

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is entered between Indian River County/Indian River County Emergency Services District and the International Association of Firefighters, Local 2201 as follows:

On December 20th, 2022, Indian River County Emergency Services Administration spoke with the International Association of Firefighters, Local 2201, in reference to amending CBA 2022-2025/Article 33.07- Incentive Pay

The amendment intends to clarify language for Special Operations incentive for the position of Rescue Sergeant.

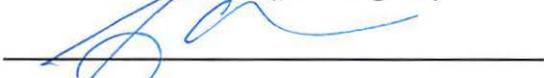
Note: Amended CBA 2022-25/Article 33.07 (Proposed changes in yellow)

Article 33- Incentive Pay-

33.07 Forty (40) Special Operations (Technician Level) per shift consisting of 13 Technical Rescue with a breakdown of 3 Lieutenant, 3 Engineer and 7 Rescue Sergeant/ Fire Medics, 3 ARFF personnel per shift OOR Engineer or Engineer, 12 Haz Mat per shift 2 Lieutenant, 2 Engineer and 8 Rescue Sergeant/Fire Medics , 12 Rescue Diver per a shift, 2 Lieutenants, 2 Engineers and 8 Rescue Sergeant/Fire Medics for a total of 120 slots, shall receive forty dollars (\$40.00) biweekly, so long as they maintain their certifications or are removed in accordance with Section 33.04 above. Up to fifteen (15) individuals who, as of October 1, 2022, currently receive incentive pay, and who are not selected to fill a special operations slot, will continue to receive the thirty-five dollars (\$35.00) biweekly legacy incentive pay as long as they meet the minimum qualifications of the special operations slot for which the incentive is paid. Such legacy incentive pay may cease if the employee does not maintain minimum standards established by the Training Bureau and maintain appropriate credentialing. An employee shall only be eligible for one incentive pursuant to this Section 33.07.

By entering this agreement, neither party shall be in violation of the parties' Collective Bargaining Agreement, regulations, or practices.

Indian River County Emergency Services

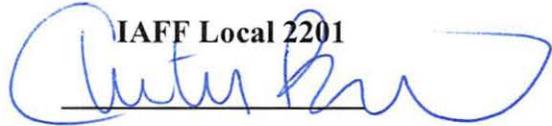


David Johnson, Director

Indian River County Emergency Services

Date 1-31-23

IAFF Local 2201



Christen Brewer

IAFF Local 2201 President

Date 1/31/23 CB