (Class C) Shirt
- One (1) Jacket
- Six (6) Polo Style Shirts
- Two (2) Jump Suits
- One (1) Name Tag/Collar Brass

Equipment

- One (1) Badge
- One (1) Protective Rain Jacket
- One (1) Protective Extrication Jacket, Boots, Pants, and Gloves
- Four (4) Incident Command Accountability Tags
- One(1) pair of extrication gloves
- One (1) Protective Helmet
- One (1) complete dress uniform
- One (1) safety vest
- One (1) Littmann Stethoscope

All items that require patches to be sewn on will be done prior to issuance to the employee.

The Polo style shirt will be worn on duty, except when directed by the County for legal proceedings and other assignments.

**Section 26.2**

Uniforms will be replaced on an annual basis when signs of wear and damage exist, in a one-for-one exchange with Public Safety Logistics. Issued uniforms and equipment

damaged due to negligence or loss shall be replaced at the employee expense. Issued uniforms and equipment damaged in the line of duty will be replaced by the County. Employees who misplace collar brass may receive a replacement set once every twelve (12) months.

For any item listed in 26.1 that the County vendor is not able to provide (such as due to clothing size or shoe size), the employee may obtain pre-approval to purchase the item and be reimbursed. Once the employee has provided receipts for the item(s) purchased, the County will reimburse the employee in a timely manner.

The County agrees to provide employees who notify the County that they are pregnant, three (3) new maternity uniform pants, three (3) new maternity shirts, and one (1) new jumpsuit.

The County will consult the elected union executive board regarding uniforms before beginning any scheduled procurement processes. The County and Union agree to meet to mutually agree to a new light weight polo style shirt. The new polo shirt will not have the employees' name on it.

### **Section 26.3**

Employees shall always be permitted to purchase, at employee cost, additional uniforms as outlined in this Article from a supplier selected by the County, if the employee requires or desires uniforms in excess of those provided in this Article.

### **Section 26.4**

When the employment relationship is terminated for whatever reason, the employee will be responsible for the return of all items furnished under this Article to the County. All items must be returned in good condition and all uniforms will be cleaned and pressed prior to receipt of the final County pay check.

**Section 26.5**

Employees will be required to wear issued uniforms while on duty. Employees are to report to work in a clean and pressed uniform with a neat appearance and non-faded lettering.

**Section 26.6**

In October of each year during the term of this Agreement, the County will provide employees with a yearly stipend of \$250.00 which they may utilize to purchase black uniform boots or shoes (as defined by the CBA and SOP).

**Section 26.7**

An employee is responsible for the damage or loss of property or equipment due to misconduct or misuse of the equipment on the part of the employee. Equipment is defined as any material good(s) owned and operated by Lee County. Property is defined as any valuable right and interest of the County, its residents or visitors. An employee may be required to pay up to a maximum of \$250.00 for equipment or property that is lost or damaged due to misconduct or misuse of the equipment or property on the part of the employee. The amount to be paid may not exceed the value of the item. The County is responsible to provide the employee a receipt upon request showing the cost of replacement or the reasonable cost to repair the property. If the employee is charged, the item must either be replaced or repaired.

The Director or designee, will make the determination regarding the appropriate level of the employee's fiscal responsibility based on Just Culture and taking into account the following:

- A. Willful Misconduct:
  - 1. The damage or loss of equipment or property was the result of willful misconduct on the part of the employee.

2. The incident may also result in disciplinary action. The monetary fine may be considered as part of the disciplinary action.

B. Failure to Take Reasonable Precaution:

1. The damage or loss of equipment or property was caused because the employee failed to take reasonable precautions to prevent the incident, but no willful misconduct existed.

2. The incident may result in disciplinary action. The monetary fine may not be considered as part of the disciplinary action.

C. Extenuating Circumstances:

1. The damage or loss of equipment or property was caused because the employee failed to take reasonable precautions but extenuating circumstances existed which made the loss or damage very difficult to prevent.

2. In extenuating circumstances, the employee will not be responsible for monetary damages.

**Section 26.8**

The County agrees to install window-tinting on existing supervisory response vehicles to which bargaining unit members are regularly assigned.

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ARTICLE 27

**TRAVEL REIMBURSEMENT**

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**Section 27.1**

When authorized by the County to use personally owned vehicle for official business or approved training, all travel and related expenses will be reimbursed in accordance with Lee County Administrative Code AC-3-21.

**Section 27.2**

When traveling outside of Lee County on approved business for the County all travel and related expenses will be reimbursed in accordance with Lee County Administrative Code AC-3-21.

**Section 27.3**

Employees may request to attend classes, workshops, or conferences relevant to their job classification. These requests shall be reviewed and approved contingent on county funding for travel, and operational needs as determined in the discretion of the Director or his/her designee. Any classes relevant to the employee's job classification that is provided at no cost to the county (i.e. funded by Homeland Security) shall be approved, contingent on staffing not below minimum staffing levels.

**Section 27.4**

When non-exempt LCEMS employees are authorized to participate in approved EMS related travel, such employees will be paid their regularly scheduled work hours. Travel and conference/meeting hours that exceed the regularly scheduled work hours will be compensated as per the FLSA.

**PROCEDURES:**

All travel arrangements must be entered into the designated online system.

1. 1. Immediate Supervisor to estimate total number of hours required for travel and conference/meetings and compare to employee's regular work week schedule.
2. If travel and conference/meeting hours exceed the employee's regular work week schedule, employee will receive overtime compensation per the FLSA.
3. If travel and conference/meeting hours do not exceed the employee's regular work week schedule, no changes will be made to the employee's pay.

**ADDITIONAL INFORMATION:**

Examples of Pay Procedures:

Employee on a 24/48 hour is scheduled to attend an eight (8) hour meeting on Monday. Travel is required on Sunday and Tuesday. Employee's 24 hour shift will be divided into three (3) eight (8) hour increments. Employee will not be paid for a 24 hour Monday shift and for time spent traveling on Sunday/Tuesday.

Employee on a 24/48 hour is scheduled to attend a 40 hour conference from Monday through Friday. Travel is required on Sunday and Saturday. Employee's 24 hour shift falls on Thursday-Sunday-Wednesday-Saturday-Tuesday for that two week pay period. The total hours of work scheduled for the first week of the pay period is 72 hours. The employee spends 8 hours traveling Sunday, and 8 hours each day in the conference for Monday, Tuesday, and Wednesday for a total of 32 hours. During this time period, travel and conference time is less than 72 hours. The employee's pay will not

be adjusted downward. The total hours of work scheduled for the second week of the pay period is 48. The employee attends the conference on Thursday and Friday for a total of 16 hours and has 8 hours of travel on Saturday. The employee works the scheduled Tuesday 24 hour shift, resulting in a total of 48 hours for this week. Employee will receive OT for all hours worked in excess of the minimum 40 hours. Employee will not be paid for the 24 hour shift Sunday-Wednesday-Saturday and then OT for time spent in the conference on Monday-Tuesday-Thursday-Friday.

The same methodology applies to non-exempt employees on 12 hour shifts.

Exempt employees do not qualify for overtime, but will be paid as described in Section 33.2D.

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ARTICLE 28

**EMPLOYEE ASSISTANCE PROGRAM**

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**Section 28.1**

The employees will be provided with the opportunity to utilize the County's Employee Assistance Program. Any employee who desires confidential, professional help with life problems, may contact the Employee Assistance Program provider directly.

**Section 28.2**

All information relative to each participant's program involvement will only be recorded in a confidential medical file, with access limited as required by law.

**Section 28.3**

If the County mandates the employee to participate in the Employee Assistance Program—the employee must waive confidentiality and agree that the County can communicate with the Employee Assistance Program to verify only participation in the Employee Assistance Program, following recommended treatment program and whether employee can return to work.

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ARTICLE 29

**UNION BUSINESS**

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**Section 29.1**

Members of the bargaining unit shall have the right to join the Union or not join the Union.

**Section 29.2**

Two (2) Union delegates may be granted unpaid leave from duty in accordance with County Policy 404 to attend the convention of the National Association of Government Employees for up to five (5) business days.

**Section 29.3**

To preserve the delivery of service and in accordance with Section 447.509, Florida Statutes, the Union, the members, agents or representatives or any persons acting on their behalf are prohibited from the following acts: conducting Union business during working hours, distributing literature during working hours in areas where the actual work of public employees is performed such as offices, fire stations, and any such similar public installations. The internal mail system cannot be used for the distribution of Union literature or material.

**Section 29.4**

A complete list of Union Representatives will be furnished to the Director or designee of Public Safety or his/her designee.

**Section 29.5**

The County will permit the Union to post bulletin boards as set forth in Article 32, Section 32.2. Postings of notices on the bulletin board shall be restricted to:

- A. Notices of Union meetings.
- B. Notice of Union elections and results of such elections.

- C. Notice of Union recreational and social affairs.
- D. Notice of Union appointments and other official Union business.

All notices shall be signed by an officer of the Union before they are posted. No materials, notices or announcements shall be posted which contain anything of a controversial nature and which adversely reflects upon Lee County or Lee County Emergency Medical Services, the elected officials of Lee County or any Lee County employees.

**Section 29.6**

The employee shall have the ability to vote at designated union polling places for IAEP Local 533 while on duty.

**Section 29.7**

Up to two (2) members of the Union shall be granted leave from duty paid from the Union Time Bank for all meetings between the Employer and the Union for the purpose of collective bargaining, disciplinary & grievance hearings so long as in compliance with Section 33.2.

The County agrees to maintain a Union Time Bank. The hours shall carry over from year-to-year. In December of each year, the County will provide an accounting of the Union Time Bank hours. In January of each year, the Union will notify the County in writing of the required time bank contribution to be deducted from each union member, up to a maximum of four (4) hours, as well as a current list of union members. Failure to notify the County during the required time frame will result in no deduction of the calendar year. At no time shall the accumulation in the Union Time Bank exceed 400 hours.

Deductions from the Union Time Bank will be charged on an hour for hour basis. Deduction requests from the Time Bank must first be approved by the Union President before the request is submitted to the County for final approval.

**Section 29.8**

Once a quarter, the members shall be granted space within the emergency Operations Center or another suitable Public Safety facility to conduct membership meetings. The use of the space shall be granted so long as a request for its use is made to the Director of Public Safety or his designee no later than four (4) days prior to the date of the meeting(s) and so long as the requested space is not otherwise in use. Permission can also be withdrawn in the event of a hurricane or other natural disaster.

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## ARTICLE 30

# ALCOHOL AND DRUG TESTING

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### Section 30.1

Lee County and the Union recognize that our employees are our most valuable resource. It is our goal to provide a healthy, safe and efficient working environment in which to provide our diverse services to the citizens of the County. We also recognize drug/alcohol abuse and/or addiction can pose serious risks to an employee's health and safety and can have detrimental effects on co-workers. *"Drug" means alcohol, including distilled spirits, wine, malt beverages, and intoxicating liquors; amphetamines; cannabinoids; cocaine; phencyclidine (PCP); hallucinogens, methaqualone; opiates; barbiturates; benzodiazepines; synthetic narcotics; designer drugs; or a metabolite of any of the substances listed herein.*

*(Florida Statute- 112.0455(5)(a), 440.102(1)(c)). An employer may test an individual for any or all of such drugs (440.102(1)(c)).* It is a violation of the County Drug Free Workplace program for an employee to use, consume, or possess marijuana, cannabinoids, or any metabolite of these substances, either on or off duty. Medical marijuana is not exempted from this provision. The County acknowledges its responsibility to provide appropriate assistance to its employees to the greatest extent possible. Therefore, it is the policy of the County to:

- a) Assure that employees are not impaired in their ability to perform assigned duties in a safe, healthy and productive manner;
- b) Create a workplace environment free from the adverse effects of substance drug abuse or dependency;
- c) Prohibit the unlawful manufacture, distribution, dispensing, possession, selling, using, buying or transferring of drugs and/or alcohol; and

d) Provide an employee assistance program available to employees whose personal problems, including drug or alcohol abuse or dependency, adversely affect their ability to perform their duties.

**Section 30.1:1**

1) Abuse of drugs, and/or substances, by employees and potential employees is a significant problem both for the safety of the employee and the liability of the County.

2) Lee County has a responsibility to provide quality services to its citizens in a timely and cost effective manner. Employees at any and all levels in the organization who have drugs or alcohol in their systems may impair their ability to perform their duties at full, efficient capacity. Impaired judgment on their part may have serious consequences for the County through increased safety risks, potential accident liabilities, increased worker's compensation liabilities, and potential faulty decision making.

3) Employees who may be involved in the abuse of drugs or the use of illegal drugs, whether on or off the job, or who abuse alcohol off the job to such an extent that work performance is affected, have an adverse impact on the County's ability to maintain a safe work environment and to provide the services expected by its citizens.

4) Lee County, recognizing that drug and alcohol abuse is a growing problem within our nations' workforce, urges self-referral to the employee assistance program for any employee who is concerned that he or she may have a problem with substance abuse, and mandates managerial referral to the employee assistance program when job performance is affected.

**Section 30.2**

Employees are required to report to work drug free and in a state of mind and physical condition so as to be able to perform their assigned duties safely and competently. Employees whose behavior or performance suggests the influence of drugs may be required to submit to a

drug or alcohol test, if approved by the Public Safety Director, or designee. Refusal to submit to such test shall be considered insubordination.

All employees, to include those in safety sensitive positions or performing safety-sensitive functions, shall be subject to drug or alcohol tests if there is reasonable suspicion that he or she is impaired while on duty. Impairment is defined as being unable to perform duties safely and competently due to the use of drugs. Reasonable suspicion is a belief based on objective facts sufficient to lead a reasonably prudent person to suspect that the employee's ability to perform the functions of the job is impaired or such that the employee's ability to perform the job safely is reduced (Lee County Policy 205:2 (4)).

**Section 30.2:1**

Management may require that the employee submit to a breathalyzer test, blood test, urinalysis and/or other appropriate testing at a qualified laboratory chosen by the County.

**Section 30.2:2**

A Random Drug Testing program may be implemented by the County without the requirement of impact bargaining. Random testing as defined in "Drug-Free Workplace Act" means a drug test conducted on employees who are selected through the use of a computer generated random sample of an employer's employees (Florida Statute 112.0455 (5) (j)).

**Section 30.2:3**

The County shall provide employees a ninety (90) day notice period before beginning the Random testing program as stated in Florida Statute 112.0455(6)(a).

**Section 30.3**

As authorized by the Drug-free Workplace Act (Florida Statute 112.0455) and the requirements of the Drug-free Workplace Program as listed in Florida Statute 440.102, as well

as Lee County Policy 205: Drugs and Alcohol In The Workplace: bargaining unit employees shall be subject to drug or alcohol testing for any of the following reasons:

A. Reasonable suspicion-

“Reasonable suspicion drug testing”- as defined in Florida Statute 112.0455(5)(k) and 440.102(1)(n) means drug testing based on a belief that an employee is using or has used drugs in violation of the employer’s policy drawn from specific objective and articulable facts and reasonable inferences drawn from those facts in light of experience. Among other things, such facts and inferences may be based upon:

1. Observable phenomena while at work, such as direct observation of drug use or of the physical symptoms or manifestations of being under the influence of a drug.
2. Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance.
3. A report of drug use, provided by a reliable and credible source, which has been independently corroborated.
4. Evidence that an individual has tampered with a drug test during employment with the current employer.
5. Information that an employee has caused, or contributed to, an accident while at work.
6. Evidence that an employee has used, possessed, sold, solicited, or transferred drugs while working or while on the employer’s premises or while operating the employer’s vehicle, machinery, or equipment.

B. On-duty work-related incident with injury requiring treatment;

C. Motor vehicle crash;

D. Medication inventory discrepancies;

E. Excessive disbursement of controlled substances during patient care;

- F. Job applicant drug testing;
- G. During annual employer provided physicals;
- H. Follow up drug testing. If the employee in the course of employment enters an employee assistance program for drug-related problems, or a drug rehabilitation program, the employer must require the employee to submit to a drug test as a follow up to such program, unless the employee voluntarily entered the program. In those cases, the employer has the option to not require follow up testing. If follow up testing is required, it must be conducted at least once a year for a 2-year period after completion of the program. Advance notice of a follow up testing date must not be given to the employee to be tested.
- I. Inappropriate conduct or behavior;
- J. Random Testing-employee's holding Mandatory-testing positions as defined in Florida Statute 440.102 Drug-free Workplace Program will be subject to testing at any time on a random basis.

“Mandatory-testing position” means, with respect to a public employer, a job assignment that requires the employee to carry a firearm, work closely with an employee who carries a firearm, perform life-threatening procedures, work with heavy or dangerous machinery, work as a safety inspector, work with children, work with detainees in the correctional system, work with confidential information or documents pertaining to criminal investigations, work with controlled substances, or a job assignment that requires an employee security background check, pursuant to s. 110.1127, or a job assignment in which a momentary lapse in attention could result in injury or death to another person.

**Section 30.3:1**

Employees required for reasonable suspicion drug or alcohol testing, shall be monitored and escorted immediately for testing. Upon completion, the employee shall be placed on administrative leave until results are obtained and/or cleared to return to duty.

**Section 30.4**

Any employee who refuses to submit to a breath, blood, urine, and/or other tests shall be considered insubordinate, placed on administrative leave and subject to disciplinary action up to and including discharge.

**Section 30.5**

In order to promote safety, health and security concerns, the County may search lockers, County vehicles and any other County-owned or supplied areas. An employee's refusal to cooperate with or submit to a search shall be considered insubordinate and their actions may result in disciplinary action up to and including discharge.

**Section 30.6**

Any employee using a prescription or nonprescription drug or medication; means a drug or medication obtained pursuant to a prescription as defined by Florida Statute 893.02 or a medication that is authorized pursuant to federal or state law for general distribution and use without a prescription in the treatment of human diseases, ailments, or injuries, 440.102(1)(1) that causes adverse side effects (drowsiness or impaired reflexes or reaction time) shall inform Employee Health Services in writing that they are taking such medication on the advice of a physician.

The prescribing physician must provide a statement that the employee can perform all of the employee's normal job functions, which will be provided to the employee's Employee Health Services prior to starting work.

### **Section 30.6:1**

Failure of an employee to notify Employee Health Services before beginning work when taking medications or drugs which may interfere with the safe and effective performance of duties may result in disciplinary action up to and including separation of employment. Employees may be required to provide a doctor's statement if the employee indicates that there is a need to use the prescription drug/medication for an extended period.

### **Section 30.7**

The cost of drug and alcohol tests (initial and confirmation) required by the County will be paid by the County. An employee shall pay the costs of any additional drug tests not required by the employer.

### **Section 30.8**

The County retains the right to discipline up to and including discharge any employee who uses, possesses, dispenses, sells or buys illegal drugs (inclusive of any form of marijuana), whether on or off duty, or who uses or possesses alcohol while on duty, or who reports to work under the influence of illegal drugs or alcohol.

The existence of an Employee Assistance Program does not affect the right of the County to impose discipline, up to and including termination, for violating this Article.

### **Section 30.9**

Employees on or off duty are strictly prohibited from engaging in the manufacture, distribution, dispensing (except as necessary during the performance of their job), possession, using, buying, selling or transferring of prohibited drugs on or off County Property and during both working and non-working hours. The use, possession, purchase, sale or transfer of alcohol during regular work hours, including breaks or meal periods, on County property is strictly prohibited. This includes in County vehicles or while in County uniform, working

under the influence of drugs or alcohol or using drugs or alcohol on their own time in a way which causes them to report for work under the influence of drugs or alcohol.

**Section 30.9:1**

Any employee who is convicted, pleads guilty or *no lo contendre* (no contest) to any criminal drug statute violation, whether on or off duty, must notify the Director of Human Resources no later than five (5) days after such conviction. Failure to do so will be cause for appropriate disciplinary action, up to and including termination. Once the County receives such information, the County will make the appropriate determination as to what disciplinary action, if any, is to be taken.

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ARTICLE 31

**QUALITY MEDICAL ASSURANCE /  
IMPROVEMENT**

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**Section 31.1**

Where mandated by local ordinance, state rule or regulation or customer demand, it is the goal of the County to measure, analyze and report the performance of all components of the EMS care delivery system. The County and the Union agree that participation in quality assurance/improvement activities is vital to the maintenance and improvement of the delivery of EMS to the citizens and visitors of Lee County. For purposes of this Article, employees are recognized by the level of Medical Director credentialing held by the Lieutenant or Captain.

**Section 31.2**

Empowering an employee's certification is within the discretion of the Medical Director(s) contracted with the County. Revocation of an employee's certification empowerment or Medical Director(s)' privileges will be for just cause pursuant to Florida Statutes, Section 401.265, by the Medical Director(s) under contract with the County and if revoked as per the provisions of this Article shall be subject only to the grievance procedure in Article 9 and only up to STEP 3 of Section 9.6, to the Director of Public Safety or designee; not the arbitration procedures outlined elsewhere in this Agreement.

**Section 31.3**

The assessment of an individual's performance will be based on standards established, outlined or selected by the Medical Director in a process known as "recredentialing". All EMTs and Paramedics must successfully demonstrate required competencies during any twenty-four (24) month period to maintain the credentials with the Medical Director(s).

For recredentialing, the County will use clinical competencies to measure an employee's performance. Employees will be given a minimum of ten (10) business days written notice prior to any scheduled component of the recredentialing process. Employees who are on approved leave will be required to make up the components of the recredentialing process within fifteen (15) business days of their return to work.

Employees who have not worked clinically for more than 120 days may, at the County's discretion, be assigned to a Field Training Officer for the completion of any clinical competencies that are due. The assignment is limited to no more than two shifts or the completion of the competencies. More time may be granted for completion of these competencies at the County's discretion. This assignment may not cause a change in the employee's shift or work schedule.

A. Clinical Competencies

Effective with the execution date of the contract, clinical competencies must be demonstrated by all EMTs and Paramedics within twenty-four (24) months unless otherwise specified. EMTs will complete Basic Life Support Competencies, and Paramedics will complete both Basic and Advanced Life Support Competencies.

Clinical competencies may be incorporated into and completed during Monthly In-service Training or Distributive Education, when appropriate. If an employee is unable to complete a competency on the first attempt the County will offer, when possible, immediate remediation and a second attempt to successfully complete the competency.

Biennial clinical competencies will meet the following requirements:

<b>Basic Life Support Competencies</b>	<b>Method</b>
BLS Airway/Respiration/Ventilation	Lab only
BLS for Healthcare Providers	Course completion
Stroke Assessment	Practice or lab
Trauma Skills	Practice or lab
Trauma Alert Triage	Practice or lab
OB/Neonatal Care	Lab only
Patient Assessment	Lab only
BLS Pharmacology	Practice or lab
Field Triage and Mass Casualty Incidents	Practice or lab
Ambulance Safety and Vehicle Operations	Course completion
Vascular Access	Practice or lab

<b>Advanced Life Support Competencies</b>	<b>Method</b>
ALS Airway/Respiration/Ventilation	Lab only
Needle Decompression	Lab only
Pericardiocentesis	Lab only
Advanced Cardiac Life Support	Course completion
Pediatric Advanced Life Support	Course completion
ALS Pharmacology	Practice or lab
Intraosseous Access	Practice or lab

B. Quality Improvement

Feedback and comments received by EMS from medical staff, physicians, other public safety agencies or the public regarding patient care, procedural efficacy, interagency staff relations, demeanor, etc. Remedial actions may be prescribed and implemented as needed. If disciplinary in nature, such actions will be subject to the grievance and arbitration procedure; provided that remedial action or revocation of privileges by the Medical Director(s) will be for just cause based on, and subject only to the grievance procedure as outlined in Section 33.2 above, and not the arbitration procedure.

C. Field Observation

Field observation of service delivery may be accomplished by any personnel with operational responsibility. Every Lee County EMT and Paramedic is required to monitor the care provided while on the scene. It is the responsibility of all care providers to report all deviations from the standard of care or protocol, situational anomalies, etc., witnessed during duty shifts through written reports, evaluations, incident reports, or additional methods as prescribed by order, guideline, policy, protocol or procedure.

On scene, the highest-ranking medical authority is primarily responsible for all care delivered by the crew members on their ambulance. This includes, but is not limited to, probationary or non-probationary EMTs, Paramedics, other public safety personnel, and student riders. The highest-ranking medical authority shall have the sole right to limit the care delivered by probationary or non-probationary participants in patient care.

During transport, the individual providing care is required to monitor the care provided with the best interest of the patient(s) in mind.

D. Clinical Incident Investigation

The following process shall be utilized in clinical investigations . The process outlined herein shall be utilized in response to incidents relating to medical treatment and/or deviations from established protocols and standing orders as outlined by the Medical Director(s). Remedial Action ordered by the Medical Director(s) as the result of an investigation will be for just cause subject only to the grievance procedure outlined in Section 32.2 above and not arbitration procedure. The investigation process shall not be utilized *solely* for investigations into incidents/complaints that arise from incidents involving violations of operational guidelines, incidents involving public relations or violations of rules and regulations. However, when operational and quality assurance issues arise out of the same incident or event, the operational and clinical investigations may occur at the same time.

The decision of the Medical Director(s) to revoke an employee's privileges to work under the Medical Director(s)' license in any classification shall be final and binding except to the extent that such a revocation may be grieved as provided in this Section. In any grievance/ arbitration procedure arising out of the County's action following revocation of privileges by the Medical Director(s), the sole issue before the arbitrator will be whether or not the Medical Director(s) followed the procedures under this Article. If the procedures were followed, an arbitrator shall not disturb any action taken by the Medical Director(s) nor the County's action implementing the Medical

Director(s)' action. Any disciplinary action in excess of the action necessary to implement the Medical Director(s)' decision will be subject to arbitration.

If the Medical Director revokes the privilege of the employee to work under the Medical Director(s)' license as a Paramedic or an EMT, the County's decision to demote or terminate as necessary to implement the Medical Director(s)' action will not be considered disciplinary action and will not be disturbed.

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## ARTICLE 32

# STATIONS AND POST

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### **Section 32.1**

The County will maintain stations spread geographically throughout the County. Each station will be equipped as set forth in Section 32.2.

### **Section 32.2**

All stations shall be supplied with the following minimum equipment and services:

- Full-size refrigerator
- In stations where a stove is not permitted, but an outside gas grill is permitted, a gas grill and a propane tank will be provided. Employees will be responsible for providing the propane.
- Assortment of dishes, to include plates, drinking glasses, coffee cups, knives, forks and spoons.
- Color television with cable service, satellite, or internet access
- Telephone (local service)
- Sink /Counter combination for kitchen area
- Water service
- Bathroom with bathing facilities
- Assorted cooking pans and utensils
- Electric service
- Desk area for paperwork with lamp
- One (1) Shift locker per supervisor assigned to a station if space allows
- Chairs for desk and tables, recliners for the day area (one per person on duty)
- One (1) Union bulletin board (to be supplied by the Union)
- Properly secured location for storage of Weapons of Mass Destruction (WMD/Extrication) bags
- A laptop or Surface tablet (as determined by the County) will be made available in each district for use by a supervisor during his or her shift.

The employee is responsible for equipment stored at EMS stations while not on duty.

**Section 32.3**

The above equipment and services as set forth in Section 32.2 may be supplied either directly by the County or provided by the organization owning the building housing the EMS unit. The County, in cooperation with personnel assigned to these stations, will work together to ensure that the equipment owned by the County listed in Sections 32.3 and 32.5 is maintained in good working condition. Supervisors who are co-located with other EMS crews shall be provided separate computers, televisions, and phone lines. For 24-hour supervisor stations, the County will provide a bunk area which will include one (1) twin bed and (1) night stand/lamp per bed. A supervisor office will be made available at the station where feasible or at another reasonable location.

**Section 32.4**

When new supervisor stations or offices are established, or existing locations are moved, the County agrees to meet with Union leadership to review and discuss these plans at least thirty (30) days in advance.

**Section 32.5**

The County will do a station review every twelve (12) months to keep a maintenance log on all EMS stations and offices. After each review EMS management will repair or replace items identified. Employees will only be responsible for routine maintenance as identified in the applicable SOP, and preventative maintenance will be done by appropriate departments or services. The County will provide a SOP to identify and correct maintenance items.

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ARTICLE 33  
**STAFFING**

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**Section 33.1**

Operations Lieutenant and Captain assigned to 12 or 24 hour shifts shall be given the opportunity to accept a vacated shift assignment within their employment classification (i.e. move to a vacated district/shift) within seven (7) calendar days. This opportunity will be based on the following factors, in no specific order:

- Education
- Performance
- Time in Grade

If all other factors are equal, Seniority, as defined in Article 8, will prevail.

When a vacancy occurs, the vacancy will be open to hire within 90 days of vacancy Any vacancy in the Administrative Caption and Lieutenants (i.e., working a 40-hour schedule) shall be filled by an interview and selection process and ultimately approved by the Director or designee. The County reserves the right to assign supervisors to districts and/or shifts to ensure operational effectiveness. Supervisors affected will be given a minimum of a two-week notice.

**Section 33.2**

The County shall adhere to minimum staffing levels of:

- A. From 0800-2000, a minimum of five (5) Lieutenants and one (1) Shift Commander must be on duty.
- B. From 2000-0800, a minimum of four (4) Lieutenants and one (1) Shift Commander must be on duty.
- C. Shift Command will be covered by staffing in the following order:

1. On duty forty-eight hour operational Captains.
2. On duty forty-two operational Captains.
3. On duty administrative Captains.
4. Off duty operational Captains.
5. Off duty Administrative Captains.
6. On duty Lieutenants.

D. Any Captains working outside of their regularly scheduled hours will be compensated at straight time at the forty hour rate.

E. Any Lieutenant may complete training and be credentialed to cover the role of EMS Shift Commander. The required training and credentials will be set forth in a department policy or general order. The County will provide written notice to the Union of the department policy or general order, and the Union may, within 10 calendar days, request to bargain the impact of the department policy or general order. Upon receipt of a timely request, the County and the Union will meet at a mutually agreeable time to bargain any negotiable impact identified by the Union arising from this department policy or general order. After the department policy or general order setting forth the required training and credentials has been implemented, any credentialed Lieutenant functioning in the role of shift command will receive an additional five dollars (\$5.00) per hour.

### **Section 33.3**

Personnel in a Captain or Lieutenant position who wish to regress to the position of lieutenant, paramedic, or EMT will be required to satisfy the following parameters:

- A. A Lieutenant, Paramedic, or EMT position must be available within Lee County EMS.
- B. The employee must be in good standing with the Medical Director(s).
- C. The approval of the Deputy Director or designee.

### **Section 33.4**

Individuals promoted to the rank of Lieutenant or Captain will be subject to a six-month probationary period beginning on the date of promotion. The purpose of this probationary period is to ensure that newly promoted supervisory personnel demonstrate the leadership, operational proficiency, professionalism, and judgment expected of their position.

The probationary period will be successfully completed when the employee receives a “meets expectation or above” on their probationary employee performance evaluation. This evaluation will be completed on or before six months from the date of promotion. The employee will continue on probation until successful completion of this evaluation. The exception is for employees who are unavailable for a significant portion of the probationary period due to protected leave such as FMLA, personal leave of absence, or workers’ compensation. Those employees will have their probationary period automatically extended to account for time not actively spent in the role. Additionally, at the discretion of the Chief of the Department, this probationary period may be extended for up to an additional six (6) months when further time is needed to adequately assess the employee’s performance or to support their development in the role.

If the employee fails to meet performance expectations before the probationary period ends, the promotion will be rescinded. In such cases, the employee may be returned to their previously held classification pursuant to Article 33.3 of this Agreement.

**Section 33.5**

During Sector bid restructuring, the County and the Union will meet to discuss the geographical locations and district supervisors' span of control. The Local 533 President or designee will be invited to participate in the Local 1826 Sector Bid Process.

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ARTICLE 34

**SAVINGS CLAUSE**

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**Section 34.1**

If any Article or Section of this Agreement should be found or rendered invalid, unlawful, or not enforceable, by reason of any existing or subsequently enacted legislation or by judicial authority, all other Articles and Sections of this Agreement shall remain in full force for the duration of this Agreement.

**Section 34.2**

In the event of invalidation of any Article or section, both the employer and the Union agree to meet within thirty (30) days of such determination for the purpose of arriving at a mutually satisfactory replacement, if available, for such Article or Section.

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ARTICLE 35

**DURATION**

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It is understood by and between the Parties that this Agreement shall be effective from date of approval by the Lee County Board of County Commissioners, and shall continue until **September 30, 2028**. This Agreement shall be renewed annually provided that either Party may give written notice on or before **January 1, 2028**, of its intention to renegotiate the Agreement.

The Contract shall be effective from date of approval by the Lee County Board of County Commissioners, and shall remain in full force and effect through **September 30, 2028**.

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ARTICLE 36

**ENTIRE AGREEMENT**

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**Section 36.1**

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

**Section 36.2**

This Agreement may be amended by mutual agreement of the Parties. Any amendment must be in writing and signed by the duly authorized representatives of the Parties before it will be effective.

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ARTICLE 37

**EXECUTION AND RATIFICATION**

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**Section 37.1**

This Agreement shall become a tentative Contract upon being signed by the County designated representative for the County and the Union representative.

**Section 37.2**

This Agreement shall not become a final and binding contract until its ratification by the majority of the employees in the bargaining unit and its approval by the Lee County Board of County Commissioners.

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RATIFICATION

This is to certify that a majority of the bargaining unit employees voting, approved the Agreement in October 2025.

WITNESSED BY:

INTERNATIONAL ASSOCIATION OF  
EMT'S AND PARAMEDICS  
IAEP LOCAL 533

BY:

  
\_\_\_\_\_  
Heather Demos, Local President

International Association of EMTs and Paramedics  
Local 533

This is to certify that the Lee County Board of County Commissioners approved the Agreement at its meeting on November 4, 2025.

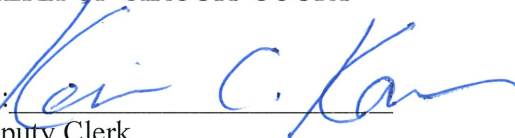
WITNESSED BY:

LEE COUNTY BOARD OF  
COUNTY COMMISSIONERS

BY:   
Dave Harner, County Manager

BY:   
Chair/Vice Chair  
Lee County Board of County Commissioners

ATTEST: KEVIN C. KARNES  
CLERK OF CIRCUIT COURT

By:   
Deputy Clerk



APPROVED AS TO FORM FOR THE  
RELIANCE OF LEE COUNTY ONLY

BY:   
Office of the County Attorney