

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN**

**INDIAN RIVER COUNTY EMERGENCY
SERVICES DISTRICT**

AND

**INDIAN RIVER COUNTY
FIREFIGHTERS/PARAMEDICS
ASSOCIATION,
LOCAL 2201, I.A.F.F.**

October 1, 2024 – September 30, 2025

ARTICLE 1

AGREEMENT

1.01 This Agreement is entered into between the Indian River County Emergency Services District, hereinafter referred to as the Employer, the County, the Fire District, the District, the Fire Department or the Department; and the Indian River County Firefighters/Paramedics Association, Local 2201, I.A.F.F., hereafter referred to as the bargaining unit or Union.

1.02 The parties realize that Indian River County has the responsibility of administering the Emergency Services District.

1.03 Whenever an action is required to be performed by a particular person, by virtue of that person's office, that action may be performed by a properly authorized deputy or designee.

1.04 Whenever the words "he", "him", or "his" are used the words shall be interpreted as including the words "she", "her" or "hers".

ARTICLE 2

RECOGNITION

2.01 In accordance with Public Employees Relations Commission Certification Number 2082, the County recognizes the Union as the exclusive bargaining agent for employees in the following supervisory bargaining unit:

INCLUDED: All employees of Indian River County in the classification of Battalion Chief.

EXCLUDED: All other employees of Indian River County.

2.02 The Union recognizes the County Administrator and designees are the representatives of the County for purposes of collective bargaining. The County recognizes that the President of the Union and designees are the representatives of the Union for purposes of collective bargaining. Direct negotiations will not be conducted between any other parties, including the County Commission and employees in the bargaining unit.

- J. Timely and accurately completing all forms, reports, and other paperwork relating to station operations, fire and rescue incidents, daily work and activities, and personnel matters.
- K. Temporarily transferring/assigning subordinate employees to different assignments, as required.
- L. Participating in the administration of Departmental overtime and leave policies.
- M. Preparing budgets for their assigned programs and provide input on development of future budgets.
- N. Administering and participating in public education programs.
- O. Participating in committees, task forces, or other work groups as assigned by the Department or the County.
- P. Working and supporting the Fire Administration and the County.
- Q. Performing work area inspections.
- R. Performing such other duties and responsibilities as are required under Department rules, regulations, policies, and procedures, and/or as assigned by appropriate management authority.

ARTICLE 4

MAINTENANCE OF STANDARDS

4.01 The employer will not unilaterally change, except as allowed herein or by the Florida Public Employees Relations Act, employees' wages, hours, or working conditions established by this Agreement.

4.02 Article 4.01 notwithstanding, the provisions of this Agreement and/or pre-existing working conditions, other than monetary provisions, may be temporarily suspended in response to the formal declaration of a federal, state or local emergency or disaster.

