



KEY LARGO FIRE RESCUE & EMERGENCY MEDICAL SERVICES DISTRICT

Seat 1: Tony Allen; Seat 2: Frank Conklin; Seat 3: Kenny Edge; Seat 4: George Mirabella; Seat 5: Michael Jenkins

FIRST PUBLIC HEARING AND DISTRICT MEETING AGENDA [AMENDED¹]

September 8, 2025

Members of the public who wish to comment on matters before the District Board may do so in person at 1 East Drive, Key Largo, Florida.

1. AGENDA

1a. *Call to Order*

1b. *Pledge of Allegiance*

1c. *Roll Call*

2. APPROVAL OF AGENDA & MINUTES

2a. *Approval of September 8, 2025 First Public Hearing and District Meeting Agenda*

3. BUDGET FY25-26

3a. DISCUSSION/APPROVAL: *KLFREMS FY 2025-26 Proposed Budget [Johnson]*

3b. DISCUSSION/APPROVAL: *RESOLUTION NO. 2025-03 A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, ADOPTING THE TENTATIVE LEVY OF AD VALOREM TAXES FOR THE DISTRICT FOR THE FISCAL YEAR 2025-2026; PROVIDING FOR SEVERABILITY AND PROVIDING AN EFFECTIVE DATE. [Johnson]*

3c. DISCUSSION/APPROVAL: *RESOLUTION NO. 2025-04 A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, PROVIDING FOR ADOPTION OF THE TENTATIVE BUDGET OF THE DISTRICT FOR THE FISCAL YEAR COMMENCING ON OCTOBER 1, 2025, AND ENDING ON SEPTEMBER 30, 2026; PROVIDING FOR SEVERABILITY: AND PROVIDING AN EFFECTIVE DATE. [Johnson]*

4. PUBLIC COMMENT

5. CHAIRMAN REPORT

6. SECRETARY REPORT

7. OLD BUSINESS

7a. DISCUSSION: *Follow-Up on ISO Report [Mirabella]*

7b. DISCUSSION: *KLFREMS Service Mark License Agreement [Conklin]*

¹ Amended to include Items, 7b, 8b and 12a.



KEY LARGO FIRE RESCUE & EMERGENCY MEDICAL SERVICES DISTRICT

Seat 1: Tony Allen; Seat 2: Frank Conklin; Seat 3: Kenny Edge; Seat 4: George Mirabella; Seat 5: Michael Jenkins

8. NEW BUSINESS

8a. DISCUSSION/APPROVAL: Brown & Brown Insurance Proposal for Storage Tank Liability [O'Connor]

8b. DISCUSSION/APPROVAL: KLFREMS Fire Rescue & EMS District Manager/Administrator Proposed Draft Agreement [O'Connor]

9. LEGAL REPORT

10. FINANCE REPORT

11. AMBULANCE CORPS REPORT

12. FIRE DEPARTMENT REPORT

13. COMMISSIONER ITEMS

14. NEXT MEETING

September 22, 2025 Final Public Hearing

September 22, 2025 District Meeting

15. ADJOURN

DOCUMENTS

AI 3a. KLFREMS FY 2025-26 Proposed Budget

AI 3b. Resolution No. 2025-03

AI 3c. Resolution No. 2025-04

AI 7a. Follow-up ISO Report Back-Up

AI7b. KLFREMS Service Mark License Agreement

AI 8a. Brown & Brown Insurance Proposal for Storage Tank Liability

AI 8b. KLFREMS Fire Rescue & EMS District Manager/Administrator Proposed Draft Agreement

AI 11a. KLVAC Business Meeting Agenda/Minutes – July 7, 2025

AI 11b. KLVAC July 2025 Treasurer's Report

AI 12a. KLVFD August 2025 Statistics

Persons who wish to be heard shall send submit a Speaker Request Form to the Chairman

The KLFR&EMS District Mission is to provide *exceptional* fire protection and emergency medical services *efficiently* and *cost-effectively* without compromising the health or safety of residents or personnel.

www.klfireescueems.com

3a.

KEY LARGO FIRE RESCUE AND EMS DISTRICT FY 2025-2026 PROPOSED BUDGET

9/2/2025

REVENUES

<i>Prior Year Millage Rate:</i>	1.1975
<i>Roll- Back Rate:</i>	1.1004
<i>Taxable Value</i>	6,499,011,678
<i>Millage Rate :</i>	1.3371
<i>% over roll-back rate</i>	21.51%

Ad Valorem Taxes (97% collection rate)	\$ 8,429,134
Intergovernmental Revenue - Monroe County -	
Contribution for Capital Infrastructure	
(\$150,000 for capital outlay)	-
Grant Revenue	-
Interest Income	300,000
Total Revenues	<u>\$ 8,729,134</u>

UNASSIGNED FUND BALANCE OCT 1, 2025	4,433,772
COMMITTED FOR VEH REPL FUND BALANCE OCT 1, 2025	1,636,461
TOTAL REVENUES, FUND BALANCES	<u>\$ 14,799,367</u>
AND OTHER FINANCING SOURCES	

EXPENDITURES

Key Largo Fire/EMS District Board	
Operating Expenditures	\$ 660,663
Lease Payments	484,043
Subtotal District Board	<u>\$ 1,144,706</u>
 Key Largo Fire & Rescue	
Operating Expenditures	\$ 4,343,133
Capital Outlay	39,000
Subtotal Key Largo Volunteer Fire Department	<u>\$ 4,382,133</u>
 Key Largo Ambulance	
Operating Expenditures	\$ 3,004,251
Capital Outlay	198,000
Subtotal Key Largo Volunteer Ambulance Corp.	<u>\$ 3,202,251</u>
Total Expenditures & Transfers	<u>\$ 8,729,090</u>

FUND BALANCE

UNASSIGNED FUND BALANCE SEPT 30, 2026	4,433,816
COMMITTED FOR VEH REPL FUND BALANCE SEPT 30, 2026	1,636,461
TOTAL EXPENDITURES & FUND BALANCES	<u>\$ 14,799,367</u>

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - DISTRICT

Department: **1100** District Board
Exp Transaction Code **511** (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY24-25 Projected Actuals	Budget Increase / (Decrease)
110	Board Member Stipends				
	5 Members @ \$ 350 / month x 12 months	21,000	21,000	21,000	-
120	District Clerk	85,000	85,000	-	-
210	FICA Taxes: @ 7.65 % of Wages	8,109	8,109	1,607	-
511.240	Worker's Compensation	1,000	1,000	760	-
514.310	Legal & Clerk Services	85,000	85,000	85,000	-
512.312	Professional Services (IT)	7,200	7,200	-	-
521.312.01	Professional Services (Consolidation Study)	-	-	44,600	-
513.320	Accounting and Financial Services				-
.01	District Audit	19,000	10,500	19,000	8,500
.02	Financial and Accounting Services	60,000	60,000	32,948	-
	<i>Total Accounting & Financial Services</i>	79,000	70,500	51,948	8,500
400	Travel & Per Diem - Training, Seminars, Meetings	4,000	4,000	1,772	-
450	Insurance & Risk Management:				
	Public Position Bond	100	100	100	-
	General & Mgt Liability, Commercial Auto and Excess Liability	2,133	2,133	1,773	-
	<i>Total Risk Management</i>	2,233	2,233	1,873	-
470	Printing and Binding	3,000	3,000	226	-
490	General Departmental: Miscellaneous Expenses				
.01	MoCo Property Appraiser Charges	95,027	85,000	93,510	10,027
.02	MoCo Tax Collector Charge (@3% of Ad Valorem Collection)	252,874	212,288	200,166	40,586
.03	Discretionary Expenditures	1,000	1,000	632	-
	<i>Total General Departmental</i>	348,901	298,288	294,308	50,613
411	Advertising	5,500	5,500	3,414	-

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - DISTRICT

Department: 1100 District Board
Exp Transaction Code 511 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY24-25 Projected Actuals	Budget Increase / (Decrease)
510	Office Supplies & Equipment	1,000	1,000	-	-
540	Dues, Subscriptions and Publications	9,720	6,000	6,282	3,720
Department Total Operations		\$ 660,663	\$ 597,830	\$ 512,790	\$ 62,833
720	Capital Lease Payments on Apparatus (2 ambulance, 1 pumper/tanker, 1 ladder)	484,043	-	-	484,043
919	Transfer to Committed Funds for Vehicle & Equipment Replacement	-	500,000	500,000	(500,000)
Department Total		\$ 1,144,706	\$ 1,097,830	\$ 1,012,790	\$ 46,876

Total Operating Budget	660,663	597,830
Total Capital & Reserve Budget	<u>484,043</u>	<u>500,000</u>
Total	1,144,706	1,097,830

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
120	Regular Salaries & Wages:				
	Administration Captains & Divisional Lead Stipends (Officers Handling Operational Divisions)	57,000	39,000	39,000	18,000
.02	Career Staffing Operational Salaries (Includes 4 new positions - 27 total employees as per year 4 of 5 year plan)	2,541,564	1,772,169	2,041,554	769,395
.03	Fire Chief	-	-	-	-
	<i>Total Regular Salaries & Wages</i>	2,598,564	1,811,169	2,080,554	787,395
121	Volunteer Pay:				
.01	Volunteer Chief's Reimbursement - Chief has declined	-	-	-	-
.02	Volunteer Assistant Chief's Reimbursement	-	-	-	-
.03	Volunteer firefighters (Station 24 and Station 25)	20,000	40,000	14,861	(20,000)
	<i>Total Volunteer Pay</i>	20,000	40,000	14,861	(20,000)
140	Overtime Wages (Based on vacation, sick, and unforeseen situations for 28 employees)	275,000	230,000	206,254	45,000
210	Employer Payroll Taxes @ 7.65% of Pay	221,358	159,209	176,078	62,149
220	Retirement Plan - 401(k) (10% Match) - 28 Employees & Volunteers	150,000	100,000	117,398	50,000
230	Employee Insurance Benefits				
	Medical/Dental/Vision/Life Insurance for 28 Career Employees	251,100	190,000	182,338	61,100
		-	28,500	inc above	(28,500)
	50% family health care coverage	50,000	70,000	inc above	(20,000)
	Statutory AD&D	2,084	2,084	inc above	-
	<i>Total Insurance Benefits</i>	303,184	290,584	182,338	12,600
240	Worker's Compensation	74,845	70,870	76,189	3,975
250	Unemployment Tax	2,835	2,835	2,835	-

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
312	Professional Services:				
	Grant Writing Services - AFG, and State Grants	7,500	7,500	3,300	-
	Firefighter Annual Physicals	15,000	20,000	15,456	(5,000)
	Background Checks, Psych Testing, Drug Testing, Drivers License Checks - National Testing Network	1,750	1,000	1,000	750
	<i>Total Professional Services</i>	24,250	28,500	19,756	(4,250)
314	Legal Services (Requires District Board Approval)	-	-	-	-
320	Accounting Fees - To account for 4 new employees & Fire Chief	21,000	17,250	13,480	3,750
400	Travel & Per Diem - (Greater FL Fire School, Orlando Fire Conference, Seminars, etc.)	2,500	2,500	149	-
410	Phones, Television & Internet (Station Phones, TV, Air Cards)	30,000	21,000	29,600	9,000
411	Advertising	520	520	-	-
412	Postage & Freight	520	520	616	-
430	Utilities				
.01	Electric	28,000	28,000	23,308	-
.02	Water	9,000	9,000	11,974	-
.03	Fire Hydrant Maintenance @ \$50 per hydrant	16,700	16,700	25,750	-
.04	Propane Gas	400	400	400	-
.07	TV Service	5,500	5,500	5,470	-
	<i>Total Utilities</i>	59,600	59,600	66,902	-
440	Rent & Leases:			-	-
	Station 24 & 25 Copier/Scanner/Fax Lease	4,700	4,700	2,524	-
	Oxygen Tank Rental	1,500	1,500	-	-
	Annual Lease Payment - DEP Station 25 Property	300	300	300	-
	Reporting software, CAD software, on-boarding costs, etc. - see breakdown sheet for	31,530	15,761	20,612	15,769
	UKG - Telestaff	3,780	4,182	inc above	(402)
	<i>Total Rent & Leases</i>	41,810	26,443	23,436	15,367

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
450	Risk Management				
	Package Policy (Property, General & Mgmt. Liability, Portable Equip, Umbrella & Auto)	118,648	70,134	97,237	48,514
	Cancer Benefit Insurance (Per FL Statute 112.1816)	2,145	2,145	2,200	-
	Accident and Sickness	6,390	6,080	9,106	310
	Storage Tank Liability	1,910	1,723	1,910	187
	<i>Total Risk Management</i>	129,093	80,082	110,453	49,011
460	Repair & Maintenance: Equipment	20,000	24,500	24,702	(4,500)
461	Repair & Maintenance: Buildings & Grounds	64,500	33,295	72,104	31,205
462	Repair & Maintenance: Vehicles	29,500	61,200	64,918	(31,700)
470	Printing and Binding	104	104	-	-
490	General Departmental: General Office & Administrative Costs				
.05	Other including Recruitment & Retention - Awards	2,500	10,000	-	(7,500)
.06	Computer/IT services - ICCTEK annual maintenance for our network (billed monthly)	22,200	7,500	28,856	14,700
	<i>Total General Departmental</i>	24,700	17,500	28,856	7,200
491	Training - Instructor Fees, Education, Student Text and Fire Prevention				
.01	In-house training courses (Outside/In-house instructors/vendors)	29,000	29,000	2,500	-
.02	Out of area training (To include Live Fire Training Burns, FDIC, 7 Expo's)	39,500	11,000	148	28,500
.03	Fire Prevention (KLVFD Only) - Fire Safety Demonstrations at School	3,500	3,500	4,438	-
.04	Education & Text Books	4,500	6,000	6,633	(1,500)
.05	Target Solutions (Vector ISO)	3,500	5,000	6,875	(1,500)
.07	Fire Boat Training	-	45,000	-	(45,000)
	<i>Total Training</i>	80,000	99,500	20,594	(19,500)

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
510	Office Supplies	3,000	3,000	9,446	-
520	Operating Supplies				
.01	Fire Ground Safety (highway vests, cones, etc.)	2,000	2,000	-	-
.02	Daily Operating/Maintenance Supplies including small tools less then 5k	37,850	48,900	84,544	(11,050)
.03	Medical Supplies & Equipment	15,000	15,000	35,542	-
.05	Station Cleaning/Housekeeping Supplies	5,000	5,000	6,046	-
.06	Firefighting PPE, Cleaning, Maintenance & Inspections (12 Sets of Turnout Gear Expire on 10/1/24)	49,180	55,000	55,000	(5,820)
.07	Clothing, Apparel - Station uniforms	10,000	17,500	17,500	(7,500)
.08	Fire fighting Foam or suppression agent	8,000	8,000	5,400	-
.09	Controlled Substances	2,500	-	5,400	2,500
	<i>Total Operating Supplies</i>	129,530	151,400	209,432	(21,870)
521	Fuel: Gasoline (for portable equipment)	100	100	1,000	-
522	Fuel: Diesel	20,000	20,000	13,246	-
540	Dues, Subscriptions and Publications (Gmail suite, Knox, NFPA, Adobe, Zoom, etc.	16,620	4,192	13,190	12,428
620	Capital Outlay: Buildings				
	Station 24 Second Story	-	-	14,320	-
	<i>Total Capital Outlay: Buildings</i>	-	-	14,320	-
640	Capital Outlay: Equipment & Vehicles >\$ 15,000				
		-	19,000	19,151	(19,000)
		-	37,500	37,500	(37,500)
		-	80,000	77,484	(80,000)
		-	2,000	2,000	(2,000)
		-	450,000	450,000	(450,000)
		-	40,000	40,000	(40,000)
	<i>Total Capital Outlay: Equipment</i>	-	628,500	654,046	(628,500)

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
641	Capital Outlay: Small Tools & Equipment >\$5,000 but < \$ 15,000				
	Misc. Unforsee tool purchases	39,000	10,000	10,000	29,000
	<i>Total Capital Outlay: Equipment</i>	39,000	10,000	10,000	29,000

<i>Total Operating Budget</i>	4,343,133	3,355,873	3,578,387	987,260
<i>Total Capital Budget</i>	39,000	638,500	678,366	(599,500)
<i>Total</i>	4,382,133	3,994,373	4,256,753	387,760

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - AMBULANCE CORP

Department: 1300 Key Largo Volunteer Ambulance Corp
Exp Transaction Code 526 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
120	Regular Salaries & Wages:				
.01	Administrative (1 Position) includes Step Raise	49,691	47,611	47,611	2,080
	Paramedic Payroll - 18 Full-time and 6 part-time medics with minimum 2 paid medics per Rescue per day 40 reg hrs + 8 hrs OT/week plus holiday pay - includes 10% for fire certification medics (still under Monroe County starting pay)			see net figure below	
.02		1,492,543	1,464,250		28,293
	Less: EMS Billing Income Estimate Applied to Offset Payroll	(325,000)	(325,000)	see net figure below	-
	Total Paramedic Payroll Reimbursement	1,167,543	1,139,250	1,139,250	28,293
	Total Regular Salaries & Wages	1,217,234	1,186,861	1,186,861	30,373
121	Volunteer Pay: Volunteer Reimbursement - Includes \$500 per month for Deputy Chief of Administration and volunteers (1 per Rescue x 3 Rescues) at \$176 per 24 hour shift times 80% - based on anticipated participation	160,000	160,000	108,379	-
140	Overtime Wages - based on 18 FT and 6 PT medics, 3 Rescues with personnel leaving and shortage this year	453,798	225,000	225,000	228,798
210	Employer Payroll Taxes @ 7.65% of Full Time Wages and Volunteer Pay	164,936	145,110	141,161	19,826
220	Retirement Contributions - 401K - based on increase in participation	75,000	30,000	57,554	45,000
230	Benefits for full-time 18 medics plus office mgr (up to \$750 per mo. each FT emp. for health)	225,000	171,000	78,703	54,000
240	Worker's Compensation - unknown actual amount	75,000	52,000	61,446	23,000
250	Re-employment Tax	500	900	232	(400)
312	Professional Services: Medical Director, etc.			-	
.02	Medical Director - subject to District Contract but is close to what Islamorada pays MD	67,000	18,000	18,000	49,000
.03	Background Checks, drug testing	1,500	1,500	890	-
.04	Other - Grant Writing	2,500	2,500	-	-
	Total Professional Services	71,000	22,000	18,890	49,000

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - AMBULANCE CORP

Department: 1300 Key Largo Volunteer Ambulance Corp
Exp Transaction Code 526 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
320	Accounting and Financial Services	20,750	20,750	15,242	-
400	Travel & Per Diem - Training, Seminars, Meetings	2,750	2,750	-	-
410	Station Phone Services: (4 phone & 2 fax lines), DSL/Internet, Wireless Air Cards for laptops in trucks - reduced Office phones to 1	10,000	17,500	9,132	(7,500)
411	Advertising	2,500	2,500	400	-
412	Postage & Freight	400	400	350	-
430	Utilities				
.05	Electric & Propane - based on projected	20,000	12,000	17,212	8,000
.06	Water - based on projected	5,000	2,500	4,308	2,500
	<i>Total Utilities</i>	25,000	14,500	21,520	10,500
440	Rental Equipment - O2 rental bottles, etc.	8,000	8,000	-	-
450	Insurance & Risk Management				-
	Fire/Wind/Flood	94,499	55,002	55,002	39,497
	Auto & Umbrella	16,934	26,847	26,847	(9,913)
	Disability Insurance (All Members)	10,000	6,800	6,800	3,200
	<i>Total Insurance & Risk Management</i>	121,433	88,649	88,649	32,784
460	Repair & Maintenance: Equipment	40,000	40,000	33,504	-
461	Repair & Maintenance: Buildings	20,000	20,000	41,962	-
462	Repair & Maintenance: Vehicles - based on projected	70,000	60,000	64,092	10,000
470	Printing and Binding	2,000	2,000	-	-
490	General Departmental: Miscellaneous Expenses				
.08	Computer R&M -	15,000	20,000	6,480	(5,000)
.10	Employee Assistance Program through AETNA	1,500	2,000	1,080	(500)
.12	Membership & Retention & Formal awards banquet	3,500	5,500	2,500	(2,000)
	<i>Total General Departmental</i>	20,000	27,500	10,060	(7,500)

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - AMBULANCE CORP

Department: 1300 Key Largo Volunteer Ambulance Corp
Exp Transaction Code 526 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
491	Training - Instructor Fees, Education				
.07	ACLS/PALS (taught in alternating years)	2,000	2,000	2,468	-
.08	ClinCon or EMS Expo or First There First Care	4,000	4,000	-	-
.10	Misc. Training/Books & pig tracheas	1,750	1,750	1,750	-
.15	Handtevy Pediatric class	1,200	1,200	2,565	-
.20	Kaplan online training for members	3,500	3,500	3,500	-
.25	Advanced Airway Management	2,500	2,500	-	-
	<i>Total Training</i>	14,950	14,950	10,283	-
510	Office Supplies	5,000	6,750	1,092	(1,750)
520	Operating Supplies				
.09	Station Supplies: Ambulance & Building	15,000	15,000	10,469	-
.10	Medical Supplies: Bandages/First Aid/Drip Sets	85,000	75,000	79,037	10,000
.11	Uniforms, Clothing and Apparel, Membership Supplies	10,000	17,500	3,542	(7,500)
.12	Small Tools: Items under \$1,000 (See 641 for items over \$1,000)	14,000	14,000	6,840	-
	<i>Total Operating Supplies</i>	124,000	121,500	99,888	2,500
522	Fuel: Diesel - based on projected	25,000	30,000	12,077	(5,000)
524	Medicine & Drugs : Supplies: Medicine & Controlled Substances	35,000	40,000	19,970	(5,000)
540	Dues, Subscriptions and Publications	15,000	15,000	13,684	-

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - AMBULANCE CORP

Department: 1300 Key Largo Volunteer Ambulance Corp
Exp Transaction Code 526 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
643	Capital Outlay: Buildings - includes 6" garage depth extension to accommodate new rescues length and 2 hurricane rated garage doors - estimate; awaiting quotes	100,000	-	3,500	100,000
	<i>Total Capital Outlay: Buildings</i>	100,000	-	3,500	100,000
640	Capital Outlay: Equipment				
	Communications Radios - 1 Mobile for new Rescue and 5 portables	45,000	275,000	-	(230,000)
	Stretcher for new Rescue	21,000	6,500	6,500	14,500
	PowerLoad for new Rescue	24,000	3,750	3,750	20,250
	Portable Ultrasound (Sonosite) for third Rescue		15,000	15,000	(15,000)
	Ultrasound Training Mannequin & Cric Trainer		6,500	6,500	(6,500)
	<i>Total Capital Outlay: Equipment</i>	90,000	306,750	31,750	(216,750)
641	Capital Outlay: Small Tools & Equipment				
	Various Tools, Equipment, etc. Costing >\$1,000 but < \$ 5,000 per each item and a useful life of 1 year or more	8,000	8,000	8,000	-

Department Total

<i>Total Operating Budget</i>	3,004,251	2,525,620	2,320,131	478,631
<i>Total Capital Budget</i>	198,000	314,750	43,250	(116,750)
<i>Total</i>	<u>3,202,251</u>	<u>2,840,370</u>	<u>2,363,381</u>	<u>361,881</u>

Check Total \$ 3,202,251 \$ 2,840,370 \$ 2,363,381 \$ 361,881

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
VEHICLE SCHEDULE

9/2/2025

Equipment/Vehicle Type	Dept	Unit #	Year New	Service Life	Fiscal Year Replacement was Approved and Ordered	Replace Year	Years to Replacement	Estimated Replacement Cost in FY26
Technical Rescue Pumper	Fire Rescue	SQUAD-24	2013	19		NA	NA	-
Tanker/Pumper	Fire Rescue	TANKER-24	2014	15	FY25	2029	4	856,736
Ladder / Pumper	Fire Rescue	LADDER-24	2014	12	FY25	2026	1	2,076,050
Class A Engine	Fire Rescue	ENGINE-25	2017	12		2029	4	1,200,000
Class A Engine	Fire Rescue	ENGINE-24	2018	12		2030	5	1,200,000
Cascade Air Fill & Lighting Truck	Fire Rescue	AIR-24	2022	15		2037	12	300,000
Type III Ambulance	EMS		2022	10		2032	7	361,430
Type III Ambulance	EMS		2022	10		2032	7	361,430
Type III Ambulance	EMS		2015	10	FY25	2025	0	361,430
Type III Ambulance	EMS		2016	10	FY25	2026	1	361,430

3b.

RESOLUTION 2025-03

A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, ADOPTING THE TENTATIVE LEVY OF AD VALOREM TAXES FOR THE DISTRICT FOR THE FISCAL YEAR 2025-2026; PROVIDING FOR SEVERABILITY AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, pursuant to Section 200.065, *Florida Statutes*, the District has established a proposed millage rate; and

WHEREAS, pursuant to Section 200.065(2), *Florida Statutes*, within eighty (80) days of the certification of taxable value the District is required to re-compute the proposed millage rate and adopt a tentative millage rate; and

WHEREAS, on September 8, 2025, the District held a public hearing to consider any adjustment of its proposed millage rate, to consider its tentative operating budget for Fiscal Year 2025-2026 (the "FY 2025-2026"), and adopt a tentative millage rate in accordance with Section 200.065(2)(c), *Florida Statutes*.

NOW THEREFORE, BE IT RESOLVED BY THE DISTRICT BOARD OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA AS FOLLOWS:

Section 1. The FY 2025-2026 tentative operating millage rate for the District is _____ mills, which is greater than the rolled-back rate of 1.1004 mills by _____%.

Section 2. Severability. The provisions of this Resolution are declared to be severable and if any section, sentence, clause or phrase of this Resolution shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, sentences, clauses, and phrases of this Resolution but they shall remain in effect, it being the legislative intent that this Resolution shall stand notwithstanding the invalidity of any part.

Section 3. This resolution shall be effective immediately upon its adoption.

PASSED AND ADOPTED this 8th day of September 2025.

Tony Allen, Chairman

ATTEST:

District Clerk

APPROVED AS TO FORM AND LEGALITY
FOR THE USE AND BENEFIT OF KEY LARGO FIRE RESCUE AND
EMERGENCY MEDICAL SERVICES DISTRICT ONLY:

DISTRICT LEGAL COUNSEL

Motion to adopt by _____, Seconded by _____

FINAL VOTE AT ADOPTION:

Chairman Tony Allen	_____
Vice Chairman George Mirabella	_____
Secretary/Treasurer Kenneth Edge	_____
Commissioner Frank Conklin	_____
Commissioner Mike Jenkins	_____

3c.

RESOLUTION NO. 2025-04

**A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND
EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA,
PROVIDING FOR ADOPTION OF THE TENTATIVE
BUDGET OF THE DISTRICT FOR THE FISCAL YEAR
COMMENCING ON OCTOBER 1, 2025, AND ENDING ON
SEPTEMBER 30, 2026; PROVIDING FOR SEVERABILITY:
AND PROVIDING AN EFFECTIVE DATE.**

WHEREAS, pursuant to Section 200.065, Florida Statutes the Key Largo Fire Rescue and Emergency Medical Services District, Florida (the “District”) has established a proposed millage rate; and

WHEREAS, on September 8, 2025, the District Board held a public hearing to consider adjustment of its proposed millage rate, to consider its tentative operating budget for Fiscal Year 2025-2026 (the “FY 2025-2026”), and adopt a recomputed proposed millage rate in accordance with Section 200.065(2)(c), Florida Statutes.

**NOW THEREFORE, BE IT RESOLVED BY THE KEY LARGO FIRE RESCUE
AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, AS FOLLOWS:**

Section 1. Budget Approved and Adopted. The tentative budget of the District for the fiscal year beginning on October 1, 2025, and ending September 30, 2026 (the "Budget") in the amount of \$_____ was considered at a public hearing and is hereby approved and adopted.

Section 2. Severability. The provisions of this Resolution are declared to be severable and if any section, sentence, clause or phrase of this Resolution shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, sentences, clauses, and phrases of this Resolution but they shall remain in effect, it being the legislative intent that this Resolution shall stand notwithstanding the invalidity of any part.

Section 3. Effective Date. This Resolution shall be effective immediately upon adoption.

PASSED AND ADOPTED this 8th day of September 2025.

Tony Allen, Chairman

ATTEST:

District Clerk

APPROVED AS TO FORM AND LEGALITY
FOR THE USE AND BENEFIT OF KEY LARGO FIRE RESCUE AND
EMERGENCY MEDICAL SERVICES DISTRICT ONLY:

DISTRICT LEGAL COUNSEL

Motion to adopt by _____, Seconded by _____

FINAL VOTE AT ADOPTION:

Chairman Tony Allen	_____
Vice Chairman George Mirabella	_____
Secretary/Treasurer Kenneth Edge	_____
Commissioner Frank Conklin	_____
Commissioner Mike Jenkins	_____

7a.

Islamorada Fire Rescue - Wage Schedule					
Classification	10/1/2022 Hourly Rate 7%	10/1/2023 Hourly Rate 7%	10/1/24 Hourly Rate 12%	10/1/25 Hourly Rate 10%	10/1/26 Hourly Rate 6%
EMT		\$ 18.39	\$ 20.60	\$ 22.66	\$ 24.02
Paramedic I	\$ 20.28	\$ 21.70	\$ 24.30	\$ 26.73	\$ 28.34
Paramedic II	\$ 20.79	\$ 22.24	\$ 24.91	\$ 27.40	\$ 29.05
Paramedic III	\$ 21.31	\$ 22.80	\$ 25.53	\$ 28.09	\$ 29.77
Paramedic IV	\$ 21.84	\$ 23.37	\$ 26.17	\$ 28.79	\$ 30.52
Lieutenant I	\$ 25.66	\$ 27.46	\$ 30.75	\$ 33.83	\$ 35.86
Lieutenant II	\$ 26.94	\$ 28.83	\$ 32.29	\$ 35.52	\$ 37.65
Lieutenant III	\$ 28.29	\$ 30.27	\$ 33.90	\$ 37.29	\$ 39.53
Lieutenant IV	\$ 29.71	\$ 31.78	\$ 35.60	\$ 39.16	\$ 41.51
Captain I	\$ 32.37	\$ 34.63	\$ 38.79	\$ 42.67	\$ 45.23
Captain II	\$ 33.99	\$ 36.37	\$ 40.73	\$ 44.80	\$ 47.49
Captain III	\$ 35.69	\$ 38.18	\$ 42.77	\$ 47.04	\$ 49.86
Captain IV	\$ 37.47	\$ 40.09	\$ 44.90	\$ 49.39	\$ 52.36



Kevin Madok, CPA

Clerk of the Circuit Court & Comptroller – Monroe County, Florida

DATE: March 5, 2025

TO: Bryan Cook, Director
Employee Services

ATTN: Megan Fiore Abreu, Senior Administrator
Human Resources

Kelly Cummings, Executive Administrator
Employee Services

FROM: Liz Yongue, Deputy Clerk

SUBJECT: February 19, 2024 BOCC Meeting

The following item has been executed and added to the record:

C26 Collective Bargaining Agreement with International Associate of Firefighters (IAFF) Local 3909, Unit 1 and Unit 2, effective February 19, 2025 through September 30, 2027, which includes updates to the years-of-service-based Step Pay Plan for each rank, changes to existing incentives, adds new certification incentives, specifies that IAFF members are subject to drug testing equivalent to the County's other safety-sensitive positions (Preemployment, Reasonable Suspicion, Post-Accident, and Random), and includes other related administrative changes and updates.

Should you have any questions please feel free to contact me at (305) 292-3550.

cc: County Attorney
Finance
File

KEY WEST
500 Whitehead Street
Key West, Florida 33040

MARATHON
3117 Overseas Highway
Marathon, Florida 33050

PLANTATION KEY
88770 Overseas Highway
Plantation Key, Florida 33070

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

THIS COLLECTIVELY BARGAINED AGREEMENT is entered into by the **Board of County Commissioners of Monroe County, Florida** (hereinafter "County" or "Employer") and the **Professional Firefighters of Monroe County, International Association of Firefighters, Local 3909** (hereinafter "Union", Employee Organization", "Organization", or "Bargaining Agent") pursuant to the authority of Part II, Chapter 447, Florida Statutes; and hereafter this Agreement may be referred to as the "**Agreement.**"

ARTICLE 1: INTRODUCTORY MATTERS

1.1 Purpose The purpose of this Agreement is to set forth terms and conditions of employment of the public employees Union and for the operation of the Fire/Rescue Services provided by the County. Further, it is the intent of this Agreement to promote effective protection of the residents of and visitors to Monroe County; to provide for the safety of the employee in the performance of his or her duties; to insure the economy in the operation of the Fire/Rescue Services; to provide for the cleanliness, maintenance, and proper care of equipment; to establish procedures for the fair and peaceful adjustment of differences between the employee or Union and the County that may arise from time to time; and to promulgate rules and regulations for ethical conduct in business and relations between the employees, the Union, and the County. Finally, it is the intent of this Agreement to provide for a great degree of harmony and understanding between the County, the employee, and the Union.

1.2 Recognition and Certification of Union Management Rights

1.2.1 Union Selection and Request The Union is an employee organization which has been selected by a majority of the Fire/Rescue Services employees of the County for purposes of collective bargaining with the County and, in accordance with Section 447.307(1)(a), Florida Statutes, the Union has requested the County to recognize the Union as the bargaining agent for the said employees.

1.2.2 Union Recognition The County is satisfied as to the majority status of the Union and the appropriateness of the proposed units in accordance with Section 447.307(1)(a), Florida Statutes.

1.2.3 Certification The Florida Public Employees Relations Commission ("PERC") has reviewed the petition of the Union for certification, has determined the appropriateness of the units, and has certified the Union as the exclusive representative of all employees in the units.

1.2.4 Units Determination The units covered by this Agreement include County employee positions of Unit 1 (**Emergency Medical Technician ("EMT"), Paramedic, Firefighter/EMT, Firefighter/Paramedic, Flight Nurse, Deputy Fire Marshal**) and Unit 2 (**Lieutenant, Captain, Battalion Chief and Chief Flight Nurse**). Unit 1 may also be referred to as Unit One and Unit 2 may also be referred to as Unit Two.

1.2.5 Exclusive Management Rights Section 447.209, Florida Statutes, provides the County with the authority to determine unilaterally the purpose of each of its constituent departments and divisions, set standards of services to be offered to the public, and exercise control and discretion over its organization

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

and operations. The County also has the right to direct its employees, take disciplinary action for proper cause, and relieve employees from duty because of lack of work or for other legitimate reasons. In matters not covered specifically by language within this Agreement, the County shall have the right to make decisions in such areas on a unilateral basis, and such decisions shall not be subject to any grievance procedure, except as to whether a specific matter is a management right, or as otherwise provided by Florida law. The below enumerated rights are not exclusive but indicate the type of matters or rights which belongs to or is inherent to management. Any of the rights, powers, and authority the County had prior to entering into this Agreement are retained by the County except as expressly provided for in this Agreement. Without limiting the generality of the foregoing, the term "rights of Management" as used or referred to in this Agreement include (1) the determination of policy and procedures, including the right to manage the affairs of the fire/rescue services; (2) the right to determine the starting and quitting time and the number of hours and shifts to be worked, including the need for overtime work, subject only to contrary provisions of this Agreement; (3) the right to establish, change, or modify work schedules, subject only to contrary provisions of this Agreement; staffing of equipment and apparatus; amount and types of equipment; and placement and location of equipment; (4) the right to direct the members of the units, including the right to hire, suspend, demote, promote, transfer, discipline, and discharge any unit member for just cause; (5) the right to temporarily assign unit members to other duties within the County's fire/rescue operations; (6) the organizational structure of the fire/rescue operations in the County, including the right to organize and reorganize in any manner in which the County chooses, including the size of operations, the determination of job classifications and ranks based upon other duties assigned; (7) the determination of the safety, health, and property protection measures for the fire/rescue services; (8) the allocation and assignment of work to unit members; (9) the determination of policy affecting the selection and training of new employees and the on-going training, certification, and cross-certification of unit members; (10) the scheduling of operations; (11) the establishment, amendment, and enforcement of fire/rescue operations rules, regulations, policies, procedures, and orders; (12) the transfer of work from one position to another within the unit; (13) the introduction of new, improved, or different methods and techniques of operations or a change in existing methods or techniques; (14) the placing of secondary services temporarily; maintenance; or other work with outside contractors or other agencies of the county, any municipality within the county, or state or federal agencies; (15) the determination of the number of ranks and number of personnel within the units; (16) the determination of the quantity and amount of supervision to be provided to unit members; (17) the transfer of any unit member from one area, shift, work schedule, or facility to another; and (18) the right to direct any person not covered by this Agreement to perform any task or assignment.

1.2.6 Notice of Exercise of Management Rights The County agrees that prior to unilaterally exercising any of its management rights detailed in Section 1.2.5 which will directly affect the unit's operations, the County will, in non-emergency situations, provide written notification to the Union President either by U.S. Postal Service Mail, certified or return receipt requested; in person by hand-delivery; or by electronic mail with confirmation of receipt as may be provided by the electronic mail software application. Non-emergency written notification shall be given at least twenty (20) days prior to the effective date of the management right to be exercised as identified in the notification. In emergency situations, notice shall be given as soon as practicable and in such form as may be reasonable under the circumstances.

1.2.7-Non-Waiver, Non-Exclusivity The provision of any notice pursuant to Sections 1.2.5 and

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

Section 1.2.6 shall not be deemed to be a waiver of any rights or prerogatives of the County to which the County is entitled pursuant to federal, state, and local statutes, laws, ordinances, regulations, rules, or case law. Should the County fail to exercise any of its lawful rights from time to time, such failure shall not be, nor shall such failure be deemed to be, a waiver to exercise such right or rights in the future, and it is specifically agreed by the Union and the County that any right or function of the County not specifically relinquished or altered by this Agreement is reserved to the County. Further, the Union and County agree that the rights, responsibilities, and prerogatives inherent in, or legally provided to, the County and the County Administrator cannot be subject to any grievance or arbitration proceedings except as may be specifically provided for in this Agreement.

1.3 Non-Discrimination

1.3.1 Non-Discrimination Agreement The County and Union agree that both oppose discrimination and/or retaliation on account of, and neither shall discriminate nor retaliate against any employee or Union member on account of, race, color, creed, gender, national origin, marital status, gender orientation, sexual preference, age, religion, union activity, handicap or disability except as may be permitted or allowed as a bona fide occupational qualification under federal or state law.

1.3.2 Discrimination/Retaliation Not Grievable While the County and Union agree that unlawful discrimination and unlawful retaliation have no place in the County's workforce, federal and state laws provide specialized protections, procedures, and remedies for such misconduct. Therefore, claims that the County or the Union engaged in unlawful discrimination or unlawful retaliation shall exclusively be processed through the statutory, administrative, and judicial procedures that exist to entertain and resolve such claims. Therefore, any such claim(s) is not subject to the grievance/arbitration procedure of this Agreement.

1.3.3 Investigation of Complaint of Discrimination The County and Union agree that any allegation of discrimination against the County or the Union that is received by the County shall be investigated and resolved in accordance with the County's internal administrative procedures and the County shall additionally have the right to forward any allegation of discrimination to any appropriate state or federal agency as the County may deem appropriate.

1.4 No Strike, No Lockout

1.4.1 Injunctive Relief The County and Union agree that the County is responsible for and engaged in activities which are the basis for the health and welfare of the general public and any violation of this section 1.4 could give rise to irreparable damage to the County and the public at large. Accordingly, the Union agrees that in the event any violation of this section 1.4 should occur or be apparently imminent, the County shall be entitled to seek immediate injunctive relief in a court of competent jurisdiction without notice to the Union.

1.4.2 No Strikes The Union agrees that there shall be no strikes as that term is defined in Florida Statutes, and that there shall be no work stoppage, work slowdowns, boycotts, picket lines or picketing in support of a work stoppage or work slowdown, nor will there be a concerted failure or refusal to perform work assigned by the County or appropriate superior employees or individuals designated by the County.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

The County shall have the right to pursue any and all legal and equitable remedies in the event of a strike.

1.4.3 No Support By Union The Union agrees that it shall not support, condone, encourage, authorize, sanction, or ratify any violation of sub-section 1.4.2 above. The County agrees that the Union shall not be held liable for any violation of section 1.4 if it is reasonably shown that neither the Union nor any Union officer supported, condoned, encouraged, authorized, sanctioned, or ratified such action. In the event any Union officer becomes aware of any activity, whether verbal or physical, which is intended or may be reasonably be construed to be instigating a strike, work stoppage, work slowdown, boycott, picketing as defined in Section 2.41 of this Agreement, or other activity in violation of this Agreement, that officer shall immediately attempt to discourage such activity and shall immediately notify the appropriate managerial authority of such action.

1.4.4 No Lockout The County agrees that it shall not authorize, promote, condone, institute, or engage in any lockout of Union members.

1.5 Labor Relations Committee The value of a positive and productive labor-management relationship is widely recognized. The County and the Union recognize the importance of good labor management relations. There shall be a Labor Management Committee in this Agreement, which shall consist of six (6) members. Three (3) members shall be appointed by the Union President and three (3) members shall be appointed by the Fire Chief. The labor-management committee shall meet on a monthly basis, or less often by mutual consent. The purpose of these meetings will be to discuss problems and objectives of mutual concern, not involving grievances or the terms and conditions of this agreement. The Fire Chief will furnish an executive assistant to take minutes of the meetings and these minutes will be distributed to the committee members, fire stations, and offices within fifteen (15) calendar days after the meeting.

ARTICLE 2: DEFINITIONS

For the purpose of this Agreement, the following terms shall have the meanings as set forth, unless the context specifically provides otherwise:

2.1 Administrative Proceeding for purposes of disciplinary proceedings, means any non-judicial hearing which may result in the recommendation, approval, or order of disciplinary action against, or suspension or discharge of, a firefighter.

2.2 Advanced life support means treatment of life-threatening medical emergencies through the use of techniques such as endotracheal intubation, the administration of drugs or medications, telemetry, cardiac monitor interpretation, and cardiac defibrillation other than AED by a qualified person pursuant to the rules of the Florida Department of Health.

2.3 Advanced life support service means any emergency medical transport or non-transport service which uses advanced life support techniques.

2.4 Air Ambulance means any fixed-wing or rotary-wing aircraft used for, or intended to be used for, air transportation of sick or injured persons requiring or likely to require medical attention during transport.

2.5 Ambulance means any privately or publicly owned land or water vehicle that is designed, constructed, reconstructed, maintained, equipped, or operated for, and is used for, or intended to be used

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

for, land or water transportation of sick or injured persons requiring or likely to require medical attention during transport. The term also includes "**emergency medical services vehicle.**"

2.6 ARFF means Airport Rescue Firefighter.

2.7 Basic life support means treatment of medical emergencies by a qualified person through the use of techniques such as patient assessment, cardiopulmonary resuscitation (CPR), splinting, obstetrical assistance, bandaging, administration of oxygen, application of medical anti-shock trousers, administration of a subcutaneous injection using a pre-measured auto-injector of epinephrine to a person suffering an anaphylactic reaction, and other techniques described in the Emergency Medical Technician Basic Training Course Curriculum of the United States Department of Transportation. The term "basic life support" also includes other techniques which have been approved and are performed under conditions specified by rules of the Florida Department of Health.

2.8 Basic life support service means any emergency medical service which uses only basic life support techniques.

2.9 Bargaining units or Units means the employees represented by the Professional Firefighters of Monroe County, International Association of Firefighters, Local 3909.

2.10 Bumping Rights means the right of an employee covered by this Agreement to displace an employee of lower seniority, covered by this Agreement, from a position covered by this Agreement, but only in accordance with the terms and conditions of this Agreement.

2.11 Charge paramedic means a person who is certified by the Florida Department of Health to perform basic and advanced life support, is authorized by the medical director to act as a Charge Paramedic and participates in Monroe County Fire Rescue emergency medical system in the capacity of charge paramedic.

2.12 Chief Executive Officer, as generally defined in Section 447.203, Florida Statutes, shall mean the County Administrator.

2.13 Chief Flight Nurse has twenty-four (24) hour clinical and operational responsibilities to the Trauma Star Flight Program.

2.14 Classification seniority, shall mean the length of time of full-time employment within a particular job classification, as measured from the date of regular hire status to the classification or date of permanent promotion to the classification.

2.15 Continuous service as required for advancement within salary ranges and for other purposes specified under this Agreement, means employment by Monroe County Fire Rescue on a probationary, regular, or acting appointment basis without break or interruption, and shall be interpreted in accordance with the Monroe County Fire Rescue policies and procedures as of October 1, 2008.

2.16 County means the political entity known as Monroe County, and includes the Board of County Commissioners, the County Fire Chief, the County Administrator, and employees and agents of Monroe County. County also means the geographical area of the State of Florida encompassed within the boundaries set forth in Section 7.44, Florida Statutes.

2.17 Court means any county court or state circuit court in Florida and any federal court in Florida having subpoena powers and exercising such power upon a unit member as a result of action or involvement in, or observance of, a situation while in the member's capacity as a county employee.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

2.18 Department seniority shall mean the length of time of full-time regular employment with the County, calculated from the last hire date.

2.19 Deputy Fire Marshal means a certified fire safety inspector with a current state of Florida Fire Safety Inspectors certification and assigned to the Monroe County Fire Marshal Office.

2.20 Emergency means a circumstance requiring immediate action; a sudden, unexpected happening; an unforeseen occurrence or condition.

2.21 Emergency Medical Services means the activities or services to prevent or treat a sudden critical illness or injury and to provide emergency medical care and pre-hospital emergency medical transportation to sick, injured, or otherwise incapacitated persons.

2.22 Emergency medical services vehicle means an ambulance.

2.23 Emergency medical technician means a person who is certified by the Florida Department of Health to perform basic life support and is authorized by medical director to act in such capacity.

2.24 Employee means a member of the bargaining units, unless the context specifically requires a different meaning.

2.25 Employee organization means Professional Firefighters of Monroe County, Local 3909, International Association of Firefighters.

2.26 Employer means Monroe County, Florida.

2.27 Fire Apparatus also referred to as Engine Apparatus or Engine means a vehicle of 10,000 lb. (4540 kg) or greater gross vehicle weight rating (CVWR) used for fire suppression or support, in accordance with the definitions and standards in National Fire Protection Association Standard 1901.

2.28 Firefighter means any person employed by Monroe County who holds a certificate of compliance pursuant to Ch. 633, Florida Statutes, and whose primary responsibility is the prevention and extinguishment of fires and the protection and saving of life and property. The term includes "firefighter employee" as defined in Section 633.802(3), Florida Statutes, and "firefighter" as defined in Section 112.81(1), Florida Statutes, and Section 633.30(1), Florida Statutes.

2.29 Flight Nurse means a person possessing a valid unrestricted Florida license to practice nursing (RN), who is cleared by the medical director to participate in the Monroe County Fire Rescue emergency medical system, and who is in fact acting in that capacity. Flight nurses are employed either as full-time employees or employees paid on an hourly basis as defined in the Monroe County Personnel Policies and Procedures Manual. Flight nurses who are paid on an hourly basis are not entitled to any employment benefits, including but not limited to those enumerated in Article 9 of the Agreement.

2.30 Florida Firefighters Occupational Safety and Health Act or FFOSHA means the provisions of Sections 633.801 through 633.821, Florida Statutes.

2.31 Formal Investigation means the process of investigation ordered by supervisory personnel, after the supervisory personnel have previously determined that the firefighter shall be reprimanded, suspended, or removed, during which the questioning of the firefighter is conducted for the purpose of gathering evidence of misconduct.

2.32 Grievance means a complaint, dispute, or controversy in which it is claimed that the Union, the County, or a County employee has failed in an obligation under this Agreement, which involves the

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

meaning, interpretation, or application of this Agreement, and where the grievant, the Union or the County believes that rules have been misapplied or violated.

2.33 Holiday means a day, beginning at 12:01 A.M. and ending twenty-four (24) hours later, which the County has recognized in its ordinances, resolutions, policies, and procedures as a day on which most county offices are usually closed.

2.34 Informal Inquiry means a meeting by supervisory or management personnel with a firefighter about whom an allegation of misconduct has come to the attention of such supervisory or management personnel, the purpose of which meeting is to mediate a complaint or discuss the facts to determine whether a formal investigation should be commenced.

2.35 Interrogation means the questioning of a firefighter by an employing agency in connection with a formal investigation or an administrative proceeding but shall not include arbitration or civil service proceedings. Questioning pursuant to an informal inquiry shall not be deemed to be an interrogation.

2.36 Ladder Truck Apparatus or Ladder Truck means any fire apparatus equipped with a power operated ladder, tower, platform, or articulating device whose primary purpose is to provide firefighters with access to levels of height beyond the reach of manually raised ladders.

2.37 Legislative body as generally defined in Section 447.203, Florida Statutes, means the Board of County Commissioners of Monroe County.

2.38 Membership dues deduction means the amount established by the Union to be paid on a monthly basis by Union members as and for the privilege of belonging to the Union, and which amount has been agreed by the Union member to be deducted by the County from the Union member's salary and wages and paid by the County directly to the Union. Such deductions shall not include initiation fees, special assessments, or other charges which may be imposed from time to time by the Union.

2.39 Mutual aid agreement means a written agreement between two or more entities whereby the signing parties agree to lend aid to one another under conditions specified in the agreement and as sanctioned by the County.

2.40 Paramedic means a person who is certified by the Florida Department of Health to perform basic and advanced life support, who is authorized by the medical director to act as a paramedic and participates in Monroe County Fire Rescue emergency medical system in that capacity under the supervision of a Charge Paramedic.

2.41 Pay Period means a two-week (2) period commencing at 12:01 A.M. Sunday through 12:00 Midnight Saturday.

2.42 PERC means the Florida Public Employees Relations Commission.

2.43 Picketing means attendance by one or more Union members outside of a County facility or worksite during, and in support of, (1) a strike, work stoppage or work slowdown, or (2) in connection with a concerted failure or refusal to perform work lawfully assigned to Union members, when such attendance is designed, intended, or has the effect of harassing, coercing, or intimidating any County employee to refuse to perform lawfully assigned duties or to take a course of action in violation of this Agreement or any federal, state, or local law.

2.44 Pumper also referred to as Engine, means a piece of fire apparatus with a permanently mounted fire pump that has a rated discharge capacity of 750 gpm (2850 L/min) or greater, water tank, and hose

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

body as defined in National Fire Protection Association Standard 1901.

2.45 Rescue Apparatus or Rescue Vehicle means any vehicle whose primary function is to carry equipment and manpower designed to facilitate the rescue of trapped or endangered persons from unusual circumstances, including automobile accidents, cave-ins, fires, building collapses, and other serious bodily injury or life-threatening situations.

2.46 Shift means a period commencing at 8:00 A.M. and ending twenty-four (24) hours later at 8:00 A. M.

2.47 Strike shall have the same definition as that contained in Section 447.203, Florida Statutes.

2.48 Supplemental Compensation means the compensation to be paid to firefighters pursuant to the provisions of Section 633.382, Florida Statutes.

2.49 Temporarily for purposes of Section 1.2.5, means a period of time not to exceed nine (9) months, unless otherwise agreed to in writing by the County and the Union.

2.50 Vacancy means an open position resulting from the creation of a new position, voluntary or involuntary termination, retirement, death, promotion, or demotion. A vacancy is not created as a result of a reduction in force, temporary assignment or transfer, or temporary appointment.

2.51 Volunteer means a person who, of his or her own free will, provides goods or services to Monroe County government without receiving monetary or material compensation from Monroe County. The recruitment and use of volunteers will be generally pursuant to the provisions of Sections 125.9501 through 125.9506, Florida Statutes.

2.52 Week means a consecutive period of seven (7) days, the first day of which commences on Sunday at 12:01 A.M. and the last day of which ends on the following Saturday at 12:00 Midnight.

2.53 Workdays means Monday through Friday, excluding holidays, except where otherwise specifically defined in this Agreement.

2.54 Work Cycle means the twenty-seven (27) day period used for purposes of calculating and crediting or paying overtime in accordance with the general principles of the Fair Labor Standards Act.

2.55 Workweek means, for salary purposes, seven consecutive days, commencing on Sunday at 12:01 A.M. and ending the following Saturday at 12:00 Midnight.

ARTICLE 3: UNION RIGHTS AND RESPONSIBILITIES

3.1. Dues and Uniform Assessments Section 447.303, Florida Statutes, gives the right to the Union to have its dues and uniform assessments deducted and collected by the County from the salaries of those employees who authorize the deduction of said dues and assessments. There are no uniform assessments covered under this contract.

3.1.1 Dues and Assessment Deductions The County agrees to deduct from the each unit member's bi-weekly salary the dues and uniform assessments for which (1) the amounts have been certified in writing to be current and correct by the Treasurer of the Union and (2) which amounts have been specifically authorized in writing by the unit member to be deducted. Deductions shall be taken from the bi-weekly salary of the member which is two (2) pay periods after receipt of the deduction authorization and shall

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

be deducted from each pay period thereafter.

3.1.2 Discontinuance of Deduction The unit member may elect to revoke his or her authorization to deduct union dues and assessments from his or her salary by providing written notice of revocation to the County, and a copy of the notice to the Union. The County shall cease to make such deductions during the pay period which is thirty (30) days immediately after receipt of the revocation in writing from the unit member. The County shall continue the deductions only so long as the employee has enough net salary after all other deductions to cover such deductions, and the County shall not be held responsible for a refund to the employee if the employee has duplicated a deduction by direct payment to the Union. The County shall have no liability to the employee or the Union for the dues and uniform assessments deducted from the employee's salary.

3.1.3 County Not Involved in Collection of Fines: Penalties, or Special Assessments The County, as a public employer, is expressly prohibited by Section 447.303, Florida Statutes, from being involved in the collection of any fine, penalty or special assessment charged against a unit member.

3.1.4 Remittance To Union The County shall remit to the Union by County check or warrant the total amount of union dues and uniform assessments deducted by the County from the unit members' salaries. Such remittance shall be forwarded to the Union at the same time as employee salary checks or warrants are sent to County employees. In lieu of receiving a check, the Union can elect to have the County make a direct deposit in a Union-specified institutional account within the geographical limits of Monroe County and with an institution with which the County has a current direct deposit agreement.

3.1.5 Current Unit Member Roster The Union shall have the responsibility for keeping the County informed on a timely basis of those employees of the County who are unit members and from whose salaries deductions are to be made.

3.1.6 Union to Indemnify and Hold County Harmless The Union agrees to indemnify and hold the County harmless against any and all claims, suits or other forms of liability arising out of the deduction from an employee's salary any Union dues or uniform assessments. The Union assumes full responsibility for the disposition of the deduction once it has been remitted by the County and received by the Union.

3.2 Rights of Members and Non-Members.

3.2.1 No County Discrimination The Union and County agree that any employee is free to join and assist the Union without fear of retaliation of any kind. No County officer, employee, representative, or agent shall interfere with, restrain, coerce, or intimidate an employee in the exercise of the employee's right to join or refrain from joining the Union. No County officer or supervisor shall discriminate against any employee with regard to employment, or the terms and conditions of employment (including but not limited to promotions) because the employee has formed, joined, or chosen to be represented by the Union or because the employee has given testimony or taken part in any grievance procedure or other hearing, negotiation or any other form of legal activity on behalf of the Union.

3.2.2 No Union Interference The Union and County agree that all employees shall have the same right to refrain from membership in the Union. The Union agrees that it will not interfere with, coerce, or

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

intimidate any employee into joining the Union and that every employee has the right to choose of his or her own free will whether he or she will or will not join the Union. The Union further agrees that there will be no interference with the free right of any employee or member of the public to enter and leave work sites and property of the County unmolested, unthreatened, and un-intimidated.

3.2.3 Claims of Discrimination or Interference Any claim of discrimination or interference in violation of Section 3.2.1 or 3.2.2 shall be asserted exclusively through the Florida Public Employees Relations Commission, or through the grievance-arbitration procedures of this Agreement.

3.3 Union Business

3.3.1 Union Business Meetings Employees elected or appointed to represent the Union shall be allowed to use County facilities to conduct regular and special business meetings of the Union. The use of such facilities shall be coordinated with, and approved by, the County Fire Chief. Such meetings shall be scheduled at times and locations which will not unduly interfere with the County's fire/rescue operations or result in a violation of the minimum staffing requirements of any fire/rescue facility. Attendance at the meetings by the Union representatives who are on duty shall be at no loss of pay for the Union representative during the actual time of attendance and for travel time to and from the meeting. The time spent by all on-duty Union members traveling to, from, and attending Union business meetings shall be deducted from the Union pool hours provided For in Section 3.5.

3.3.2 Union Representative for Grievance Any unit member desiring to file a grievance pursuant to this Agreement, shall have the right to meet with one (1) Union representative to discuss the member's potential grievance. The County agrees to permit the member and the Union representative to meet briefly during work hours concerning a potential grievance, provided the member and Union representative have the permission of his/her immediate supervisor, and further provided that the meeting does not disrupt or interfere with current fire/rescue operations or result in less than minimum staffing. The Union agrees that this privilege shall not be utilized to prepare formal grievances during work hours but is to be used to simply and briefly consult with the member and/or a supervisor in order to avoid the necessity of processing a formal grievance or to consult with the member to set an appointment for after working hours to prepare a legitimate grievance.

3.3.3 National and State Association Meetings

3.3.3.1 National Meetings The County agrees that members of the bargaining units shall be allowed to attend one nationally recognized professional association related to the fire/rescue services professions during the County's fiscal year. The time spent by a unit member away from the member's regularly scheduled duties while traveling to, from, and attending such meetings shall be deducted from the Union pool hours provided for in Section 3.5.

3.3.3.2 State Meetings The County agrees that members of the bargaining units shall be allowed to attend one Florida state recognized professional association related to the fire/rescue services professions during the County's fiscal year. The time spent by a unit member away from the member's regularly scheduled duties while traveling to, from, and attending such meetings shall be deducted from the Union pool hours provided for in Section 3.5.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

3.4 Collective Bargaining Leave For Union Negotiating Team The County and Union agree that the Union Negotiating Team shall consist of three (3) members ("regular negotiating team"), selected by the Union. The Union may designate up to three (3) additional members ("additional negotiating team") to provide representation during negotiations, but such additional members representation at, and involvement in negotiations, shall not be at the expense of the County. The time spent by a regular negotiating team unit member away from the member's regularly scheduled duties while traveling to, from, and attending such negotiations shall be deducted from the Union pool hours provided for in Section 3.5.

3.5 Union Pool Hours

3.5.1 Allocation of Hours In each fiscal year covered by this Agreement, the County shall allocate a number of hours to be used by unit members to attend national and state association meetings, collective bargaining sessions, and other Union-related activities. A total of one hundred twenty (120) hours is allocated by the County for use during each fiscal year of this Agreement.

3.5.2 Use and Forfeiture of Hours The County shall contribute a maximum of 120 hours per year while allowing Union members (defined by the Union as dues-paying members) to contribute a maximum of three (3) hours of vacation time per year. The hours donated to the Union pool by Union members shall be utilized on an hour for hour basis so that for every one (1) hour used which is contributed by the County, one (1) hour is used from the hours contributed by members. If there are no hours contributed by members of Local 3909, Local 3909 would not be able to utilize the hours contributed by the County. Any member whose time is being paid for out of this pool or who are engaged in activities paid for by the pool and who is injured shall not be considered to have suffered an in the line of duty injury for the purposes either of FRS or workers' compensation. For hours allocated pursuant to Section 3.5.1, above, only actual hours approved by the County Fire Chief prior to September 30th of a fiscal year shall be counted against the allocated hours for that fiscal year. Hours allocated pursuant to Section 3.5.1, above, not approved, and used shall be forfeited and not carried forward for use in any subsequent fiscal year. Hours contributed by union members shall not be forfeited and shall be carried over.

3.5.3 Request For Use of Union Pool Hours Request for use of Union pool hours shall be submitted in writing on a form to be provided by the County. The unit member requesting to use Union pool hours shall obtain written approval from the Union president, vice-president, or secretary prior to submitting the request to the County Fire Chief. Such approval shall be indicated on the request form. One form shall be submitted for each unit member for each pay period in which Union pool hours are to be used.

3.5.4 Submitting Requests Request forms shall be submitted to the County Fire Chief so as to be received by the County Fire Chief at least seventy-two (72) hours prior to the date and time the unit member is requesting to be relieved from operational duties in order to use Union pool hours, unless the event in question creating the need for Union pool hours is scheduled on less than seventy-two (72) hours' notice, in which case this rule will be waived. Request forms which are not complete when submitted to the County Fire Chief shall be returned to the unit member without further review

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

or action by the County Fire Chief.

3.5.5 Responsibility of County Fire Chief The County Fire Chief shall be responsible for tracking and monitoring availability and use of Union pool hours, and for final approval of unit member requests for use of Union Pool hours. Requests for use of Union pool hours which are disapproved by the County Fire Chief may be appealed by the unit member, and such appeal shall be considered and processed as a grievance under the applicable provisions of this Agreement.

3.6 Names of Union Representatives The Union President shall provide to the County Fire Chief a written list of the names, duty locations, addresses, and telephone numbers of the Union officers and negotiating team members, both regular and supplemental, within fifteen (15) days of the effective date of this Agreement, and shall update the list in writing within fifteen (15) days of any change.

3.7 Bulletin Boards The Union shall have the right to install and maintain at the Union's cost a bulletin board at each County facility to which Union members are assigned to perform services. The size, composition, and location of the bulletin boards shall be mutually agreed to by the Union and the County. Posted materials shall be subject to review and approval by the County Fire Chief; shall contain on its face the legible name of the person responsible for placing the material on the bulletin board; shall not contain anything of a derogatory or adverse nature concerning the County or its employees or agents, or contain anything which is in violation of this Agreement; and all materials shall be dated and bear the signature of the Union president or his or her designated representative. Materials placed on a bulletin board in violation of this section shall subject the employee to disciplinary proceedings.

3.8 Printing and Distribution of Agreement The County will, at no cost to the Union, print one copy of this Agreement for distribution to each facility at which employees covered by this Agreement are assigned for duty; one original copy to the Union; and one copy to each library facility in Monroe County.

3.9 Merger of Fire Departments The County agrees that if any fire department is merged with the Monroe County Fire Rescue the County will use its best efforts to ensure that there will be no loss of employment, to include but not limited to layoffs, other than attrition attributable to personnel actions unrelated to the merger, including but not limited to retirement. Further, the County will use its best efforts to ensure that no person now employed by Monroe County Fire Rescue shall be displaced from their station preference, unless that person agrees to such a change. This article shall not restrict the rights of the Department to relocate units, realign battalions and districts, or to alter organization and operating and/or reporting relationships of merged employees. Whenever a merger discussion is authorized by the Board of County Commissioners involving municipal fire services the Union shall be so informed and shall be given an opportunity to discuss the merger as it pertains to matters covered in this Agreement.

ARTICLE 4: DISCIPLINE AND DISCIPLINARY PROCEDURES

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

4.1 Disciplinary Standard The County and Union agree that no employee who has attained career status with the County shall be discharged, demoted, or otherwise disciplined in a manner which would result in a loss of pay, except for just cause.

4.2 Probationary Period All new and newly promoted employees shall serve a probationary period. The probationary period shall be considered the last step in the selection or promotion process, and the purpose of the probationary period is to allow management to observe and appraise the conduct, performance, attitude, adaptability, and job knowledge of the employee and to assist the County in determining the qualifications of the employee for the position to which the employee has been assigned or promoted.

4.3 Duration of Probation The probationary period for new employees and newly promoted employees shall be twelve (12) months. The probationary period may be extended (a) for unsatisfactory performance or (b) if the employee has been absent from his or her regularly assigned duties for a total of four hundred eighty (480) hours or more due to any cause except in-service training authorized by the County. Extended probationary periods shall be not less than three (3) months nor more than twelve (12) months. The determination of whether the probationary period for any employee should be extended shall be at the sole discretion of the County, and such determination shall not be grievable.

4.4 Rejection of Probationary Employee Any employee who is in probationary status as a new employee may be dismissed from employment without cause or explanation, without right of appeal, and without recourse to the grievance procedures established by this Agreement. Any employee who is in probationary status as a newly promoted employee may be demoted to the classification held immediately prior to the promotion, and such demotion shall be without cause or explanation, without right of appeal, without recourse to the grievance-arbitration procedures established by this Agreement, and without recourse to Career Service Act procedures.

4.5 Proposed Discipline and Pre-Determination Hearing Any proposed discipline of a non-probationary employee subject to this Agreement which would result in a suspension without pay, termination of employment, demotion, or a reduction in base salary, shall require a pre-determination hearing. The pre-determination hearing shall be held and conducted in accordance with the provisions of the Monroe County Policies and Procedures, Section 9.11, provided such procedures are consistent with the following provisions:

4.5.1 Procedure Whenever a firefighter is subjected to an interrogation, such interrogation shall be conducted as follows.

4.5.1.1 Location The interrogation shall take place at the facility where the investigating officer is assigned, or at the facility which has jurisdiction over the place where the incident under investigation allegedly occurred, as designated by the investigating officer.

4.5.1.2 Written Notice No firefighter shall be subjected to interrogation without first receiving written notice of sufficient detail of the investigation in order to reasonably apprise the firefighter of the nature of the investigation. The firefighter shall be informed beforehand of the names of all complainants.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

4.5.1.3 Time All interrogations shall be conducted at a reasonable time of day, preferably when the firefighter is on duty, unless the importance of the interrogation or investigation is of such a nature that immediate action is required.

4.5.1.4 Persons Present The firefighter under investigation shall be informed of the name, rank, and unit or command of the officer in charge of the investigation, the interrogators, and all persons present during any interrogation.

4.5.1.5 Sessions Interrogation sessions shall be of reasonable duration and the firefighter shall be permitted reasonable periods for rest and personal necessities.

4.5.1.6 Conduct The firefighter being interrogated shall not be subjected to offensive language or offered any incentive as an inducement to answer any questions.

4.5.1.7 Record A complete record of any interrogation shall be made, and if a transcript of such interrogation is made, the firefighter under investigation shall be entitled to a copy without charge. Such record may be electronically recorded.

4.5.1.8 Representation An employee or officer of the County may represent the County, and the Union may represent any member of the bargaining unit desiring such representation in any proceeding in which an interrogation is to take place. The presence of a representative of the Union during interrogations shall be permitted if the bargaining unit member to be interrogated so requests.

4.5.2 Application The procedures in 4.5.1 shall be applicable only to a formal investigation of a bargaining unit member and shall not apply to an informal inquiry involving the member.

4.6 Emergency Suspension or Transfer In a situation where the County Administrator or his or her designee reasonably determines that an emergency exists which could be harmful to the health, safety, or welfare of any person, and that an employee should be temporarily suspended from duty not to exceed a thirty (30) day term or transferred to another duty assignment pending scheduling a pre-determination hearing, the County Administrator or his or her designee shall immediately notify the Union president and the employee of such determination, and shall immediately document that determination in writing to the employee and provide the Union president with a copy.

ARTICLE 5: GRIEVANCE PROCEDURE

5.1 Purpose Grievance procedures are provided to (a) promote improved employer-employee relations by establishing procedures for resolution of issues for which appeal or hearing is not provided for elsewhere in this Agreement; (b) afford employees, individually or through the Union, a systematic means of obtaining further considerations of problems after every other reasonable effort to resolve them through discussion has failed; (c) provide for settlement of issues as near as possible to the point of origin; and (d) to provide that issues shall be heard and settled as

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

informally as possible. Any complaint, grievance or dispute arising under and during the term of this Agreement involving questions of the interpretation or application of any provision of this Agreement shall be processed through the grievance-arbitration procedure of this Agreement, except that claims of unlawful discrimination or retaliation shall not be processed through this grievance-arbitration procedure. In addition, the Union, on behalf of bargaining unit members, expressly waives the right of any bargaining unit member to utilize the procedures of the Career Service Council Act concerning any matter covered by this Agreement, including but not limited to claims of improper disciplinary actions and adverse actions such as transfers, demotions, suspensions, or terminations. Bargaining unit members must submit any such disputes to the grievance-arbitration procedure herein, with the exception of claims of unlawful discrimination or unlawful retaliation, which must be submitted through procedures established by laws prohibiting discrimination or retaliation in employment.

5.2 Exclusive Proceeding A grievant initiating and utilizing the procedures set forth in this Article is precluded by law from availing himself or herself of any procedures or remedies provided through any unfair labor procedure or the County's career service law.

5.3 Initiation of Grievance All grievances shall be in writing and shall, at a minimum, contain (i) a statement, as complete as possible under the circumstances, of the grievance and the facts upon which it is based, including the dates, times, locations, names of witnesses, and other information appropriate to the grievance; (ii) the section or sections of this Agreement claimed by the grievant to have been violated; and (iii) the remedy or corrective action requested by the grievant. If a grievance form has been adopted by the County, that form shall be utilized in initiating and submitting a grievance.

5.4 Grievance Steps The County and Union agree that all grievances should be dealt with promptly and efficiently, and every reasonable effort must be made to settle a grievance as close to the source as possible.

5.4.1 Step One Within fifteen (15) calendar days of the incident being grieved, the Union or the affected employee may, in the presence of a Union representative, submit a grievance in writing through the Union to the employee's immediate supervisor.

5.4.1.1 Immediate Supervisor. The original copy of the completed form shall be delivered to the employee's immediate supervisor, and a copy shall be delivered to the Union representative. The immediate supervisor shall attempt to resolve the grievance at that time by attempting to fully discuss the matter with the employee in a fair and equitable manner and in accordance with the established policy of the County. The immediate supervisor's decision shall be rendered in writing within seven (7) workdays of receipt of the grievance.

5.4.1.2 Agreed Resolution. If the employee or the Union agrees with the decision of the immediate supervisor, he or she or the Union shall sign the Grievance Form acknowledging his or her agreement, and the original, signed form shall be submitted to the Human Resources Director for placement with the employee's employment records. No further action on the part of the County shall be required.

5.4.1.3 No Resolution. If the employee or the Union does not agree with the decision of the

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

immediate supervisor, he or she or the Union shall sign the original Grievance Form acknowledging his or her disagreement and immediately notify the Union in writing. The original, signed form shall be submitted by the employee or the Union to the Fire Chief within seven (7) workdays of the decision of the immediate supervisor.

5.4.2 Step Two The Fire Chief or authorized agent shall make such inquiry concerning the grievance as he or she shall deem appropriate, and shall render a written decision within seven (7) work days of receipt of the immediate supervisor's decision.

5.4.2.1 Agreed Resolution If the employee or the Union agrees with the decision of the Fire Chief or Fire Chief's authorized agent, he or she or the Union shall sign the Grievance Form acknowledging his or her agreement, and the original, signed form shall be submitted to the Human Resources Director for placement with the employee's employment records. No further action on the part of the County shall be required.

5.4.2.2 No Resolution If the employee or the Union does not agree with the decision of the Fire Chief or the authorized agent, he or she or the Union shall sign the original Grievance Form acknowledging his or her disagreement, and immediately notify the Union in writing. The original, signed form shall be submitted by the employee or the Union to the County Administrator within seven (7) workdays of the decision by the Fire Chief or authorized agent.

5.4.3 Step Three The County Administrator or his or her authorized agent shall make such inquiry concerning the grievance as he or she shall deem appropriate, and shall render a written decision within ten (10) work days of receipt of the Fire Chief's, or Fire Chief's authorized agent's, decision.

5.4.3.1 Agreed Resolution If the employee or the Union agrees with the decision of the County Administrator, he or she or the Union shall sign the Grievance Form acknowledging his or her agreement, and the original, signed form shall be submitted to the Human Resources Director for placement with the employee's employment records. No further action on the part of the County shall be required.

5.4.3.2 No Resolution If the employee or the Union does not agree with the decision of the County Administrator or his or her authorized agent, the employee or the Union shall sign the original Grievance Form acknowledging his or her disagreement, and the original, signed form shall be submitted by the employee or the Union to the Human Resources Director within seven (7) work days from the date of the decision by the County Administrator or his or her authorized agent. The employee shall also submit a copy of the Grievance form to the Union, and the Union may initiate proceedings as provided for in Section 5.11 of this Article.

5.5 Immediate Dispute Resolution If a dispute involves the interpretation or application of this Agreement that has an imminent, substantial effect on the Union itself or upon five (5) or more Union members, either the County or the Union may request waiver of Step 1 and Step 2 in the grievance procedure, whereupon both the County and Union will proceed to immediate discussions at Step 3. Such discussions shall commence within twenty-four (24) hours, during a work week, after notification to the other party and shall continue for not more than seven (7) workdays. If the dispute is not resolved during

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

this time frame, the Union may initiate proceedings as provided in Section 5.11 of this Article.

5.6 Extension of Time At any stage during the grievance process, the County and the Union may mutually agree to extend the time limits specified in the grievance procedure. In computing time limits under this Article, Saturdays, Sundays, and Holidays shall not be counted. For purposes of this Article, the Term "working days" or "workday" is defined as Monday through Friday, and each day thereof.

5.7 Timeliness Unless otherwise mutually agreed to in writing by the County and the Union, a grievance not advanced to the next step in the grievance procedure shall be deemed to have been permanently withdrawn and as having been settled on the basis of the decision most recently given. Failure of the County's representative to answer within the time limit set forth in any step of the procedure, unless an extension of time has been mutually agreed to in writing by the Union and the County, will entitle the grievant to proceed to the next step. Delivery of the notices under this Article must be by personal service, facsimile, electronic mail, or third-party delivery service, i.e., UPS or FedEx. The onus is on the sender to prove that the document was delivered within the time deadlines set forth in this Agreement.

5.8 Consolidation of Grievances Either the County or the Union may consolidate at any step grievances on similar issues or disputes.

5.9 Employee's Representative The County and Union agree that nothing in this Agreement shall be construed to prevent any public employee from presenting, at any time, his or her own grievance in person to the County and having such grievance resolved without the intervention of the Union, provided that the resolution is not inconsistent with the provisions of this Agreement. The Union will be given reasonable opportunity to have a representative present, for observation purposes only, at any meeting called for the resolution of the grievance. No grievant shall have the right to initiate arbitration proceedings, as this right is reserved exclusively to the Union.

5.10 Grievance Not To Be Heard Outside Of Procedures Other than as provided in Section 5.4.3, the Union and County agree that no County Commissioner nor the County Administrator shall be approached, contacted, notified either verbally or in writing, or otherwise apprised of the pendency of a grievance by the grievant, Union officer, Union member, or employee covered by the Union as bargaining agent, when the purpose is to have the County Commissioner or the County Administrator intervene in the grievance proceeding at any level. Upon due proof of a violation of this provision, the individual or individuals determined to have committed the violation shall be disciplined. Nothing in this Section 5.10 shall be interpreted, applied, or deemed to be applied in such a way as to interfere with, limit, or otherwise abridge any employee's right to freedom of speech as such right is defined or interpreted by the federal or Florida constitution or federal or state law.

5.11 Arbitration

5.11.1 Intent to Proceed The determination to proceed under this Section shall be only by the Union or the County. Within seven (7) working days after the decision by the County Administrator or his designee as provided for in Section 5.4.3.2, or pursuant to Section 5.5, either the County or the Union shall announce its intention to proceed to arbitration by serving written notice of its intent to advance the grievance on the County Administrator within the time period.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

5.11.2 Selection of Arbitrator The parties agree that Arbitrators Roger Abrams, Mark Lurie, James Mancini, Joseph M. Schneider serving in rotation, shall resolve grievances under this Agreement. If the grievance is not settled as Step 3, either party may submit the grievance to binding arbitration within seven (7) working days of the written response at Step 3, and a hearing will be scheduled in accordance with the rules of the FMCS. In the event that any of the aforesaid arbitrators or their successor(s) should permanently cease to serve as an arbitrator on this panel, the parties will thereupon mutually agree upon a replacement panel member. As promptly as possible after the arbitrator has been selected, the arbitrator shall conduct a hearing between the parties and consider the subject matter of the grievance. The arbitrator will be requested to serve his decision upon the County and the Union within 30 days of the close of the hearing.

5.11.3 Payment of Expenses The expenses of the arbitrator shall be paid by the party losing the award. If a grievance presents more than one (1) issue, or if the arbitrator splits an award between the parties, the arbitrator in the award shall decide the division of the arbitrator's fee.

5.11.4 Party's Costs Each party shall be exclusively responsible for compensating its own representative(s) and witnesses. If a court reporter or verbatim record of the proceeding is desired, and the County and the Union do not otherwise agree in writing, the expenses of the reporter and the cost of the transcript shall be paid by the party requesting such reporter or transcript.

5.11.5 Limitation on Arbitrator The power and authority of the arbitrator shall be strictly limited to determination and interpretation of the express terms of this Agreement, and the arbitrator shall not have the power to add to, subtract from, modify, or alter the express terms of this Agreement. The decision of the arbitrator is final and binding on both parties. No decision of any arbitrator or of the county in one instance shall create a basis for retroactive adjustments with reference to any prior occurrences not a part of the grievance, unless otherwise agreed by both parties.

5.11.6 Limitation on Back Wages All awards for back wages shall be limited to the amount of wages, benefits and seniority that the grievant otherwise would have earned from the County, less any unemployment compensation and other sums received either directly or indirectly through the County during the period for which back pay was awarded.

ARTICLE 6: SENIORITY, LAYOFFS, RECALL

6.1 Seniority Application Classification seniority followed by department seniority, in that order, shall be used to determine station preferences and vacation picks, as appropriate and consistent with the County's management rights. Department seniority shall also be used to resolve all other issues concerning seniority, as appropriate and consistent with the County's management rights.

6.2 Seniority Determination Classification seniority for employees within the ranks of Lieutenant, Captain and Battalion Chief shall be based upon the individual's last date of promotion to the position.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

In the event of the same date of promotion to the position, the employee with the higher departmental seniority shall be more senior. Departmental seniority shall be determined by the individual employee's last date of permanent hire or transfer to Monroe County Fire Rescue. If two or more employees have the same date of hire, the more senior employee shall be the employee with the highest attained classification. If two or more employees have the same classification, the one who first submitted his or her application for employment would be more senior. In the event one of the employees is a transfer from another department within the County, the transferred employee shall be the more senior employee. In the event two or more transferred employees have the same date of transfer, the date of initial employment with the County, in any department, shall determine departmental seniority. If these procedures fail to determine the more senior employee, the employees shall draw lots to determine order of seniority.

6.3 Loss of Seniority An employee shall lose his or her status as an employee and his or her classification seniority, rank, and department seniority if:

6.3.1 Resigns or Quits The employee resigns or quits.

6.3.2 Discharged The employee is discharged for just cause.

6.3.3 Retirement The employee retires and ceases to perform any services for the County. Enrolling into the Florida Deferred Retirement Option Plan (DROP) shall not be considered a retirement.

6.3.4 Lay Off The employee has been laid off for a period of time equal to his or her department seniority at the time of the employee's layoff, or one (1) year, whichever is the lesser period of time.

6.4 Layoffs

6.4.1 Order of Layoffs At such time or times as the County may determine it is necessary to reduce the work force of the employees represented by the Union, the layoff of employees shall occur in the following order and in accordance with department seniority:

6.4.1.1 First Level Temporary and part-time employees shall be the first level of staffing to be laid off.

6.4.1.2 Second Level Probationary hires and non-permanent full-time employees shall be the second level of staffing to be laid off.

6.4.1.3 Third Level Full-time permanent employees shall be the third level of staffing to be laid off.

6.4.2 Permanent Employee Layoffs

6.4.2.1 Basis Permanent employees shall be laid off on the basis of their seniority

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

classification within the classification or rank.

6.4.2.2 Management Right Classifications or ranks to be reduced in number of employees through layoffs shall be determined by the County in the exercise of its management rights.

6.4.3 "Bumping" Rights

6.4.3.1 Within Department Employees who are represented by the Union and who are properly laid off shall not have bumping rights to any other department or division of the County.

6.4.3.2 Union Positions Exclusive Employees who are laid off from any other department or division of the County shall not have bumping rights to any position represented by the Union.

6.4.3.3 Ranking Order For purposes of bumping rights within class title of employees covered by this Agreement the last employee hired is the first employee out.

6.4.3.4 Bumping Down When an employee above the rank or classification of Firefighter is notified he or she is to be laid off, he or she shall have the right to bump down to the next lower rank. If the employee elects to bump down, the least senior employee in seniority classification in the next lowest rank shall either be laid off or have the right to bump down, and this procedure shall be followed on down until the least senior employee in seniority classification has been reached, and this person shall be laid off.

6.4.4 Notice of Layoffs Upon the determination of the intent to reorganize staffing levels resulting in one or more employee layoffs, the County Administrator shall advise the Union president of the determination in writing as soon as practical. Any employee identified to be laid off shall be notified in writing of the reason or reasons for the layoff and the effective date of the layoff. Such written notice shall be given to the employee at least sixty (60) days prior to the effective date of the layoff. The notice shall be considered delivered as of the day it is hand-delivered to the employee or as of the day it is placed in the United States Mail, postage prepaid, and addressed to the employee's address as shown current in the employee's personnel file.

6.4.5 Recall The County shall establish a two (2) year rehire list when any layoff occurs. Such list shall contain the name and classification or rank of the employees who were laid off, with the names listed in order of seniority within the classification or rank. No person who is not on the rehire list may be hired until the rehire list is exhausted.

6.4.6 Rehire When rehire occurs, the County shall refill the job within each classification or rank with the qualified individual who is next on the recall seniority list. Should no qualified individual on the rehire list accept the rehire offer, the County shall be free to hire any qualified individual in accordance with County hiring policies. Rehire notices shall be sent by certified mail, return receipt request, to the listed employee, allowing seven (7) calendar days after receipt for acceptance or rejection of the rehire offer.

6.4.7 Rehire Qualifications Any person laid off and subsequently rehired within six months of

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

the date of layoff shall be considered to be qualified for the classification or rank to which rehired, provided any certification for the position required by the State of Florida is in full force and effect. Individuals who are rehired after six months of layoff shall be required to successfully pass a position-related medical examination and show compliance with all State of Florida certification requirements.

ARTICLE 7: CERTIFICATION, STANDARDS, AND TRAINING

7.1 Continuing Certification Training The County shall provide those training opportunities, both on-duty and off-duty, that are sufficient to maintain those firefighting and EMS skills certification as minimally required by the State of Florida and Monroe County.

7.2 Emergency Medical Technician (EMT) Certification. Firefighters employed by Monroe County shall possess certification by the State of Florida as an Emergency Medical Technician pursuant to the provisions of Chapter 401, Florida Statutes, and applicable Florida Administrative Code rules. The County shall provide those training hours, both on-duty and off-duty, that are sufficient to maintain EMT skills certification as minimally required by the State of Florida and Monroe County.

7.3 Paramedics The County's ultimate goal is to provide professional fire rescue services through the employment of firefighters who are also certified by the State of Florida as a paramedic pursuant to the provisions of Chapter 401, Florida Statutes, and applicable Florida Administrative Code rules.

7.3.1 New Hires All individuals holding a state paramedic certification shall initially be hired by the County and paid as FF/EMT's until cleared by the Medical Director to work as FF/Charge Paramedics, at which time they shall be paid as FF/Charge Paramedics.

7.3.2 Repayment Agreement Individuals for whom the County provides the opportunity obtain certification as a Paramedic at the County's expense shall be required to enter into a repayment agreement. The terms and conditions of the repayment agreement shall be substantially in the form attached to this Agreement as **Appendix B**.

7.3.3 Continuing Certification Training The County shall provide those training hours, both on-duty and off-duty, that are sufficient to maintain those paramedic and firefighting skills as minimally required by the State of Florida and Monroe County.

7.4 Initial Paramedic Certification For Firefighter/EMT Employees

7.4.1 Eligibility At the discretion of the County, Unit members may be provided the opportunity to become certified under Florida law as a paramedic. The Fire Chief shall establish the number of unit members and budget annually for eligibility. No employee will be penalized for failure to become certified as a paramedic if the opportunity to do so is not provided to them.

7.4.2 Scheduling and Approval. The Unit member, the Union, and the County Fire Chief shall jointly discuss and agree in writing concerning the timing, conditions of attendance, and location of training to achieve Paramedic certification. One condition shall include a Repayment Agreement in substantially the form contained in Appendix B. The certification training shall be at the expense of the County.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

ARTICLE 8: SALARIES AND SUPPLEMENTS

8.1 Base Salary

8.1.1 Members of the Bargaining Units:

8.1.1.1 At the start of the County's fiscal year (on October 1), the members' pay rates will progress from step to step according to their designated position, based on completed years of service shown on Appendix A, up to the maximum. Existing personnel with less than 365 days of employment at the beginning of this contract are placed in Step 0. New personnel hired or rehired in subsequent contract years will also be placed in Step 0 upon hire. Progression to another step requires the member to complete a minimum of a full three hundred sixty-five (365) days of employment, and the beginning of the next contract year (October 1). The member will then follow the pay plan from then on. As used herein, the term "Step 0" means day 1 through day 364 of the initial year in which the Employee is hired by Monroe County Fire Rescue. Thereafter, the employee proceeds to Step 1 and all subsequent steps on each October 1st following the employee's anniversary date. Any member whose existing salary is above the salary prescribed on the pay plan, shall have their salary frozen until the salary prescribed in the pay plan catches up to and exceeds their current salary. This contract was not ratified at the start of the County's fiscal year.

For purposes of implementation for year one of the contract, and to ensure that the step plan is administered appropriately going forward, those members that would have progressed to the next step as of October 1, 2024 will do so upon the ratification of this Agreement. Further, for those members who have an anniversary date, as set forth in 8.1.1.1., that falls between October 1, 2024 and the date of ratification of this Agreement they will progress to the next step as of the date of ratification. This is a one-time adjustment that does not affect future step progressions as set forth in 8.1.1.1. All future step progressions will take effect as set forth in Article 8 of this Agreement at the beginning of the County's fiscal year.

8.1.1.2 – Year One - Upon approval of this contract by the Board of County Commissioners, members of the bargaining units shall have their pay rates adjusted to their appropriate step in Appendix A, table Year One. The appropriate step is defined above in Section 8.1.1.1. These year one pay rates shall become effective on a going-forward basis from the date of the adoption of this contract through the end of the County's current fiscal year, Fiscal Year 2025, which ends on September 30, 2025.

8.1.1.3 Years 2 and 3 - In the County's fiscal year 2026 which begins on October 1, 2025, pay rates from Year Two of Appendix A shall be adopted. In the County's fiscal year 2027, which begins on October 1, 2026, pay rates from Year Three of Appendix A shall be adopted. All members of the bargaining units shall receive the step increase as described in Section 8.1.1.1. and listed in Appendix A. Step increases will only be awarded to employees who meet the required job performance evaluation standard during the evaluation period. Monroe County Fire Rescue shall have a performance evaluation form and process. The evaluation form is included in Appendix C of this agreement and has a maximum score of fifty (50) points. Meets

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

Standard, for purposes of determining advancement in the pay plan, is defined as achievement of thirty (30) points or greater. Any employee who fails to receive the required standard will remain within the same step for the successive year. If the employee achieves the required standard during a performance evaluation for another year, the employee will progress to the next step in that year. For clarification: An employee hired at Step 1 during Year 1 who achieves the performance standard will progress to Step 2 in Year 2. An employee at Step 1 during Year 1 who fails to achieve the required standard would remain in Step 1 during Year 2. If the employee thereafter achieves the standard during the next evaluation period the employee would move to Step 2 during Year 3-

8.1.1.4. Hourly, Nonexempt – All members of this bargaining unit are considered hourly, nonexempt employees. It is understood that payroll administers annualized salaries shown in Appendix A on an hourly basis.

8.2 Incentive Pay The incentive pays listed below are available to members of the bargaining units who qualify, and are designated by the Fire Chief, up to the maximum number of positions specified in each incentive article for the duration of this contract. These incentives, while current and active, are added to base salary and will be paid bi-weekly to the members designated and who qualify for that incentive.

8.2.1 Hazardous Material Technician Members of the Bargaining Unit 1 and 2 who hold a current valid Florida Hazardous Material Technician Certificate and maintain it will receive an incremental amount of three thousand (\$3000.00) to the base salary during the time that the employee holds the certification. A maximum of twelve (12) active members are eligible to receive this incentive. To qualify for this incentive, the member must successfully complete the one hundred sixty (160) hours modified IAFF Technician Program, meet the performance competencies of the SERC Training Guidelines, complete the SERC Task book SERC Haz-Mat Technician Task Book, and pass the state written exam and maintain the required continued education credit requirements.

8.2.2 Airport Firefighter (ARFF) Members of the bargaining units at the rank of Captain and below who are assigned to Key West International Airport (KWIA) at least ten (10) shifts in a calendar year and hold a current valid ARFF certification and SIDA clearance will receive an incremental amount of three thousand dollars (\$3,000.00) during the time that the employee holds the certification. Additionally, the same members of the bargaining unit who hold a current valid ARFF certification and SIDA clearance and who are permanently assigned to Station 7 (Key West International Airport) will receive an additional incremental amount of eight thousand dollars (\$8,000.00) during the period of time that the employee is permanently assigned to Key West International Airport. The maximum number of members permanently assigned to KWIA will be twelve (12) members. It is the responsibility of the individual to complete all training hours required to maintain the designation as ARFF cleared. In the event that such training hours cannot be completed during assigned duty shifts, the individual shall be responsible for completing the necessary training hours on his/her own time and at no cost to the County.

8.2.3 Pump/Aerial Operator Members of Bargaining Unit 1 who are designated as Pump/Aerial Operators shall receive incremental pay in the amount of one thousand four hundred

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

(\$1400.00). To qualify for this incremental pay, the member must hold current valid Fire Service Apparatus, Pump and Aerial Operator certification from the State of Florida, and in addition must have passed a Pump Operator certification test given by Monroe County Fire Rescue within the past twelve (12) months. Pump/Aerial Operator incentive pay is available to a maximum of twenty-four (24) members at a time.

8.2.4 State Fire Safety Inspector Twelve (12) Members of the bargaining units at the rank of Captain and below who hold a current state of Florida Fire Life Safety Inspector certification shall receive incremental pay in the amount of twenty-one hundred dollars (\$2100.00). To qualify and maintain this incentive pay the member must be an active on-shift fire safety inspector.

8.2.5 Chief Flight Nurse An annual incremental amount of eight thousand dollars (\$8,000.00) will be given to the Chief Flight Nurse for supplemental duties, as assigned and designated by Monroe County Fire Rescue Fire Chief. There will be one position designated as Chief Flight Nurse.

8.2.6 Flight Pay

8.2.6.1 Qualification Rate Bargaining unit members of the rank of Fire Captain Paramedic and below who are designated as flight-qualified shall be entitled to a salary supplement equal to the amount of nine thousand dollars (\$9,000.00) during the time he or she is designated as a flight-medical. A maximum of eighteen (18) flight-qualified/paramedic personnel will be eligible for the assignment. When a flight-qualified vacancy (less than 18 flight medicals) becomes available, a competitive testing and interview process will be held. The flight medical position will be awarded to the most qualified individual.

8.2.6.2 Designation and Training It is the right of the County from time to time to determine the number of positions to be designated flight-qualified, to determine the assignment locations of flight-qualified, and to determine staffing and qualification requirements for air ambulance missions.

It is the responsibility of the individual FF/Flight-Paramedic to complete all training hours required to maintain the designation as flight-qualified that such training hours cannot be completed during assigned duty shifts, the Individual shall be responsible for completing the necessary training hours on his or her own time and at no cost to the County. Additionally, FF/Flight-Paramedics are expected to take on paramedic preceptor duties when assigned to fire stations.

8.2.7 Other (Incentives) Article 8.2 is intended to provide an incentive for employees to obtain the certifications listed above beyond their current minimum job requirements which will enhance the knowledge in their current position and add value to the department as well as the County. Incentive pay ("Incentives") shall be paid in accordance with the County's Personnel Policies and Procedures Manual at section 4.08 H Certification Incentive Salary Increases; provided however that any proposed decrease in changes to these incentives must be mutually agreed upon. Decisions regarding these incentives may be grieved. Incentives recommended under this provision are subject to the approval of the Department Head.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

8.3 State Mandated Educational Supplement In accordance with the provisions of Section 633.422, Florida Statutes, and in accordance with the provisions of Rules 69A-37.082 through 69A-37.089, Florida Administrative Code, the County shall be responsible for and shall pay to eligible employees the following amounts:

8.3.1 Associate Degree For employees holding an associate degree from an accredited college, which degree is directly applicable to fire department duties, the sum of \$50.00 per month, not to exceed a total of \$600.00 per calendar year.

8.3.2 Bachelor Degree For employees holding a bachelor's degree from an accredited college or university, which bachelor's degree is directly applicable to fire department duties, the sum of \$110.00 per month, not to exceed a total of \$1,320.00 per year.

8.3.3 Dual Degrees If an employee holds both an associate degree and a bachelor's degree, the employee shall receive only the supplement for the bachelor's degree.

8.3.4 Degrees Employees who are eligible for both the State Mandated Educational Supplement and the County's Educational Assistance Program, pursuant to Section 2.12(G) of the Monroe County Personnel Policies & Procedures Manual, will receive the State Mandated Educational Supplement for which they are eligible as well as a supplement calculated by subtracting the total Incentive Pay by the received Supplement. In other words, the member will additionally receive the difference between the County's educational incentive and the State Mandated Supplement if and when the County's incentive is greater.

8.3.5 Eligibility For State Mandated Educational Supplement Eligibility for the state mandated supplement shall be determined in accordance Section 633.422, Florida Statutes, and in accordance with the provisions of Rules 69A-37.082 through 69A-37.089, Florida Administrative Code.

8.4 Hold-Over Time, Call Back Time, and Early Reporting Time Salary Supplements

8.4.1 Hold Over Time "Hold Over Time" shall mean the work time when an employee is requested by the employee's chief officer to work beyond the end of his or her regularly scheduled work shift.

8.4.2 Call Back Time "Call Back Time" shall mean the time when, after an employee has completed his or her normal shift and has departed the work site without any expectation of returning to work before his or her next regularly scheduled shift, the employee has been contacted by the employee's chief officer to report for work and does in fact report for work. Call Back Time shall commence when the employee reports to the work site and shall end when the employee completes the work and departs from the work site. Call Back Time shall consist of a minimum of four (4) hours of work.

8.4.3 Early Reporting Time "Early Reporting Time" shall mean the time an employee is requested by the by the employee's chief officer to report to work early, for a regularly scheduled work shift, at a time earlier than the normal starting time for the regularly scheduled work

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

shift.

8.4.4 Compensation “Compensation” for Hold Over Time, Call Back Time, and Early Reporting Time initiated by the by the employee’s chief officer only shall be paid at the regular and overtime rates in accordance with the calculation of the hours worked by the employee during the regular work cycle. Organizing and ensuring holdover coverage or early relief to facilitate a shift exchange is the responsibility of the shift exchange requestor. Monroe County will not pay any compensation (regular time or overtime) for holdover or early relief of personnel that occurs because of a shift exchange, including travel time necessary for the person covering the shift to arrive at the station where the employee will be working as a result of the shift exchange.

8.5 Overtime

8.5.1 The Mandatory OT bucket, which tracks all mandatory OT assigned, shall not be reset on any kind of periodic basis.

8.5.2 The filling of positions for Extra Duty Services shall be done in accordance with the Department's TeleStaff scheduling software, which will outbound offers to fill these positions based on hours accrued in the Annual OT Bucket and Seniority. For the purpose of this paragraph, the term "Extra Duty Services" is defined to mean special events.

8.5.3 When a training division is in need of extra personnel to work at the Fire Academy or other areas the members of this agreement must be cleared by the Training Division before they are able to work. Members must have a minimum of Fire Instructor I for Academy classes and LFTI/LFAT for Live Burns. Members once cleared shall be hired using the Department's TeleStaff scheduling software, which will outbound offers to fill these positions based on hours accrued in the Annual OT Bucket and Seniority.

8.6 Overtime Pay. Overtime Pay shall be calculated at the rate of one and one-half times the regular hourly rate of pay. Overtime Pay shall be paid for each hour worked in excess of two hundred four (204) hours during the work cycle. For the purposes of this paragraph, vacation time, sick time, and compensatory time shall count towards hours worked.

8.7 Compensation for Emergency Response Work Member of the bargaining units covered by this Agreement shall be paid in accordance with Monroe County Resolution No. 430-2024, as it may be amended from time to time.

8.8 Temporary – Higher Classification The parties will follow the County’s Personnel Policies and Procedures Manual (Section 4.10) regarding compensation for 40-hour employees temporarily working in a higher classification. If a shift employee temporarily works in a higher classification, the County will compensate as follows: An employee required to work in a higher classification/rank will be given a temporary transfer to the higher classification and will receive incremental pay in the amount of \$50.00 per 24 hour shift increase in pay beginning on the 1st shift and for each shift thereafter wherein the employee is required to work in a higher classification within that fiscal year.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

Any such temporary increase granted shall not affect the employee's eligibility for normal salary advancement.

8.9 Certification Pay Members of the bargaining unit who qualify, but who are not designated /assigned for the following incentives, shall receive certification pay as follows:

Certification	Compensation
Florida State Certified Pump Operator	\$500
Florida State Certified Ariel Operator	\$500
Florida State Certified Fire Officer I	\$500
Florida State Certified Fire Officer II	\$500
Florida State Certified Fire Officer III	\$500
Florida State Certified Fire Officer IV	\$500
Florida State Certified Fire Safety Inspector I	\$500
Florida State Certified Fire Safety Inspector II	\$500
Florida State Certified Fire Prevention Specialist I	\$500
Florida State Certified Fire Prevention Specialist II	\$500
Florida State Certified Fire Prevention Specialist III	\$500
Florida State Certified Fire/Arson Investigator	\$500
Florida State Certified Fire Investigator I	\$500
Florida State Certified Fire Investigator II	\$500
Florida State Certified Instructor I	\$500
Florida State Certified Instructor II	\$500
Florida State Certified Instructor III	\$500
Florida State Certified Incident Safety Officer	\$500
Florida State Certified Health & Safety Officer	\$500
Florida State Certified Fire Code Administrator	\$500
Florida State Certified Fire and Life Safety Educator	\$500
National Child Passenger Safety	\$500
Critical Care Paramedic	\$500
Critical Care Nurse	\$500
American Heart Association BLS Instructor	\$500
American Heart Association ALS Instructor	\$500
American Heart Association Pals Instructor	\$500
Florida State Certified Rope Rescue - Operations	\$500
Florida State Certified Confined Space - Operations	\$500
Florida State Certified Trench Rescue - Operations	\$500
Florida State Certified Vehicle & Machinery Rescue - Operations	\$500
Florida State Certified Structural Collapse Rescue - Operations	\$500
Florida State Certified Rope Rescue - Technician	\$500
Florida State Certified Confined Space - Technician	\$500
Florida State Certified Trench Rescue - Technician	\$500
Florida State Certified Vehicle & Machinery Rescue - Technician	\$500

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

Florida State Certified Structural Collapse Rescue - Technician	\$500
State Certified Hazardous Material Technician	\$500
Master ARFF	\$500

These certifications will receive an amount of \$500 each and will be capped at a maximum amount of 10 certifications per person. If the programs of the County change over the 3-year term of agreement, the County has Management Rights to add certifications to this list, and will be added via MOU.

ARTICLE 9: EMPLOYMENT BENEFITS

9.1.Applicability The benefits listed in this Article and elsewhere in this Agreement apply only to full-time personnel unless expressly stated otherwise.

9.2.Annual (Vacation) Leave

9.2.1 Employees whose -normal duty assignments involve shift work usually consisting of twenty- four (24) hours on-duty followed by forty-eight (48) hours off-duty (as may be referred to as a "24/48 schedule") and employees whose normal duty assignments consist of a forty-hour per week schedule shall earn annual leave while employed full-time by the County.

9.2.2 An employee shall commence earning annual leave beginning with the firstday of work following employment or re-employment, provided an entire pay period is worked. An employee who has had a break in employment of forty-eight (48) hours or more shall earn annual leave, upon reinstatement or re-employment, at the rate established for newly hired employees.

9.2.3 An employee shall earn annual leave in accordance with the following schedule:

9.2.3.1 During the 1st, 2nd and 3rd years of employment, annual leave for employees on a 24/48 schedule shall be earned at the rate of five (5) hours per pay- period, with the total number of hours earned not to exceed one hundred thirty (130) hours in a calendar year. Annual leave for forty (40) HPW employees shall be earned at the rateof four (4) hours per pay period, with the total number of hours not to exceed one hundred four (104) in a calendar year.

9.2.3.2 During the 4th through 10th years of employment, annual leave for employees on a 24/48 schedule shall be earned at the rate of six and one-quarter (6.25) hours per pay-period, with the total number of hours earned not to exceed one hundred sixty-two and one-half (162.5) hours in a calendar year. Annual leave for forty (40) HPW employees shall be earned at the rate of five (5) hours per pay period, with the total number of hours not to exceed one hundred thirty (130) in a calendar year.

9.2.3.3 During the 11th through 15th years of employment, annual leave for employees on a 24/48 schedule shall be earned at the rate of seven and one-half (7.5) hours per pay-period, with the total number of hours earned not to exceed one hundred ninety-five (195)

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

hours in a calendar year. Annual leave for forty (40) HPW employees shall be earned at the rate of six (6) hours per pay period, with the total number of hours not to exceed one hundred fifty-six (156) in a calendar year. During the 16th year of employment and for each year thereafter, annual leave for employees on a 24/48 schedule shall be earned at the rate of eight and three-quarters (8.75) hours per pay-period, with the total number of hours earned not to exceed two hundred twenty-seven and one-half (227.5) hours in a calendar year. Annual leave for forty (40) HPW employees shall be earned at the rate of seven (7) hours per pay period, with the total number of hours not to exceed one hundred and eighty-two (182) In a calendar year.

9.2.4 The application, administration and interpretation of annual leave benefits shall be in accordance with the applicable provisions of the Monroe County Personnel Policies Manual, Monroe County Administrative Procedures and any addenda thereto, as may be amended from time to time. Any provision of the Policies & Procedures Manual, Administrative Procedures or any addenda which is in direct conflict with any provision in this Agreement is superseded by this Agreement to the extent of such conflict.

9.3. Sick Leave

9.3.1 Employees whose normal duty assignments involve shift work usually consisting of 24 hours on-duty followed by forty-eight (48) hours off-duty (as may be referred to as a "24/48 schedule") and employees working a forty (40) HPW schedule shall earn sick leave while employed full-time by the County.

9.3.2 An employee shall commence earning sick leave beginning with the second pay period following employment or re-employment.

9.3.3 An employee who has had a break in employment of forty-eight (48) hours or more shall earn sick leave, upon reinstatement or re-employment, at the rate established for newly hired employees.

9.3.4 An employee on a 24/48 schedule shall earn sick leave at the rate of five (5) hours per pay-period, with the total number of hours earned not to exceed one hundred thirty (130) hours in a calendar year. A forty (40) HPW employee shall earn sick leave at the rate of four (4) hours per pay period, with the total number of hours earned not to exceed one hundred four (104) in a calendar year.

9.3.5 An employee who terminates with less than five (5) years of continuous service shall not be paid for any unused sick leave credits. Employees who terminate with five (5) or more years of continuous service, shall, upon separation from the County in good standing, death, or retirement, receive incentive sick leave pay as follows:

9.3.5.1 For employees working a 24/48 schedule, payout shall be as follows:

9.3.5.1.1 5 -10 years of service: ¼ of all accrued sick leave, up to a maximum of 37.5 days;

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

9.3.5.1.2 11 - 15 years of service: ½ of all accrued sick leave, up to a maximum of 112.5 days;

9.3.5.1.3 16+ years of service: ½ of all accrued sick leave, up to a maximum of 150 days.

9.3.5.2 For employees working a forty (40) HPW schedule, payout shall be as follows:

9.3.5.2.1 5-10 years of service: ¼ of all accrued sick leave, up to a maximum of 30 days;

9.3.5.2.2 11 to 15 years of service: ½ of all accrued sick leave, up to a maximum of 90 days;

9.3.5.2.3 16+ years of service: ½ of all accrued sick leave, up to a maximum of 120 days.

9.3.5.3 As used in paragraph 9.3.5, the term "day" means an eight (8) hour day.

9.3.6 An eligible employee may enroll in and receive the benefits of the Monroe County Sick Leave Pool. Enrollment procedures and rules for the operation of the Sick Leave Pool are found in Monroe County Administrative Instruction 4702, as amended from time to time, and these procedures and rules shall be used in the administration of the Sick Leave Pool program.

9.3.7 The application, administration and interpretation of sick leave benefits shall be in accordance with the applicable provisions of Monroe County Administrative Procedures and any addenda thereto, as may be amended from time to time. Any provision of the Administrative Procedures or any addenda which is in direct conflict with any provision in this Agreement is superseded by this Agreement to the extent of such conflict.

9.4. Holiday Leave

9.4.1 The County has recognized certain days to be holidays, during which most County offices are normally closed. The County and Union agree that the County's firefighting and emergency rescue services are, and shall be, available during holidays, and that some bargaining unit members will be required to work during designated holiday periods.

9.4.2 The application, administration and interpretation of holiday leave benefits shall be in accordance with the applicable provisions of Monroe County Personnel Policies and Procedures and any addenda thereto, as may be amended from time to time. Any provision of the Personnel Policy and Procedures or any addenda which is in direct conflict with any provision in this Agreement is superseded by this Agreement to the extent of such conflict.

9.5. Uniform And Personal Gear: Maintenance. The County and Union agree that certain uniform and protective equipment shall be supplied and/or maintained by the County under the following terms and conditions:

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

9.5.1 Uniforms, Initial Issuance. The County agrees to issue to each Unit member the following uniform items:

9.5.2

ITEM DESCRIPTION	NUMBER ISSUED
Shirt, Long Sleeve, w/ Insignia	One
Shirt, Short Sleeve, w/ Insignia	Two
Shirt, "T", w/ Insignia	Five
Jacket, w/ Insignia	One
Shorts or Athletic Pants, Blue, w/ Insignia	Three
Pants	Two
Badge with collar brass	One
Nameplate	One
Station Shoes/Boots, Black	One Pair
Belt, Black w/ Buckle	One

9.5.3 Uniforms, Replacement Any uniform item which, as determined by the County, has been destroyed, damaged beyond economical repair, or which is otherwise unusable or unsightly due to wear and tear shall be replaced by the County at the County's expense.

9.5.4 Uniforms, Maintenance The County agrees to provide at each work site a clothes washer and clothes dryer for use by Unit members to clean and dry issued items of uniform clothing.

9.5.5 Uniforms, Class A At such time as the County adopts a Class A (Formal) uniform for fire/rescue personnel, the County shall issue one Class A uniform to each Unit member who has been a Unit member for three (3) or more consecutive years of service.

9.5.5.1 The uniform shall be owned by the County, and upon termination, other than retirement, from employment a Unit member shall return the issued Class A uniform to the

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

County, or shall pay to the County the full cost of replacement of the uniform.

9.5.5.2 Any Unit member to whom a Class A uniform has been issued, and who retires from service while still a Unit member, shall be entitled, upon his or her request, to retain the Class A uniform as his or her property.

9.5.6 Footwear, Approved The County and labor management committee shall designate the type, model, and supplier of footwear (station shoes/boots) to be worn by Unit members while performing services for the County. The County shall not be responsible for any reimbursement to a unit member for personal purchases.

Beginning October 1, 2025, and every other year thereafter, the County will order footwear replacements for all bargaining unit members at no cost to the employee. Should an employee's footwear at any time become damaged while performing services for the County, the County will provide a replacement at no cost to the employee.

9.5.7 Footwear, Supplier Contract In the event that the County enters into an agreement with any entity to be a footwear supplier to the County for purposes of providing footwear to Unit members, the procedures put into place by the County pursuant to the contract shall be the approved method for acquiring footwear by Unit members.

9.5.8 Personal Protective Gear, Issuance The County agrees to issue to each Unit member the following personal protective gear:

ITEM DESCRIPTION	NUMBER ISSUED
Coat, Bunker	One
Pants, Bunker	One
Boots, Protective	One Pair
Gloves, Protective	One Pair
Hood, Fire Resistant	Two
Helmet, Fire with goggles	One
Suspenders, Pants	One Pair
Bag, Mask	One
SCBA Mask	One

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

9.5.9 Personal Protective Gear, Replacement Any item of personal protective gear which, as determined by the County, has been destroyed, damaged beyond economical repair, or which is otherwise unusable or unsightly due to wear and tear shall be replaced by the County at the County's expense.

9.5.10 Personal Protective Gear Maintenance The County agrees to clean and repair a Unit member's items of personal protective gear at such times as may be deemed necessary from time to time by appropriate supervisory personnel.

9.5.12 Retirees Any bargaining unit member with ten (10) or more years of service with the County, who is separating from the County in good standing (i.e., not terminated for cause) and who is eligible for retirement benefits, may retain his or her last-issued fire helmet upon retirement and will be issued a County identification card reflecting the member's retired status.

9.6 Health And Medical Coverage The County agrees to provide to Unit members coverage under a Medical Insurance Plan, a Pharmaceutical Co-Pay Plan, an Employee Assistance Plan, and make available to Unit members a Payroll Deduction Plan for Vision and Dental Services. These plans shall be offered under the same terms, conditions, and limitations as offered to other County employees, as amended or changed from time to time.

9.7 Life Insurance The County agrees to provide life insurance coverage for each Unit member in the amount of Twenty Thousand Dollars (\$20,000.00) at no premium cost to the Unit member. Such coverage shall be of the type provided to other County employees and shall be with such underwriter or underwriters as the County may select from time to time.

9.8 Physical/Medical Examinations

9.8.1 The County and Union agree that, among other considerations, eligibility of bargaining unit employees to receive certain presumptions and entitlements relative to communicable diseases, disability, and other benefits requires a physical/medical examination of the employee had been conducted prior to the occurrence of the event or condition upon which the presumption or entitlement is based. Additionally, a physical/medical examination evincing good physical condition is required by Section 633.34, Florida Statutes, as a pre-condition of employment as a firefighter. The County and Union further agree that physical/medical examinations for bargaining unit employees in addition to "post-offer, pre-employment" physical/medical examinations are warranted by the nature of the bargaining unit members' duties.

9.8.2 Initial Physical/Medical Examination The County agrees to provide a post-offer of employment physical examination to an applicant to be hired for a position included in the bargaining unit. The physical examination shall be administered in accordance with applicable provisions of NFPA Standard 1582, the Americans with Disabilities Act ("ADA") and appropriate Monroe County Personnel Policies and Procedures and addenda thereto. The cost of the physical examination shall be paid for by the County, and the minimal scope, content and documentation of the physical examination shall be in accordance with the requirements of the Division of State Fire

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

Marshal, Bureau of Fire Standards and Training.

9.8.3 Periodic In-Service Physical/Medical Examination The County agrees to provide a physical/medical examination to each full-time employee covered by this Agreement, to include but not be limited to Life Scan or other similar vendors, at such times and in such extent as provided for in Chapters 6, 7 and 8 of Standard 1582 Edition of the National Fire Protection Association, entitled Medical Requirements for Firefighters and Information for Fire Department Physicians. The County will use its good faith efforts to schedule the physical/medical examination for an employee annually. The failure of the County to meet this general scheduling requirement for physical\medical examinations shall not be subject to the grievance procedures provided for elsewhere in this Agreement. The cost of the physical\medical examination shall be paid for by the County. Failure of employees hired prior to October 1, 2014 to comply with Category A criteria will not automatically disqualify them from their position but a decision will be made based on safety issues and performance of the employee.

9.8.4 Special Incident Physical Examination the County agrees to provide a physical\medical examination to any full-time employee who has been exposed to an infectious or contagious disease while in the performance of the employee's duties for the County. Additionally, the County agrees to provide a physical\medical examination to a full- time employee who has been involved in any incident while in the performance of the employee's duties for the County which, as generally and commonly recognized in the medical community, would require a physical\medical examination. The performance of such physical\medical examination shall be within a medically reasonable period of time after the exposure or incident, and the cost of the physical\medical examination shall be paid for by the County.

9.8.5 Fitness For Duty Examinations The County shall have the right to require an employee to undergo a physical examination or mental examination, or both, when it appears that the employee has exhibited an action or conditions that are readily observable to a reasonable and prudent person and which would lead such a person to reasonably believe that the employee may not be able to fully perform his or her duties. The cost for the examination or examinations shall be paid for by the County, the examination or examinations shall be performed by the professional designated by the County, and the results of the examination shall be reported in the manner required by the County. If any applicable federal or state law shall require that the employee who has been examined in accordance with this section provide written consent for the release of the examination information to the County, the employee shall provide such written consent conditioned upon the County maintaining the confidentiality of the information received and the County shall only release the information as required by federal or Florida law or by lawful order issued by a court or administrative tribunal having competent authority to issue such an order.

9.8.6 Documentation of Physical/Medical Examinations For physical/medical examinations administered in accordance with Sections 9.8.2 and 9.8.3 above, the documentation of the physical/medical examination shall be provided to the County on Forms that comply with NFPA Standard 1582. The minimal requirements for reporting shall include a complete medical history and general physical examination; urine drug screen for all drugs identified by the County from time to time in accordance with state statute; complete blood screen as identified by the County from time to time in accordance with state statute; chemistry and lipid profile; audiogram, 12-lead

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

electrocardiogram with interpretation and report; chest x-ray, and treadmill stress testing.

9.9 Firefighter Death Benefits

9.9.1 Florida Law Section 112.191, Florida Statutes, requires the County to provide certain benefits to a firefighter, the firefighter's surviving spouse, and any surviving children of a firefighter who dies, is killed, or suffers a catastrophic injury under conditions specified in Section 112.191.

9.9.2 Amounts The amounts to be paid by the County under this law range from fifty thousand (\$50,000) to one hundred fifty thousand (\$150,000) per firefighter, with such amounts subject to adjustment as determined by the State Fire Marshal, and such payments shall be in addition to any worker's compensation and pension benefits. Additionally, the County will pay the entire health insurance plan premium for the firefighter and his or her spouse and children under the conditions specified in Section 112.191.

9.9.3 Budgeting The County agrees to budget each year for the anticipated costs of providing the benefits under Section 112.191. The amount of reserves, insurance expenses and other costs related to the benefits to be provided shall be in such amounts to be solely determined in good faith by the County. Additionally, the County shall have the right to provide for the payment of these benefits through self-insurance, appropriate insuring policies, or a combination thereof. The cost of any insurance premiums shall be paid by the County.

9.9.4 Applicable Rules The provisions of Section 9.9 shall be administered consistent with the provisions contained in Rules 69A-64.001 through 69A-64.005, Florida Administrative Code.

9.10 Florida Retirement System Contributions

9.10.1 Florida Law All full-time employees of the County are required to participate in the Florida Retirement System (FRS). Bargaining unit members other than flight nurses (including Chief Flight Nurse) and Deputy Fire Marshals are classified as "special risk" employees under the FRS, which requires the County to make contributions to the FRS on a higher percentage basis than for regular members of the FRS. Flight nurses and Deputy Fire Marshals must apply to FRS to be included in the special risk category.

9.10.2 Budgeting The County agrees to budget each year for the anticipated total amount of contributions to be made to the FRS on account of the bargaining unit members.

9.10.3 Member Contribution Bargaining unit members shall contribute to the FRS as required by state law.

9.11 Educational Expense Reimbursement

9.11.1 General The County agrees to reimburse employees for educational

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

expenses incurred by the employee under the following terms and conditions:

9.11.1.1 Eligibility The employee must have been employed full-time by the County for at least one (1) year immediately prior to applying for reimbursement, and the employee must not be in an initial or extended probationary status.

9.11.1.2 Prohibitions Unless approved by a supervisor, the employee shall not utilize any space, personnel, equipment, or supplies provided by the County in the process of fulfilling any of the requirements of the coursework for which the employee is being reimbursed.

9.11.1.3 New Coursework The coursework must not be duplicative of any coursework for which the employee has been previously reimbursed by the County, unless required by Section 7.1.5.

9.11.2 Administration The application, administration and interpretation of educational reimbursement benefits, and the amounts to be paid, shall be in accordance with the applicable provisions of Monroe County Personnel Policies and Procedures and any addenda thereto, as may be amended from time to time. Any provision of the Policies and Procedures or of any addenda which is in direct conflict with any provision in this Agreement is superseded by this Agreement to the extent of such conflict.

9.11.3 Budgeting Educational Reimbursements. In year one of this agreement, the County shall budget a minimum of fifteen thousand (\$15,000) for the fiscal year to be utilized by the bargaining unit personnel for educational reimbursement in accordance with the provisions of this Agreement and Section 2.11 of the Monroe County Personnel Policies & Procedures Manual, subject to annual appropriation by the Board of County Commissioners. In years two and three of this agreement, the County shall budget a minimum of twenty thousand (\$20,000) per fiscal year. The money budgeted for educational reimbursement shall be used exclusively for tuition, fees, and textbooks, and shall be available to all members of the bargaining unit on a first come, first serve basis. Educational reimbursements shall be charged against the budget for the fiscal year in which the courses are completed. All requests for reimbursement must be submitted prior to September 30th in the fiscal year in which the course is completed.

9.12 Communicable Disease Immunization

9.12.1 Acknowledgment of Risk the County and Union agree that the bargaining unit members run a high risk of occupational exposure to hepatitis, meningococcal meningitis, and tuberculosis, and the County should provide such immunizations and keep records thereof.

9.12.2 Records and Notification the County shall maintain a record of any known or reasonably suspected exposure of a bargaining unit member to the diseases described in Section 9.12.6, and the County shall immediately notify the employee of such exposure.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

9.12.3 Member to Report Each bargaining unit member who has knowledge of known or suspected occupational exposure to the diseases described in Section 9.12.6 shall immediately file a report of the incident to the appropriate supervisory personnel.

9.12.4 Immunization Each bargaining unit member shall be offered vaccination against hepatitis upon employment or as may be medically required in order to have current immunization against hepatitis. The County shall pay for the costs of such immunization. An employee may refuse immunization, but he/she must sign a release if he/she does not have avail him/herself of the immunization opportunity.

9.12.5 Future Circumstances: Requirements Whenever any standard, medically recognized vaccine or other form of immunization or prophylaxis exists for the prevention of a communicable disease for which a presumption is granted under Section 112.181, Florida Statutes, the County may require bargaining unit members to undergo the immunization or prophylaxis; provided, such immunization or prophylaxis is medically indicated in the given circumstances pursuant to immunization policies established by the Advisory Committee on Immunization Practices of the United States Public Health Service and the employee's physician has not determined in writing that the immunization or prophylaxis would pose a significant risk to the employee's health. Absent such written declaration, failure or refusal by member to undergo such immunization or prophylaxis disqualifies the worker from the benefits of the presumption.

9.12.6 Required Screening For Statutory Presumptions

9.12.6.1 Florida Law Section 112.18 and Section 112.181, Florida Statutes, provides that, under certain conditions, specified illnesses and Injuries shall be presumed by law to have been accidental and to have been suffered in the line of duty, provided a medical examination had been previously conducted upon the employee or the employee has executed a written affidavit as provided in Section 92.50, Florida Statutes.

9.12.6.2 Screenings And Affidavits The County agrees to provide the medical screenings, as part of the physical and medical examinations provided for in Section 9.8 of this Agreement.

9.13 Public Records Exemptions

9.13.1 Florida Law Chapter 119, Florida Statutes, provides protections against certain information being available to the public under the Florida Public Records law.

9.13.2 Exempt Information the County and Union agree that, to the fullest extent allowed by law, all information protected by Chapter 119, Florida Statutes is exempt from inspection under Section 119.01, Florida Statutes.

9.13.3 Protection of Exemption The County agrees that, when any request is received under the Florida Public Records law to inspect any record maintained by the County relating to a

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

member of the bargaining unit, the County will take such steps as are reasonably required to redact, omit, cover up, or otherwise eliminate from the records to be inspected such information as is listed in Section 9.12.2.

9.14 Workers' Compensation Premiums

9.14.1 Coverage and Benefits All full-time Unit member employees of the County are participants in the Florida Workers' Compensation program and are entitled to receive such coverage and benefits as provided by the Florida Workers' Compensation law.

9.14.2 Budgeting The County agrees to budget each year for the anticipated total amount of claims and excess insurance premiums to be paid for workers' compensation coverage of, and payments on behalf of, the bargaining unit members.

9.14.3 No Member Contribution Bargaining unit members shall not be required or obligated to contribute any sums towards workers' compensation insurance premiums; provided, however, that if in the future the state law changes in this regard, this provision of the Agreement shall be automatically amended to conform with the statutory provisions.

9.15 Unemployment Compensation Benefits

9.15.1 Florida Law In general, employees of the County are entitled to the rights and benefits provided by the Florida Unemployment Compensation law.

9.15.2 Budgeting The County is a "reimbursable employer" under the law, and agrees to pay each year the total amount of unemployment benefits to be repaid to The State of Florida for unemployment compensation benefits payable to or on account of bargaining unit members.

9.15.3 No Member Contribution Bargaining unit members shall not be required or obligated to contribute any sums as contributions towards unemployment compensation benefits; provided, however, that if in the future the state law changes in this regard, this provision of the Agreement shall be automatically amended to conform with the statutory provisions.

9.16 Federal Government Contributions

9.16.1 FICA and Medicare The County agrees to remit to the federal government on a timely basis all amounts owed as the employer's portion of FICA and Medicare contributions attributable to the employment by the County of each Unit member.

9.16.2 Employee Withholding The County agrees to deduct from each Unit member's salary and wages all amounts owed by the employee to the federal government for the employee's share of FICA and Medicare contributions, and withholding and forwarding of federal income tax obligations.

9.17 Savings Bond Deductions The County agrees to provide the opportunity to Unit members and

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

employees to participate in a Savings Bond program through a payroll deduction plan. The program shall be administered by the County in accordance with its standard practices, as may be amended from time to time.

9.18 Direct Deposit Payroll Option The County agrees to provide a program for direct deposit of a Union member's and employee's pay into a financial institution of the Unit member's or employee's choice, consistent with the policies and practices of the County, as may be amended from time to time.

9.19 Years-of-Service Award Program The County agrees to provide an award program to recognize employees who have been employed by the County for five (5) years or more, and this program shall be administered as provided in Section 2.16 of the Monroe County Personnel Policies & Procedures Manual, as amended from time to time.

9.20 Funeral/Bereavement Leave All employees covered under this Agreement—shall be paid in accordance with the County's Personnel Policies and Procedures Manual at section 7.05 provided however that any proposed decrease in benefits must be mutually agreed upon.

ARTICLE 10: DRUG TESTING

10.1 Policies and Procedures - The parties agree that the County's drug and alcohol testing policies as set forth in: Drug Free Workplace Policy and Work Rules as codified in Monroe County Administrative Instruction 4703.12., Personnel Policies and Procedures Manual, and Monroe County Administrative Instruction 4720.4 as amended from time to time, are incorporated by reference hereto and will apply to all members of the bargaining unit upon ratification of this agreement by the Monroe County Board of County Commissioners.

10.2 When Testing is Done - The members of the bargaining unit shall be subject to Preemployment, Post-Accident, Reasonable Suspicion, and Random drug testing. Random Drug testing will be conducted in the same manner as safety sensitive employees and set forth in the policies identified in section 10.1

10.3 Post Accident Testing - The members of the bargaining unit shall submit to drug testing after any accident, causing property damage or injury to a person, involving a County owned vehicle or apparatus. All post-accident testing shall be conducted during, or immediately after the shift in which the accident occurred.

10.4 Affirmation - The members of the bargaining unit shall affirm or reaffirm the Acknowledgement of Receipt of a Summary of the County's DOT Drug and Alcohol Testing Policy upon ratification of this Agreement.

10.5 Random Testing – For the purposes of random testing:

- a. testing shall be conducted on duty; employees shall not be held over for such testing or as a result of such testing;
- b. employees shall be tested on site, or,
- c. if travel is required, shall be provided transportation to the testing site.

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

10.6 - Nothing herein shall be construed as a waiver of bargaining as required by Chapter 447 Part II Florida Statutes.

ARTICLE 11: MISCELLANEOUS PROVISIONS

11. Term of Agreement: Effective Date

11.1 Term Upon ratification, the term of this Agreement shall be commencing at **12:01 A.M. on February 19, 2025, and ending on September 30, 2027, at 11:59 P.M.** The previous contract remained in effect throughout negotiations from its expiration date, September 30, 2024, until commencement of this contract.

12. Bargaining Unit Work Security The Employer shall not assign or delegate out bargaining unit work in any manner whatsoever. In particular, the County agrees that fire suppression (combat), rescue, fire prevention emergency medical services, administrative services and other Fire/EMS or Airport Fire/Rescue Department related services and functions shall not be assigned or delegated out in any manner, to private or public entities. This article does not apply to fire suppression, rescue or emergency medical services that are currently provided by volunteer fire companies currently under contract to Monroe County and registered as nonprofit corporations within the State of Florida; however, no expansion of current scope of services of each volunteer fire company is permissible under this article. This does not preclude services covered under mutual aid agreements or services needed in the event of catastrophic events that impacts bargaining units' ability to provide staffing for services. This provision shall remain in full force and effect during any negotiations and shall continue in full force and effect until such time as a new agreement is reached or imposed.

13. Construction This Agreement and the terms hereof shall be construed in accordance with the laws of the State of Florida and venue for all actions in a court of competent jurisdiction shall lie in Monroe County, Florida.

14. Severability Should any word, phrase or provision of this Agreement be declared illegal or invalid by a court of competent jurisdiction, such declaration of illegality and/or invalidity shall not affect the remainder hereof.

15. Entire Agreement No statements, representations, or warranties, whether written or oral or from whatever source arising, that were made or alleged to have been made in the negotiation of this Agreement, or alleged as being an inducement by or to either the County or the Union to enter into this Agreement, shall have any validity between the County and the Union or be binding on either the County or the Union, unless such statement, representation, or warranty is expressly written into this Agreement.

16. Captions and Paragraph Headings. Captions and paragraph headings contained in this Agreement are for convenience and reference only and in no way define, describe, extend or limit the scope and intent

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

of this Agreement, nor the intent of any provision of this Agreement.

17. Exhibits

17.1 Inclusion in Agreement The following appendices referred to in, and attached to, this Agreement shall be incorporated into this Agreement and be a part of this Agreement:


Appendix A	Pay Plan
Appendix B	Paramedic Program Repayment Agreement
Appendix C	Annual Firefighter Performance Review

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 –
02/19/2025**

Pursuant to Section 447.309(1), Florida Statutes, the above agreement is agreed to by and between the bargaining agent and the Chief Executive Officer of Monroe County.

Bargaining Agent

Professional Firefighters of Monroe County, International Association of Firefighters, Local 3909

By: 
Oliver Hodel, President
Date: 2/13/2025

Chief Executive Officer:

Christine Hurley Digitally signed by Christine Hurley
By: _____ Date: 2025.02.14 09:53:03 -05'00'
Christine Hurley, County Administrator
Date: _____

Unit One

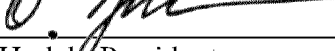
This Collectively Bargained Agreement was bargained for and agreed to in accordance with the provisions of Chapter 447, Florida Statutes, and Chapter 286, Florida Statutes; was submitted to the bargaining unit members and ratified by a vote of 121 votes for the Agreement and 0 votes against the Agreement; and after ratification was submitted to the Board of County Commissioners for action.

Unit Two

This Collectively Bargained Agreement was bargained for and agreed to in accordance with the provisions of Chapter 447, Florida Statutes, and Chapter 286, Florida Statutes; was submitted to the bargaining unit members and ratified by a vote of 34 votes for the Agreement and 0 votes against the Agreement; and after ratification was submitted to the Board of County Commissioners for action.

Bargaining Agent

Professional Firefighters of Monroe County, International Association of Firefighters, Local 3909

By: 
Oliver Hodel, President
Date: 2/13/2025

**Approved as to form and legal sufficiency:
Monroe County Attorney's Office**

Angelica Harden-Ivanoski

**Assistant County Attorney
Date: February 14, 2025**

**COLLECTIVELY BARGAINED AGREEMENT -- UNIT AGREEMENT
BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA
AND THE PROFESSIONAL FIREFIGHTERS OF MONROE COUNTY, IAFF LOCAL 3909 -
02/19/2025**

The Board of County Commissioners, at a duly noticed and publicly held meeting at Key West, Florida, on February 19, 2025, 2025, approved the above agreement by (unanimous) (majority) vote of the Board of County Commissioners, as follows:

VOTING FOR:

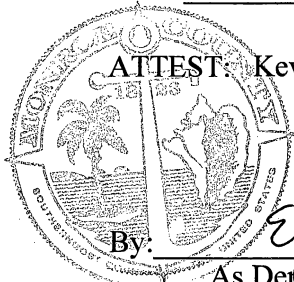
Mayor James K. Scholl
Mayor Pro Tem Michelle Lincoln
Commissioner Craig Cates
Commissioner David Rice
Commissioner Holly Merrill Raschein

VOTING AGAINST:

BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA

By: James K. Scholl
Mayor James K. Scholl
Date: 2/19/2025

ATTEST: Kevin Madok, Clerk



By: Ejatonmqr
As Deputy Clerk
Date: 2/19/2025

FILED FOR RECORD
2025 MAR -5 PM 1:11
CLK. CIR. CL.
MONROE COUNTY, FLA



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027
Appendix "A"

FIREFIGHTER EMT				
Step	Pay Grade	Year One - Adoption - 9/30/2025	Year Two - FY 26	Year Three - FY 27
0	400	\$ 57,771.43	\$ 64,704.00	\$ 68,586.24
1	400	\$ 59,192.29	\$ 66,295.36	\$ 70,273.08
2	400	\$ 60,573.49	\$ 67,842.31	\$ 71,912.85
3	400	\$ 61,986.93	\$ 69,425.36	\$ 73,590.88
4	400	\$ 63,433.34	\$ 71,045.34	\$ 75,308.06
5	400	\$ 64,913.51	\$ 72,703.13	\$ 77,065.32
6	400	\$ 66,428.21	\$ 74,399.59	\$ 78,863.57
7	400	\$ 67,978.26	\$ 76,135.65	\$ 80,703.79
8	400	\$ 69,564.47	\$ 77,912.21	\$ 82,586.94
9	400	\$ 71,187.71	\$ 79,730.24	\$ 84,514.05
10	400	\$ 72,848.82	\$ 81,590.68	\$ 86,486.12
11	400	\$ 74,548.68	\$ 83,494.52	\$ 88,504.20
12	400	\$ 76,288.22	\$ 85,442.81	\$ 90,569.38
13	400	\$ 78,068.34	\$ 87,436.54	\$ 92,682.74
14	400	\$ 79,890.01	\$ 89,476.81	\$ 94,845.42
15	400	\$ 81,754.18	\$ 91,564.68	\$ 97,058.56
16	400	\$ 83,661.84	\$ 93,701.26	\$ 99,323.34
17	400	\$ 85,614.02	\$ 95,887.71	\$ 101,640.97
18	400	\$ 87,611.77	\$ 98,125.18	\$ 104,012.69
19	400	\$ 89,656.12	\$ 100,414.85	\$ 106,439.74
20	400	\$ 91,748.16	\$ 102,757.94	\$ 108,923.42



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027
Appendix "A"

DEPUTY FIRE MARSHAL				
Step	Pay Grade	Year One - Adoption - 9/30/2025	Year Two - FY 26	Year Three - FY 27
0	401	\$ 64,557.94	\$ 72,304.90	\$ 76,643.19
1	401	\$ 66,064.36	\$ 73,992.08	\$ 78,431.61
2	401	\$ 67,605.93	\$ 75,718.65	\$ 80,261.76
3	401	\$ 69,183.75	\$ 77,485.80	\$ 82,134.95
4	401	\$ 70,797.80	\$ 79,293.54	\$ 84,051.15
5	401	\$ 72,449.80	\$ 81,143.77	\$ 86,012.40
6	401	\$ 74,140.36	\$ 83,037.21	\$ 88,019.44
7	401	\$ 75,870.38	\$ 84,974.82	\$ 90,073.31
8	401	\$ 77,640.74	\$ 86,957.63	\$ 92,175.09
9	401	\$ 79,452.42	\$ 88,986.71	\$ 94,325.91
10	401	\$ 81,306.38	\$ 91,063.14	\$ 96,526.93
11	401	\$ 83,203.59	\$ 93,188.02	\$ 98,779.31
12	401	\$ 85,145.10	\$ 95,362.52	\$ 101,084.27
13	401	\$ 87,131.97	\$ 97,587.80	\$ 103,443.07
14	401	\$ 89,165.05	\$ 99,864.86	\$ 105,856.75
15	401	\$ 91,245.64	\$ 102,195.11	\$ 108,326.82
16	401	\$ 93,374.77	\$ 104,579.74	\$ 110,854.52
17	401	\$ 95,553.60	\$ 107,020.03	\$ 113,441.24
18	401	\$ 97,783.27	\$ 109,517.26	\$ 116,088.30
19	401	\$ 100,064.98	\$ 112,072.77	\$ 118,797.14
20	401	\$ 102,399.90	\$ 114,687.89	\$ 121,569.16



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027
Appendix "A"

FIREFIGHTER PARAMEDIC				
Step	Pay Grade	Year One - Adoption - 9/30/2025	Year Two - FY 26	Year Three - FY 27
0	401	\$ 64,557.94	\$ 72,304.90	\$ 76,643.19
1	401	\$ 66,064.36	\$ 73,992.08	\$ 78,431.61
2	401	\$ 67,605.93	\$ 75,718.65	\$ 80,261.76
3	401	\$ 69,183.75	\$ 77,485.80	\$ 82,134.95
4	401	\$ 70,797.80	\$ 79,293.54	\$ 84,051.15
5	401	\$ 72,449.80	\$ 81,143.77	\$ 86,012.40
6	401	\$ 74,140.36	\$ 83,037.21	\$ 88,019.44
7	401	\$ 75,870.38	\$ 84,974.82	\$ 90,073.31
8	401	\$ 77,640.74	\$ 86,957.63	\$ 92,175.09
9	401	\$ 79,452.42	\$ 88,986.71	\$ 94,325.91
10	401	\$ 81,306.38	\$ 91,063.14	\$ 96,526.93
11	401	\$ 83,203.59	\$ 93,188.02	\$ 98,779.31
12	401	\$ 85,145.10	\$ 95,362.52	\$ 101,084.27
13	401	\$ 87,131.97	\$ 97,587.80	\$ 103,443.07
14	401	\$ 89,165.05	\$ 99,864.86	\$ 105,856.75
15	401	\$ 91,245.64	\$ 102,195.11	\$ 108,326.82
16	401	\$ 93,374.77	\$ 104,579.74	\$ 110,854.52
17	401	\$ 95,553.60	\$ 107,020.03	\$ 113,441.24
18	401	\$ 97,783.27	\$ 109,517.26	\$ 116,088.30
19	401	\$ 100,064.98	\$ 112,072.77	\$ 118,797.14
20	401	\$ 102,399.90	\$ 114,687.89	\$ 121,569.16



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027
Appendix "A"

FIRE LIEUTENANT EMT				
Step	Pay Grade	Year One - Adoption - 9/30/2025	Year Two - FY 26	Year Three - FY 27
0	401	\$ 64,557.94	\$ 72,304.90	\$ 76,643.19
1	401	\$ 66,064.36	\$ 73,992.08	\$ 78,431.61
2	401	\$ 67,605.93	\$ 75,718.65	\$ 80,261.76
3	401	\$ 69,183.75	\$ 77,485.80	\$ 82,134.95
4	401	\$ 70,797.80	\$ 79,293.54	\$ 84,051.15
5	401	\$ 72,449.80	\$ 81,143.77	\$ 86,012.40
6	401	\$ 74,140.36	\$ 83,037.21	\$ 88,019.44
7	401	\$ 75,870.38	\$ 84,974.82	\$ 90,073.31
8	401	\$ 77,640.74	\$ 86,957.63	\$ 92,175.09
9	401	\$ 79,452.42	\$ 88,986.71	\$ 94,325.91
10	401	\$ 81,306.38	\$ 91,063.14	\$ 96,526.93
11	401	\$ 83,203.59	\$ 93,188.02	\$ 98,779.31
12	401	\$ 85,145.10	\$ 95,362.52	\$ 101,084.27
13	401	\$ 87,131.97	\$ 97,587.80	\$ 103,443.07
14	401	\$ 89,165.05	\$ 99,864.86	\$ 105,856.75
15	401	\$ 91,245.64	\$ 102,195.11	\$ 108,326.82
16	401	\$ 93,374.77	\$ 104,579.74	\$ 110,854.52
17	401	\$ 95,553.60	\$ 107,020.03	\$ 113,441.24
18	401	\$ 97,783.27	\$ 109,517.26	\$ 116,088.30
19	401	\$ 100,064.98	\$ 112,072.77	\$ 118,797.14
20	401	\$ 102,399.90	\$ 114,687.89	\$ 121,569.16



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027
Appendix "A"

FIRE LIEUTENANT PARAMEDIC				
Step	Pay Grade	Year One - Adoption - 9/30/2025	Year Two - FY 26	Year Three - FY 27
0	402	\$ 71,013.75	\$ 79,535.39	\$ 84,307.52
1	402	\$ 72,670.81	\$ 81,391.30	\$ 86,274.78
2	402	\$ 74,366.52	\$ 83,290.51	\$ 88,287.94
3	402	\$ 76,102.13	\$ 85,234.38	\$ 90,348.44
4	402	\$ 77,877.58	\$ 87,222.89	\$ 92,456.26
5	402	\$ 79,694.78	\$ 89,258.15	\$ 94,613.64
6	402	\$ 81,554.41	\$ 91,340.94	\$ 96,821.39
7	402	\$ 83,457.42	\$ 93,472.31	\$ 99,080.65
8	402	\$ 85,404.83	\$ 95,653.40	\$ 101,392.61
9	402	\$ 87,397.67	\$ 97,885.39	\$ 103,758.52
10	402	\$ 89,437.02	\$ 100,169.46	\$ 106,179.63
11	402	\$ 91,523.96	\$ 102,506.84	\$ 108,657.25
12	402	\$ 93,659.61	\$ 104,898.76	\$ 111,192.69
13	402	\$ 95,845.15	\$ 107,346.56	\$ 113,787.36
14	402	\$ 98,081.57	\$ 109,851.35	\$ 116,442.44
15	402	\$ 100,370.20	\$ 112,414.63	\$ 119,159.51
16	402	\$ 102,712.25	\$ 115,037.72	\$ 121,939.98
17	402	\$ 105,108.97	\$ 117,722.05	\$ 124,785.37
18	402	\$ 107,561.60	\$ 120,468.99	\$ 127,697.13
19	402	\$ 110,071.48	\$ 123,280.06	\$ 130,676.86
20	402	\$ 112,639.89	\$ 126,156.68	\$ 133,726.08



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027
Appendix "A"

FIRE CAPTAIN EMT				
Step	Pay Grade	Year One - Adoption - 9/30/2025	Year Two - FY 26	Year Three - FY 27
0	402	\$ 71,013.75	\$ 79,535.39	\$ 84,307.52
1	402	\$ 72,670.81	\$ 81,391.30	\$ 86,274.78
2	402	\$ 74,366.52	\$ 83,290.51	\$ 88,287.94
3	402	\$ 76,102.13	\$ 85,234.38	\$ 90,348.44
4	402	\$ 77,877.58	\$ 87,222.89	\$ 92,456.26
5	402	\$ 79,694.78	\$ 89,258.15	\$ 94,613.64
6	402	\$ 81,554.41	\$ 91,340.94	\$ 96,821.39
7	402	\$ 83,457.42	\$ 93,472.31	\$ 99,080.65
8	402	\$ 85,404.83	\$ 95,653.40	\$ 101,392.61
9	402	\$ 87,397.67	\$ 97,885.39	\$ 103,758.52
10	402	\$ 89,437.02	\$ 100,169.46	\$ 106,179.63
11	402	\$ 91,523.96	\$ 102,506.84	\$ 108,657.25
12	402	\$ 93,659.61	\$ 104,898.76	\$ 111,192.69
13	402	\$ 95,845.15	\$ 107,346.56	\$ 113,787.36
14	402	\$ 98,081.57	\$ 109,851.35	\$ 116,442.44
15	402	\$ 100,370.20	\$ 112,414.63	\$ 119,159.51
16	402	\$ 102,712.25	\$ 115,037.72	\$ 121,939.98
17	402	\$ 105,108.97	\$ 117,722.05	\$ 124,785.37
18	402	\$ 107,561.60	\$ 120,468.99	\$ 127,697.13
19	402	\$ 110,071.48	\$ 123,280.06	\$ 130,676.86
20	402	\$ 112,639.89	\$ 126,156.68	\$ 133,726.08



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027
Appendix "A"

FIRE CAPTAIN PARAMEDIC				
Step	Pay Grade	Year One - Adoption - 9/30/2025	Year Two - FY 26	Year Three - FY 27
0	403	\$ 78,115.11	\$ 87,488.93	\$ 92,738.26
1	403	\$ 79,937.88	\$ 89,530.43	\$ 94,902.25
2	403	\$ 81,803.18	\$ 91,619.56	\$ 97,116.74
3	403	\$ 83,712.33	\$ 93,757.81	\$ 99,383.28
4	403	\$ 85,665.34	\$ 95,945.18	\$ 101,701.89
5	403	\$ 87,664.26	\$ 98,183.97	\$ 104,075.01
6	403	\$ 89,709.85	\$ 100,475.03	\$ 106,503.54
7	403	\$ 91,803.16	\$ 102,819.54	\$ 108,988.71
8	403	\$ 93,945.30	\$ 105,218.74	\$ 111,531.86
9	403	\$ 96,137.44	\$ 107,673.93	\$ 114,134.37
10	403	\$ 98,380.72	\$ 110,186.41	\$ 116,797.59
11	403	\$ 100,676.36	\$ 112,757.52	\$ 119,522.97
12	403	\$ 103,025.57	\$ 115,388.64	\$ 122,311.96
13	403	\$ 105,429.67	\$ 118,081.22	\$ 125,166.10
14	403	\$ 107,889.72	\$ 120,836.48	\$ 128,086.67
15	403	\$ 110,407.22	\$ 123,656.09	\$ 131,075.45
16	403	\$ 112,983.48	\$ 126,541.49	\$ 134,133.98
17	403	\$ 115,619.87	\$ 129,494.25	\$ 137,263.91
18	403	\$ 118,317.76	\$ 132,515.89	\$ 140,466.84
19	403	\$ 121,078.62	\$ 135,608.05	\$ 143,744.53
20	403	\$ 123,903.88	\$ 138,772.34	\$ 147,098.69



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027
Appendix "A"

BATTALION CHIEF PARAMEDIC				
Step	Pay Grade	Year One - Adoption - 9/30/2025	Year Two - FY 26	Year Three - FY 27
0	404	\$ 85,926.63	\$ 96,237.83	\$ 102,012.10
1	404	\$ 87,931.67	\$ 98,483.47	\$ 104,392.48
2	404	\$ 89,983.50	\$ 100,781.52	\$ 106,828.41
3	404	\$ 92,083.57	\$ 103,133.60	\$ 109,321.62
4	404	\$ 94,231.87	\$ 105,539.70	\$ 111,872.08
5	404	\$ 96,430.69	\$ 108,002.37	\$ 114,482.51
6	404	\$ 98,680.84	\$ 110,522.54	\$ 117,153.89
7	404	\$ 100,983.48	\$ 113,101.49	\$ 119,887.58
8	404	\$ 103,339.83	\$ 115,740.61	\$ 122,685.05
9	404	\$ 105,751.18	\$ 118,441.33	\$ 125,547.81
10	404	\$ 108,218.80	\$ 121,205.06	\$ 128,477.36
11	404	\$ 110,744.00	\$ 124,033.28	\$ 131,475.27
12	404	\$ 113,328.13	\$ 126,927.50	\$ 134,543.15
13	404	\$ 115,972.63	\$ 129,889.34	\$ 137,682.70
14	404	\$ 118,678.69	\$ 132,920.14	\$ 140,895.34
15	404	\$ 121,447.94	\$ 136,021.70	\$ 144,183.00
16	404	\$ 124,281.82	\$ 139,195.64	\$ 147,547.37
17	404	\$ 127,181.86	\$ 142,443.68	\$ 150,990.30
18	404	\$ 130,149.54	\$ 145,767.48	\$ 154,513.53
19	404	\$ 133,186.48	\$ 149,168.86	\$ 158,118.99
20	404	\$ 136,294.27	\$ 152,649.58	\$ 161,808.55



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027

Appendix "A"

FULL TIME FLIGHT NURSE SALARY WITH 416 OVERTIME HOURS					
Step	Pay Grade	Year One - Adoption-9/30/2025	Annual Salary Based on 2080 Regular Hours	Annual for 416 Hours OT (Projected**)	Total Annual Salary (Projected**)
0	405	\$ 37.142477	\$ 77,256.35	\$ 23,176.91	\$ 100,433.26
1	405	\$ 37.586329	\$ 78,179.56	\$ 23,453.87	\$ 101,633.43
2	405	\$ 38.035487	\$ 79,113.81	\$ 23,734.14	\$ 102,847.96
3	405	\$ 38.490010	\$ 80,059.22	\$ 24,017.77	\$ 104,076.99
4	405	\$ 38.949966	\$ 81,015.93	\$ 24,304.78	\$ 105,320.71
5	405	\$ 39.415418	\$ 81,984.07	\$ 24,595.22	\$ 106,579.29
6	405	\$ 39.886432	\$ 82,963.78	\$ 24,889.13	\$ 107,852.91
7	405	\$ 40.363074	\$ 83,955.19	\$ 25,186.56	\$ 109,141.75
8	405	\$ 40.845413	\$ 84,958.46	\$ 25,487.54	\$ 110,446.00
9	405	\$ 41.333516	\$ 85,973.71	\$ 25,792.11	\$ 111,765.83
10	405	\$ 41.827452	\$ 87,001.10	\$ 26,100.33	\$ 113,101.43
11	405	\$ 42.327289	\$ 88,040.76	\$ 26,412.23	\$ 114,452.99
12	405	\$ 42.833101	\$ 89,092.85	\$ 26,727.86	\$ 115,820.71
13	405	\$ 43.344957	\$ 90,157.51	\$ 27,047.25	\$ 117,204.76
14	405	\$ 43.862929	\$ 91,234.89	\$ 27,370.47	\$ 118,605.36
15	405	\$ 44.387091	\$ 92,325.15	\$ 27,697.54	\$ 120,022.69
16	405	\$ 44.917517	\$ 93,428.43	\$ 28,028.53	\$ 121,456.96
17	405	\$ 45.454281	\$ 94,544.91	\$ 28,363.47	\$ 122,908.38
18	405	\$ 45.997459	\$ 95,674.72	\$ 28,702.41	\$ 124,377.13
19	405	\$ 46.547129	\$ 96,818.03	\$ 29,045.41	\$ 125,863.44
20	405	\$ 47.103367	\$ 97,975.00	\$ 29,392.50	\$ 127,367.51

**416 hours of overtime are projected based on 48/96 (48HPW) schedule, however, employee annual, sick, or other leave taken during the year may reduce this number.



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027

Appendix "A"

FULL TIME FLIGHT NURSE SALARY WITH 416 OVERTIME HOURS					
Step	Pay Grade	Year Two - FY 26	Annual Salary Based on 2080 Regular Hours	Annual for 416 Hours OT (Projected**)	Total Annual Salary (Projected**)
0	405	\$ 41.599574	\$ 86,527.11	\$ 25,958.13	\$ 112,485.25
1	405	\$ 42.096688	\$ 87,561.11	\$ 26,268.33	\$ 113,829.45
2	405	\$ 42.599745	\$ 88,607.47	\$ 26,582.24	\$ 115,189.71
3	405	\$ 43.108811	\$ 89,666.33	\$ 26,899.90	\$ 116,566.22
4	405	\$ 43.623962	\$ 90,737.84	\$ 27,221.35	\$ 117,959.19
5	405	\$ 44.145268	\$ 91,822.16	\$ 27,546.65	\$ 119,368.80
6	405	\$ 44.672804	\$ 92,919.43	\$ 27,875.83	\$ 120,795.26
7	405	\$ 45.206643	\$ 94,029.82	\$ 28,208.95	\$ 122,238.76
8	405	\$ 45.746863	\$ 95,153.48	\$ 28,546.04	\$ 123,699.52
9	405	\$ 46.293538	\$ 96,290.56	\$ 28,887.17	\$ 125,177.73
10	405	\$ 46.846746	\$ 97,441.23	\$ 29,232.37	\$ 126,673.60
11	405	\$ 47.406564	\$ 98,605.65	\$ 29,581.70	\$ 128,187.35
12	405	\$ 47.973073	\$ 99,783.99	\$ 29,935.20	\$ 129,719.19
13	405	\$ 48.546351	\$ 100,976.41	\$ 30,292.92	\$ 131,269.33
14	405	\$ 49.126480	\$ 102,183.08	\$ 30,654.92	\$ 132,838.00
15	405	\$ 49.713542	\$ 103,404.17	\$ 31,021.25	\$ 134,425.42
16	405	\$ 50.307619	\$ 104,639.85	\$ 31,391.95	\$ 136,031.80
17	405	\$ 50.908795	\$ 105,890.29	\$ 31,767.09	\$ 137,657.38
18	405	\$ 51.517154	\$ 107,155.68	\$ 32,146.70	\$ 139,302.39
19	405	\$ 52.132785	\$ 108,436.19	\$ 32,530.86	\$ 140,967.05
20	405	\$ 52.755771	\$ 109,732.00	\$ 32,919.60	\$ 142,651.61

**416 hours of overtime are projected based on 48/96 (48HPW) schedule, however, employee annual, sick, or other leave taken during the year may reduce this number.



Monroe County Fire Rescue Firefighter Pay Plan

February 19, 2025 – September 30, 2027

Appendix "A"

FULL TIME FLIGHT NURSE SALARY WITH 416 OVERTIME HOURS					
Step	Pay Grade	Year Three - FY 27	Annual Salary Based on 2080 Regular Hours	Annual for 416 Hours OT (Projected**)	Total Annual Salary (Projected**)
0	405	\$ 44.095548	\$ 91,718.74	\$ 27,515.62	\$ 119,234.36
1	405	\$ 44.622490	\$ 92,814.78	\$ 27,844.43	\$ 120,659.21
2	405	\$ 45.155730	\$ 93,923.92	\$ 28,177.18	\$ 122,101.09
3	405	\$ 45.695340	\$ 95,046.31	\$ 28,513.89	\$ 123,560.20
4	405	\$ 46.241400	\$ 96,182.11	\$ 28,854.63	\$ 125,036.74
5	405	\$ 46.793984	\$ 97,331.49	\$ 29,199.45	\$ 126,530.93
6	405	\$ 47.353172	\$ 98,494.60	\$ 29,548.38	\$ 128,042.98
7	405	\$ 47.919042	\$ 99,671.61	\$ 29,901.48	\$ 129,573.09
8	405	\$ 48.491675	\$ 100,862.68	\$ 30,258.81	\$ 131,121.49
9	405	\$ 49.071151	\$ 102,067.99	\$ 30,620.40	\$ 132,688.39
10	405	\$ 49.657551	\$ 103,287.71	\$ 30,986.31	\$ 134,274.02
11	405	\$ 50.250958	\$ 104,521.99	\$ 31,356.60	\$ 135,878.59
12	405	\$ 50.851458	\$ 105,771.03	\$ 31,731.31	\$ 137,502.34
13	405	\$ 51.459132	\$ 107,035.00	\$ 32,110.50	\$ 139,145.49
14	405	\$ 52.074069	\$ 108,314.06	\$ 32,494.22	\$ 140,808.28
15	405	\$ 52.696355	\$ 109,608.42	\$ 32,882.53	\$ 142,490.94
16	405	\$ 53.326076	\$ 110,918.24	\$ 33,275.47	\$ 144,193.71
17	405	\$ 53.963323	\$ 112,243.71	\$ 33,673.11	\$ 145,916.83
18	405	\$ 54.608184	\$ 113,585.02	\$ 34,075.51	\$ 147,660.53
19	405	\$ 55.260752	\$ 114,942.36	\$ 34,482.71	\$ 149,425.07
20	405	\$ 55.921118	\$ 116,315.92	\$ 34,894.78	\$ 151,210.70

****416 hours of overtime are projected based on 48/96 (48HPW) schedule, however, employee annual, sick, or other leave taken during the year may reduce this number.**



Paramedic Program Repayment Agreement

Appendix "B"



_____, hereinafter referred to as EMPLOYEE, agrees as follows:

EMPLOYEE NAME (Printed)

COUNTY WILL ARRANGE FOR PARAMEDIC TRAINING

The COUNTY agrees to send Employee to an approved Paramedic Program provided by

_____, commencing on or about the _____ day of _____, 20_____.

TUITION, BOOKS, AND OTHER COSTS OF TRAINING

- I. The COUNTY will pay the Cost of tuition, books, and training materials for attendance in a qualified Paramedic Program.
- II. By signing this Agreement, Employee agrees to reimburse the COUNTY as stated in the Repayment Schedule (including deduction of any amounts necessary from a final paycheck) for tuition, books, and training materials, paid by the COUNTY on TRAINEE'S behalf, if:
 - A. EMPLOYEE withdraws from the course, or fails to complete the program as scheduled; or
 - B. EMPLOYEE fails to obtain his or her paramedic certification from the Florida Department of Health within twelve (12) months after completion of the course; or
 - C. EMPLOYEE fails to successfully complete the Monroe County Fire Rescue Provisional Program (as that term is defined in SOP 1120.01); or
 - D. EMPLOYEE voluntarily resigns or abandons his or her employment before working as a qualified Firefighter Charge Paramedic for Monroe County Fire Rescue for a period of two (2) years from date of completion of the Monroe County Fire Rescue Provisional Program; or
 - E. The County Administrator, on recommendation from the Fire Chief, terminates the employment of the EMPLOYEE with cause during the EMPLOYEE'S enrollment in the course.

NOTE: If any of the situations in (A) – (E) occurs, the EMPLOYEE will **immediately** be liable for payment **in full** of the entire pro rata repayment amount outlined in the Repayment Schedule below. Any balance of the repayment amount that remains unpaid after thirty (30) days will accrue interest at the rate set in accordance with Section 55.03, Florida Statutes.

REPAYMENT SCHEDULE

If an EMPLOYEE finishes the course but voluntarily resign, abandons employment, or is terminated with cause before working for a period of two (2) years: Repayment is pro-rated depending on the length of employment as a qualified Firefighter Charge Paramedic according to the following schedule:

- Within twelve (12) months: Repayment of 100% of the full amount of Training COSTS
- After twelve (12) months but Within twenty-four (24) months: Repayment of 50% of the full amount of TRAINING COSTS

If an EMPLOYEE withdraws from the course, fails to complete the program as scheduled, fails to obtain his or her paramedic certification from the Florida Department of Health within 12 months after completion of the course, fails to successfully complete the Monroe County Fire Rescue Provisional Program (as that term is defined in SOP 1120.01): Repayment will be made by deductions from the employee's paycheck, with the cost of the program taken out of the employee's paycheck at a rate of two hundred fifty dollars (\$250) per pay period until the full cost of the program is repaid.



Paramedic Program Repayment Agreement

Appendix "B"



If EMPLOYEE successfully completes the course and satisfactorily performs his or her duties as a Firefighter Charge Paramedic as required herein, then the COUNTY/Fire Chief agrees that TRAINEE shall have no further financial obligation as a result of any payment made to TRAINEE, or on his or her behalf, pursuant to this Agreement.

TRAINEE TO PAY COSTS OF COLLECTION

TRAINEE agrees to pay the COUNTY all reasonable costs of collection and attorney's fees incurred by the County in the event the COUNTY is obliged to collect any funds advanced to TRAINEE pursuant to this Agreement.

VENUE

In the event that litigation is necessary to enforce the terms of this agreement, the EMPLOYEE agrees that litigation will be held in Monroe County, Florida.

SEVERABILITY CLAUSE

If any part of this Agreement is ruled to be unenforceable, the remaining parts of the Agreement shall still be legally binding.

THIS IS INTENDED TO BE A LEGALLY BINDING DOCUMENT. READ IT CAREFULLY. DO NOT SIGN IT IF YOU DO NOT UNDERSTAND IT, OR IF YOU ARE NOT WILLING TO BE BOUND BY ITS TERMS.

Signature (TRAINEE)

Print Name:

ACKNOWLEDGEMENT

BEFORE ME, the undersigned authority, _____ personally appeared, who identified himself/herself to me and produced satisfactory proof of identification or is personally known to me, and acknowledged to me that he/she executed the foregoing agreement freely, voluntarily, and for the purposes therein expressed.

Dated this _____ day of _____, 20 ____ at _____, Florida.

Commission Expires:

Notary Public, State of Florida

Fire Chief

Monroe County Fire Rescue, Florida

Signature (Fire Chief)

Print Name



Monroe County Fire Rescue
Annual Firefighter Performance Review
Appendix "C"

☐ Annual ☐ 6 month ☐ 11 month ☐ 6 month promotion ☐ 12 month promotion

Firefighter's Name and #: _____ Date of Hire: _____

Officer's Name: _____

Date First Review: _____ Date Final Review: _____

1. Knowledge of Job Functions, SOPs, County Ordinances:

and Facilities: The employee's knowledge and application of that knowledge as they perform their assigned duties and responsibilities both in the station and at emergency scenes.

Employee Rating: Supervisor Rating:

See Comments*

2. Operates Safely and within SOPs: Employee consistently performs job functions safely and in accordance with the department's standard operating procedures, rules, and regulations.

Employee Rating: Supervisor Rating:

See Comments*

3. Leadership and Teamwork: Employee consistently demonstrates leadership skills and performs their role in a constructive and professional manner and displays a commitment to the team concept.

Employee Rating: Supervisor Rating:

See Comments*

4. Work Ethic: Employee consistently completes daily duties, Apparatus check, reports, inspections, training, suppression, and EMS functions thoroughly and completely.

Employee Rating: Supervisor Rating:

See Comments*

5. Attendance and Sick Use: The employee consistently reports to work when scheduled. Employee fills out appropriate documentation for time off requests and/or swaps. Use of sick time follows county and department regulations (FMLA/COVID related usage is exempt from impacting this rating negatively).

Employee Rating: Supervisor Rating:

See Comments*

6. Attitude and Professional Communications Skills: Employee Consistently displays pride in the department and a positive attitude towards their work, colleagues, supervisors, and the public they serve. Employee maintains open communications and effectively works through conflicts.

Employee Rating: Supervisor Rating:

See Comments*

7. Preparedness for Duty: Employee arrives at work in appropriate uniform, which is neat and clean. Employee's gear is out and prepared at the beginning of the shift.

Employee Rating: Supervisor Rating:

See Comments*

8. Commitment to Professional Development: Employee consistently strives to improve skills and knowledge through continual education and training above and beyond the department required minimum standards. Employee maintains licenses and certifications.

Employee Rating: Supervisor Rating:

See Comments*

9. Self-Motivation: Employee is self-motivated and self-directed. Employee consistently looks for productive things to do without supervision.

Employee Rating: Supervisor Rating:

See Comments*

10. Customer Service: Employee clearly understands and consistently delivers outstanding customer service to the public we serve.

Employee Rating: Supervisor Rating:

See Comments*



Monroe County Fire Rescue
Annual Firefighter Performance Review
Appendix "C"

Self-Review Comments (February):

TOTAL SCORE: _____ / 50

Officer Review Comments (August):

TOTAL SCORE: _____ / 50

Firefighter's Goals (February):

Self-Review (February):

Firefighter's Signature: _____	Date: _____
Officer's Signature: _____	Date: _____

Officer Review (August):

Firefighter's Signature: _____	Date: _____
Officer's Signature: _____	Date: _____
Deputy Chief's Signature: _____	Date: _____
Fire Chief's Signature: _____	Date: _____
Assistant County Administrator or County Administrator's Signature: _____	Date: _____



Monroe County Fire Rescue Annual Firefighter Performance Review Appendix "C"

Procedure:

February:

Firefighter self-evaluations will be completed by the Firefighter in February of each year using the performance review scoring matrix. The score will be entered in the first column for each performance measure. The evaluation will be returned to the Firefighter's Officer (Lt. or Capt.). The Officer and the Firefighter will meet to review and discuss the scoring of each performance measure. After reviewing the completed form, the Firefighter, with the Officers assistance, will establish goals for the rest of the year and document them in the appropriate location. Both parties will sign the form in the February performance review section. The Officer will retain the original copy and the Firefighter will be provided a copy to refer to over the next six months.

August:

The second part of the Firefighter evaluation will be completed by the Officer in August of each year using the same performance review scoring matrix. The score will be entered in the second column for each performance measure. The Officer will review the established goals by the Firefighter and provide comments in the comment section summarizing the overall performance of the Firefighter during the past year. The Officer and the Firefighter will meet to review and discuss the scoring of each performance measure and any other changes from the February performance review meeting. The Officer will also review the goals created in the February performance review meeting and progress report with the Firefighter. After reviewing the completed form, the Firefighter will have the opportunity to provide any comments. Both parties will sign the form in the August performance review section and the original copy will be sent to the Officer's immediate supervisor for final review and signature by August 15th. Copies for the Officer and Firefighter will be made available when requested.

Scoring Matrix:

1. Knowledge of Job Functions, SOPs, County Ordinances and Facilities:

5 Excellent	Understands and performs all aspects of the job including Fire/EMS/Hazmat response. Can cite any SOPs or County Ordinances when asked. Is very familiar with all facilities located within the County. Can respond to any street within the county without looking up the location. Understands all daily operations of the department.
4 Good	Understands and performs most aspects of the job including Fire/EMS/Hazmat response. Is familiar with most SOPs or County Ordinances when asked. Is familiar with all facilities located within the County. Can respond to most locations within the county without looking up the location. Understands and completes the daily operations of the department.
3 Meets Standard	Is knowledgeable of most aspects of the job and proficient in one or two areas of the job. Is able to function on most calls without assistance. Can respond to most major streets and locations without looking them up but still must look up some locations. Understands some of the daily operations of the department.
2 Needs Improvement	Needs direction at some calls, may be able proficient at one aspect of the job. Knows some SOPs and facilities. Knows the location of some of the major streets but must look up most locations. Is unfamiliar with daily department operations such as staffing, daily rosters, vehicle laptop operations, equipment checks, tool locations, response procedures, inspections, department forms, etc.
1 Unacceptable	Does not have acceptable knowledge of job functions, SOPs, Ordinances, streets and facilities, or daily operations for this stage of their career.

2. Operates safely and within SOPs:

5 Excellent	Operates safely and in accordance with all department SOPs, rules, and regulations at all times and during all job functions. Immediately identifies and safely corrects issues. Is a leader and promoter of safety practices within their crew and department wide.
4 Good	Operates safely and in accordance with all department SOPs, rules, and regulations at all times and during all job functions. Performs safely as an individual and is working on being a role model to others.
3 Meets Standard	Operates safely and in accordance with department SOPs, rules, and regulations during job functions. Normally meets basic safety and operational expectations. Occasionally ignores established safety practices such as chocking tires, wearing full PPE or use of safety equipment. Has room to improve.
2 Needs Improvement	Occasionally fails to operate safely and in accordance with department SOPs, rules, and regulations. Needs additional training and attention to performing job functions safely and correctly.
1 Unacceptable	Routinely fails to operate in a safe manner and violates or is not competent in Department SOPs, rules, and regulations.



Monroe County Fire Rescue
Annual Firefighter Performance Review
Appendix "C"

3. Leadership and Teamwork:

5 Excellent	Clearly is a leader within their crew and the department. Always mentors, trains, and provides support for other members. Is an integral part of the department and promotes teamwork for the success of the department. Does not have to be told to complete a task, assists co-workers with their assignments
4 Good	Has previously and continues to demonstrate leadership skills. Routinely mentors, trains, and provides support and assistance to other members. Is active in department issues and strives to promote teamwork, assists co-workers when asked.
3 Meets Standard	Meets the bare minimum expectations for leadership and teamwork at this point in their career, occasionally provides support or assists co-workers but must be regularly asked to help out. Certainly has room to improve.
2 Needs Improvement	Fails to routinely lead or promote teamwork within the organization. Completes assigned tasks and nothing else, is not involved in department issues. Treats job as a part time venture.
1 Unacceptable	Seldom seen as a leader and prefers to function as an individual rather than part of the team.

4. Work Ethic:

5 Excellent	Always completes all assignments, daily duties, cleaning, apparatus checks, reports and the quality of work that is done is above average. Helps others with their duties and teaches others. Is a team leader and takes charge on details and tasks.
4 Good	Above average performance completing assignments, daily duties, cleaning, apparatus checks, reports, and the quality of work that is done is above average. Helps others with their duties and teaches others.
3 Meets Standard	Meets the bare minimum expectations completing assignments, daily duties, cleaning, apparatus checks, reports and the quality of work that is done is acceptable but certainly has room to improve.
2 Needs Improvement	Does not routinely complete assignments, daily duties, cleaning, apparatus checks, reports and the quality of work that is done needs improvement.
1 Unacceptable	Often fails to complete daily duties, cleaning, apparatus checks, reports and the quality of work that is done often needs improvement.

5. Attendance and Sick Use:

5 Excellent	Used 0-24 hrs. of sick time in a calendar year. Always fills out appropriate paperwork.
4 Good	Used 24-48 hrs. of sick time in a calendar year.
3 Meets Standard	Used 48-96 hrs. of sick time in a calendar year. Normally fills out appropriate paperwork.
2 Needs Improvement	Used 96-120 hrs. of sick time in a calendar year.
1 Unacceptable	Used over 130 hrs. of sick time in the past calendar year. Rarely fills out and/or loses appropriate paperwork.

6. Attitude and Professional Communications Skills:

5 Excellent	Always displays pride in the department and a positive attitude towards their work, Colleagues, supervisors, and the public. Always maintains open communications and effectively deals with all conflicts through the proper chain of command.
4 Good	Displays an above average of pride in the department and a positive attitude towards their work, Colleagues, supervisors, and the public. Maintains open communications and effectively deals with all conflicts through the proper chain of command.
3 Meets Standard	Displays pride in the department and a positive attitude towards their work, Colleagues, supervisors, and the public. Usually maintains open communications and effectively deals with all conflicts through the proper chain of command.
2 Needs Improvement	Occasionally displays a negative attitude when on duty, Fails to communicate effectively, and often needs assistance dealing with conflicts through the proper chain of command.
1 Unacceptable	Routinely displays a negative attitude when on duty, poor communications and is often involved in unresolved conflicts.



Monroe County Fire Rescue
Annual Firefighter Performance Review
Appendix "C"

7. Preparedness for Duty:

5 Excellent	Arrives early for duty, in uniform, which is neat and clean, properly groomed, mentally and physically ready to work. Gear is removed from locker and placed on apparatus then receives briefing from relief.
4 Good	Usually arrives early for work, normally with a uniform, neat, clean, properly groomed, mentally and physically ready to work. Removes gear from locker prior to receiving briefing from relief
3 Meets Standard	On time and meets minimum expectations for being in uniform, neat, clean, properly groomed and physically ready to work. Only occasionally has to retrieve gear from locker for an emergency call.
2 Needs Improvement	Occasionally late for duty or normally arrives at shift change. Occasionally is not in uniform or is not neat, clean, and properly groomed or mentally and physically ready to work. Gear is not ready as shift has already begun.
1 Unacceptable	Routinely arrives late to work or arrives out of uniform, and not properly groomed or mentally and physically ready to work. Routinely has to retrieve gear from locker for a call.

8. Commitment to Professional Development:

5 Excellent	Always maintains licensures, certifications, and recurrent training requirements. Normally recertifies well in advance. Constantly strives to improve themselves and the department through continuing education both on and off duty. Voluntarily upgrades EMS license level or routinely attends classes out of County.
4 Good	Maintains licensures and certifications as required and attends required department trainings. Takes occasional advantage of training opportunities.
3 Meets Standard	Meets minimum expectations for professional development for this point in their career. Has not attended any advanced classes.
2 Needs Improvement	Fails to maintain licensures, certifications, and mandatory training requirements.
1 Unacceptable	Fails to maintain mandatory requirements, does not take professional development seriously.

9. Self-Motivation:

5 Excellent	Always self-motivated, self-directed, and constantly looking for productive things to do without supervision.
4 Good	Routinely self-motivated, self-directed, and often looks for productive things to do without supervision.
3 Meets Standard	Meets minimum expectations for self-motivation at this point in their career.
2 Needs Improvement	Is not self-directed or motivated to be productive unless required by a call, co-worker, or supervisor.
1 Unacceptable	Rarely shows any motivation on the job and must be constantly supervised to be effective.

10. Customer Service:

5 Excellent	Consistently delivers high quality customer service to the public and other agencies. Understands the value of customer service.
4 Good	Generally understands and delivers high quality customer service to the public and other agencies.
3 Meets Standard	Meets minimum expectations for delivering quality customer service to the public and other agencies.
2 Needs Improvement	Fails to meet minimum expectations for delivering quality customer service to the public and other agencies.
1 Unacceptable	Rarely displays an acceptable level of customer service.

7b.

SERVICE MARK LICENSE AGREEMENT

This Service Mark License Agreement ("Agreement") is made and entered into as of the ____ day of _____, 20__ ("Effective Date"), by and between **KEY LARGO FIRE RESCUE & EMERGENCY MEDICAL SERVICES DISTRICT** ("Licensor"), and _____, a _____ ("Licensee").

RECITALS

1. Licensor is the owner of all right, title and interest in the State of Florida Service Mark for that certain mark bearing State of Florida Department of State Certification Number T25000000760, and as shown in Attachment "A" (the "Licensed Mark").

2. Licensee desires to obtain a nonexclusive license to use the Licensed Mark for the following purpose(s): _____ ("Purpose").

3. Licensor agrees to grant, and Licensee desires to accept, a nonexclusive license to use the Licensed Mark for the Purpose.

NOW, THEREFORE, in exchange for good and valuable consideration, the sufficiency and receipt of which is hereby acknowledged, the parties agree as follows:

AGREEMENT

1. GRANT OF LICENSE; LICENSE FEE

1.1 Grant of License. Subject to the terms of this Agreement, Licensor grants to Licensee a non-exclusive, non-transferable right (without any right to sublicense) to use the Licensed Mark solely for the Purpose and term set forth in Section 4, in the following geographic area _____ ("Territory").

1.2 License Fee.

☐ No License Fee.

☐ License Fee of \$_____, payable as follows:

_____.

2. QUALITY CONTROL

2.1 Use of Licensed Mark. Licensee will use the Licensed Mark solely for the Purpose, and in the form and manner as may be specifically approved by the Licensor.

2.2 Accurate Representation of the Licensed Mark. Licensee will cause the Licensed Mark to be displayed only in such form or manner as may be specifically approved by Licensor. Licensee will also cause to appear on all materials on or in connection with which the Licensed Mark are used such legends, markings and notices as Licensor may request in order to give appropriate notice of any Service Mark or other rights. No other markings, legends or notices may be used by Licensee except as approved by Licensor in advance of such use.

3. OWNERSHIP

3.1 Acknowledgement. Licensee acknowledges that Licensor is the sole and exclusive owner of the Licensed Mark. Except as prohibited by law, Licensee agrees that it will do nothing inconsistent with such ownership either during the term of the Agreement or afterwards. Specifically, Licensee shall use its best efforts to use the Licensed Mark in a manner that does not deviate from Licensor's rights in the Licensed Mark and will take no action that will interfere with or diminish Licensor's right in the Licensed Mark. Licensee acknowledges that the Licensed Mark is valid under the applicable law and that Licensee's utilization of the Licensed Mark will not create any right, title or interest in said Licensed Mark. The Licensee shall use the Licensed Mark so that such service mark rights are separate and distinct impressions from any other service mark or trademark that may be used or associated with the Licensed Mark. Except as permitted in this Agreement, Licensee agrees that it will not adopt or use as part or all of any corporate name, trade name, trademark, service mark or certification mark, the Licensed Mark, either alone or in combination with other words, or any other mark based on the Licensed Mark or any designation confusingly similar to the Licensed Mark.

4. TERM AND TERMINATION

4.1 Term. Unless terminated earlier pursuant to the terms of this Agreement, the term of this Agreement shall commence on the Effective Date and shall continue until terminated as follows:

☐ Fixed Term. This Agreement shall automatically terminate on the ____ day of _____, 20__, unless sooner terminated in accordance with Sections 4.2 or 4.3.

☐ Non-Fixed Term. This Agreement shall continue until terminated in accordance with Sections 4.2 or 4.3.

4.2 Early Termination by Licensor. Licensor may immediately terminate this Agreement without need of judicial notice or court action by written notice to Licensee if Licensee materially breaches a provision of this Agreement and such breach remains uncured five (5) days after Licensor's written notice thereof. Examples of material breaches

shall include but are not limited to Licensee's use of the Licensed Mark inconsistent with the license granted under this Agreement, or otherwise contrary to the provisions of this license. Otherwise, Licensor may terminate this Agreement upon thirty (30) days advance written notice.

4.3 Early Termination by Licensee. Licensee may terminate this Agreement at any time upon giving Licensor written notice.

4.4 Effect of Termination of this Agreement. Subject to the terms of this Agreement, upon termination or expiration of this Agreement for any reason, Licensee shall immediately cease all use of the Licensed Mark. Sections 3 (Ownership), 4.4 (Effect of Termination), 5 (Warranty Disclaimer), 6 (Limitation of Liability) and 7 (General Provisions) shall survive any expiration or termination hereof.

5. WARRANTY DISCLAIMER

The Licensed Mark is provided to Licensee "As Is" and without warranty of any type or kind. LICENSOR HEREBY DISCLAIMS ANY AND ALL WARRANTIES, WHETHER STATUTORY, EXPRESS, OR IMPLIED, INCLUDING WITHOUT LIMITATION THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, AND NON-INFRINGEMENT OF THIRD-PARTY RIGHTS.

6. LIMITATION OF LIABILITY

In no event shall either party be liable to the other party or any third party for any indirect, incidental, special, punitive or consequential damages (including but not limited to loss of profits or revenue) in any way arising out of or related to this Agreement, even if any representative of the party has been advised of the possibility of such damages.

7. GENERAL PROVISIONS

7.1 Governing Law and Venue. This Agreement shall be governed and construed in accordance with the laws of the State of Florida. Any dispute arising hereunder is subject to the laws of Florida, exclusive venue in Monroe County, Florida. The prevailing party shall be entitled to reasonable attorney's fees and costs incurred as a result of any action or proceeding under this Agreement.

7.2 Assignment. Licensee shall not assign or delegate this Agreement or any of its rights, duties or obligations thereunder, directly or indirectly, by operation of law or otherwise, without the prior written consent of Licensor which approval may be withheld for any reason.

7.3 No Agency. Nothing contained in this Agreement shall be construed as creating any agency, partnership, or other form of joint enterprise between the parties.

7.4 Waiver. The failure of a party to insist upon strict adherence to any term of this Agreement, on any occasion, shall not be considered a waiver or deprive that party of the right thereafter to insist upon strict adherence to that term, or any other term, of this Agreement.

7.5 Notices. All notices required by this Contract, unless otherwise provided herein, by either party to the other shall be in writing, delivered personally, by certified or registered mail, return receipt requested, or by Federal Express or Express Mail, and shall be deemed to have been duly given when delivered personally or when deposited in the United States mail, postage prepaid, addressed as follows:

Licensor:

Licensee:

7.6 Severability. If any provision of this Agreement shall be held by a court of competent jurisdiction to be contrary to law, all remaining provisions of this Agreement shall remain in full force and effect.

7.7 Entire Agreement. This Agreement, including any attached exhibits, contains a complete statement of all the agreements between the parties concerning the subject matter herein, and supersedes all prior and contemporaneous agreements between them. No modification, amendment or waiver of this Agreement shall be effective without the express written consent of an authorized representative of the parties.

7.8 No Waiver of Sovereign Immunity. Nothing herein is intended to serve as a waiver of sovereign immunity by any agency or political subdivision to which sovereign immunity may be applicable.

7.9 No Third-Party Beneficiaries. The Parties expressly acknowledge that it is not their intent to create or confer any rights to or obligations upon any third person or entity under this Agreement.

7.10 Indemnification. Licensee shall indemnify and hold harmless the Licensor from and against any and all claims, liabilities, damages, and expenses, including, without limitation, reasonable attorneys' fees, incurred by the Licensor in defending or

compromising actions brought against it arising out of or related to the acts or omissions of Licensee, its agents, employees, or officers in relation to its activities under this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

LICENSOR:

KEY LARGO FIRE RESCUE & EMERGENCY MANAGEMENT SERVICES DISTRICT

By: _____

Title: _____

Date: _____

LICENSEE:

By: _____

Title: _____

Date: _____

ATTACHMENT "A"



8a.

PUBLIC SECTOR

Insurance Proposal for Storage Tank Liability

October 1, 2025 – October 1, 2026

KEY LARGO FIRE RESCUE & EMERGENCY MEDICAL
SERVICES DISTRICT



Table of Contents

Overview	1
The Agency of Brown & Brown, Public Sector	
An Introduction to Your Service Team	
Storage Tank Liability	2
Aboveground	
Underground	
Broker Recommendation/Premium Recapitulation	3
Notes of Importance	
Compensation Disclosures	
Guide to Best's Ratings	
Items Required Prior to Binding	4
Acceptance of Proposal – Premium Recapitulation	

Our Story

The Brown & Brown, Public Sector team is a highly-specialized unit of insurance advisors 100% trained to deliver industry-leading services to public entities in the State of Florida. Since 1992, we have continuously refined that specialization and enhanced our services, while becoming the largest public entity brokerage in Florida. Our team provides Property & Casualty and Employee Benefits services to governments from Key West to the Panhandle and represents more than 200 clients.

We have built our reputation by empowering our governmental clients to outperform their industry peers, lower their cost of risk, and enhance their insurance programs - all while staying within their annual budgetary constraints. Our team is committed to serve those who serve the public – and provide superior service to our clients, their staff, and their employees.



- Dedicated service team working exclusively for Florida local governments in all capacities surrounding risk and human resources
- Access to highly experienced public entity resources including Claims Team, Panel Counsel, Loss Control, Disaster Planning and Recovery, and Risk Management Specialists.
- Only retail office in Florida 100% committed to Florida's public entities
- Brown & Brown, Public Sector currently represents over 200 of Florida's governmental entities
 - 22 Counties
 - 70 Cities
 - 20 Public Airports
 - 7 Public School Districts
 - State of Florida

An Introduction to Your Service Team

Account Executives

Matt Montgomery Executive Vice President	(386) 239-7245	Matt.Montgomery@bbrown.com
Tiffany Hill, GBDS Vice President / Client Services Leader	(386) 281-6846	Tiffany.Hill@bbrown.com
Paul Dawson, ARM-P Senior Vice President / Public Risk Advisor	(386) 239-4045	Paul.Dawson@bbrown.com
Michelle Martin, CIC Senior Vice President / Public Risk Advisor	(386) 239-4047	Michelle.Martin@bbrown.com
Michelle Perry Vice President / Business Development	(386) 366-6378	Michelle.Perry@bbrown.com
Kyle Stoekel, ARM-P, CIC, CRM Public Risk Advisor	(386) 944-5805	Kyle.Stoekel@bbrown.com
Bill Wilson Public Risk Advisor	(386) 333-6058	Bill.Wilson@bbrown.com
Molly Grande, CPCU, ARM, AIDA Public Risk Advisor	(386) 333-6084	Molly.Grande@bbrown.com
Devyn Donley Account Executive	(386) 239-4070	Devyn.Donley@bbrown.com
Robin Russell, ARM-P, CISR, CSRM Vice President / Account Executive	(386) 239-4044	Robin.Russell@bbrown.com
Victoria "Tori" Reedy Executive Coordinator	(386) 239-4043	Tori.Reedy@bbrown.com

Service Representatives

Emily Bailey Public Risk Specialist	(386) 333-6085	Emily.Bailey@bbrown.com
Melody Blake, ACSR Senior Public Risk Specialist	(386) 239-4050	Melody.Blake@bbrown.com
Taylor Brodeur Public Risk Specialist	(386) 361-5225	Taylor.Brodeur@bbrown.com
Jessica Conway Public Risk & Claims Specialist	(386) 333-6001	Jessica.Conway@bbrown.com
Megan Feinberg Public Risk Specialist Assistant	(386) 281-6836	Megan.Feinberg@bbrown.com
Patricia "Trish" Jenkins, CPSR Senior Public Risk Specialist	(386) 239-4042	Trish.Jenkins@bbrown.com
Mallory Moretti Public Risk & Claims Specialist	(386) 800-1164	Mallory.Moretti@bbrown.com

Certificate Requests: 179.certificates@bbrown.com

Claim Reporting: 179.claims@bbrown.com

Our Service Team philosophy focuses on accountability at all levels of account management. Our goal is not simply to meet your service needs, but to exceed them. All the employees at Brown & Brown are dedicated to achieving this goal and distinguishing ourselves from the competition.

Storage Tank Liability Aboveground

Term: October 1, 2025 to October 1, 2026

Company: ACE American Insurance Company
(Rated A++ XV by A.M. Best)

Form: Claims Made

Schedule of Covered Storage Tanks:

Insured Facility Name and Address	Tank ID No.	Tank Size (gal.)	Tank Type (UST or AST)	Retroactive Date
Station 25 220 Reef Drive Key Largo, Florida 33037	9810338	2,376	AST	09/08/2020

Limit of Liability:

Coverage Section	Limit of Liability	Retention	Retroactive Date
Per Storage Tank Incident (Claims and Remediation Costs)	\$1,000,000	\$5,000	9/8/2020
Storage Tank Incidents Aggregate (Claims and Remediation Costs) for	\$1,000,000		
Legal Defense Expenses Aggregate	\$1,000,000		
Total Policy Aggregate	\$2,000,000		

Storage Tank Liability Aboveground

Forms include but not limited to:

Form	Edition Date	Form Name
PF-31181	10/10	TankSafe Policy Form (US)
PF-54022	02/20	Extended Reporting Period Scope Confirmation (First-Party Discovery) Endorsement
PF-31164	09/10	Schedule of Covered Storage Tanks Endorsement
PF-31172	09/10	Financial Responsibility Condition Endorsement
PF-31174	09/10	Loading and Unloading Coverage (Time Element Reporting) Endorsement
PF-57403	10/22	Other Insurance Amendatory Endorsement
CC-1K11k	04/22	Signatures
PF-47337b	12/20	Terrorism Risk Insurance Act Coverage (Florida-Specific) Endorsement
TRIA11e	08/20	Disclosure Pursuant to Terrorism Risk Insurance Act
ALL-20887a	03/16	Chubb Producer Compensation Practices & Policies
ALL-5X45	11/96	Questions about your Insurance?
PF-31833b	03/21	Florida Amendatory Endorsement
All-21101	11/06	Trade or Economic Sanctions Endorsement
ILP 001	01/04	OFAC Advisory Notice to Policyholders

Claims Made Policy:

When a policy is on a claims-made basis, coverage triggers based on the actual filing date or receipt of the claim, in addition to the date of loss or injury. It handles any insured loss or claim filed during the policy period, regardless of when the actual loss or injury occurred, subject to the retroactive date on the declarations. Claims-made coverage applies only to covered losses that occur after the retroactive date.

Extended Reporting Periods:

ACE provides the following Extended Reporting Periods options in the event coverage is cancelled or non-renewed:

Basic Extended Reporting Period – continued coverage granted for a period of 60 days following the effective date of termination or nonrenewal, but only for Claims first made during the 60 days and arising from Wrongful Acts taking place prior to the effective date of the termination or nonrenewal.

Optional Extended Reporting Period – The Public Entity shall have the right, upon payment of up to 200% of the expiring premium, to purchase an Optional Extended Reporting Period, for the period of 30 months following the effective date of the cancellation or nonrenewal, but only for Claims first made during the Optional Extended Reporting Period and arising from Wrongful Acts taking place prior to the effective date of the termination or nonrenewal.

Storage Tank Liability Underground

Term: October 1, 2025 to October 1, 2026

Company: ACE American Insurance Company
(Rated A++ XV by A.M. Best)

Form: Claims Made

Schedule of Covered Storage Tanks:

Insured Facility Name and Address	Tank ID No.	Tank Size (gal.)	Tank Type (UST or AST)	Retroactive Date
Station 24 1 East Drive Key Largo, Florida 33037	9601841	2,500	UST	10/01/2010

Limit of Liability:

Coverage Section	Limit of Liability	Retention	Retroactive Date
Per Storage Tank Incident (Claims and Remediation Costs)	\$1,000,000	\$5,000	10/1/2010
Storage Tank Incidents Aggregate (Claims and Remediation Costs) for	\$1,000,000		
Legal Defense Expenses Aggregate	\$1,000,000		
Total Policy Aggregate	\$2,000,000		

Storage Tank Liability Underground

Forms include but not limited to:

Form	Edition Date	Form Name
PF-31181	10/10	TankSafe Policy Form (US)
PF-54022	02/20	Extended Reporting Period Scope Confirmation (First-Party Discovery) Endorsement
PF-31164	09/10	Schedule of Covered Storage Tanks Endorsement
PF-31172	09/10	Financial Responsibility Condition Endorsement
PF-31174	09/10	Loading and Unloading Coverage (Time Element Reporting) Endorsement
CC-1K11k	04/22	Signatures
PF-47337b	12/20	Terrorism Risk Insurance Act Coverage (Florida-Specific) Endorsement
TRIA11e	08/20	Disclosure Pursuant to Terrorism Risk Insurance Act
ALL-20887a	03/16	Chubb Producer Compensation Practices & Policies
ALL-5X45	11/96	Questions about your Insurance?
PF-31833b	03/21	Florida Amendatory Endorsement
All-21101	11/06	Trade or Economic Sanctions Endorsement
ILP 001	01/04	OFAC Advisory Notice to Policyholders

Claims Made Policy:

When a policy is on a claims-made basis, coverage triggers based on the actual filing date or receipt of the claim, in addition to the date of loss or injury. It handles any insured loss or claim filed during the policy period, regardless of when the actual loss or injury occurred, subject to the retroactive date on the declarations. Claims-made coverage applies only to covered losses that occur after the retroactive date.

Extended Reporting Periods:

ACE provides the following Extended Reporting Periods options in the event coverage is cancelled or non-renewed:

Basic Extended Reporting Period – continued coverage granted for a period of 60 days following the effective date of termination or nonrenewal, but only for Claims first made during the 60 days and arising from Wrongful Acts taking place prior to the effective date of the termination or nonrenewal.

Optional Extended Reporting Period – The Public Entity shall have the right, upon payment of up to 200% of the expiring premium, to purchase an Optional Extended Reporting Period, for the period of 30 months following the effective date of the cancellation or nonrenewal, but only for Claims first made during the Optional Extended Reporting Period and arising from Wrongful Acts taking place prior to the effective date of the termination or nonrenewal.

Premium Recapitulation

	<u>Annual Premium</u>	<u>Check Option</u>	
		<u>Accept</u>	<u>Reject</u>
Aboveground Storage Tank Liability			
Premium	\$378.00		
Florida Insurance Guaranty Assessment Fee	\$3.78		
Total Premium	\$381.78	<input type="checkbox"/>	<input type="checkbox"/>
Underground Storage Tank Liability			
Premium	\$1,629.00		
Florida Insurance Guaranty Assessment Fee	\$16.29		
Total Premium	\$1,645.29	<input type="checkbox"/>	<input type="checkbox"/>

I authorize Brown & Brown to request the underwriters to bind coverage on the items indicated above and acknowledge receipt of the Compensation and Financial Condition Disclosure(s) provided in this proposal.

(Signature)

(Name & Title)

(Date)

Notes of Importance:

1. Quotes provided in the proposal are valid until 10/01/2025. After this date terms and conditions are subject to change by the underwriters.
2. Premiums are subject to change if all lines of coverage quoted are not bound. **Premiums are subject to 100% minimum premium upon binding.**
3. Not all coverages requested may be provided in this quotation.
4. **The total premium is due within 30 days of inception. Premium financing can be arranged if needed.**
5. Quote is not bound until written orders to bind are received from the insured and the Company subsequently accepts the risk.
6. Should signed application reveal differing details/data than original application received, the entire quote/binder is subject to revision and possible retraction.
7. Higher limits of liability may be available. Please consult with your agent.
8. This proposal is based upon exposures to loss made known to the Brown & Brown. Any changes in exposures (i.e. new operations, new acquisitions of property or change in liability exposure) need to be promptly reported to us in order that proper coverage may be put into place.
9. **This proposal is intended to give a brief overview. Please refer to coverage agreements for complete information regarding definition of terms, deductibles, sub-limits, restrictions and exclusions that may apply. In the event of any differences, the policy will prevail.**

Retail Compensation Disclosure

In addition to the commissions or fees received by us for assistance with the placement, servicing, claims handling, or renewal of your insurance coverages, other parties, such as excess and surplus lines brokers, wholesale brokers, reinsurance intermediaries, underwriting managers and similar parties, some of which may be owned in whole or in part by Brown & Brown, Inc., may also receive compensation for their role in providing insurance products or services to you pursuant to their separate contracts with insurance or reinsurance carriers. That compensation is derived from your premium payments. Additionally, it is possible that we, or our corporate parents or affiliates, may receive contingent payments or allowances from insurers based on factors which are not client-specific, such as the performance and/or size of an overall book of business produced with an insurer. We generally do not know if such a contingent payment will be made by a particular insurer, or the amount of any such contingent payments, until the underwriting year is closed. That compensation is partially derived from your premium dollars, after being combined (or "pooled") with the premium dollars of other insureds that have purchased similar types of coverage. We may also receive invitations to programs sponsored and paid for by insurance carriers to inform brokers regarding their products and services, including possible participation in company-sponsored events such as trips, seminars, and advisory council meetings, based upon the total volume of business placed with the carrier you select. We may, on occasion, receive loans or credit from insurance companies. Additionally, in the ordinary course of our business, we may receive and retain interest on premiums you pay from the date we receive them until the date of premiums are remitted to the insurance company or intermediary. In the event that we assist with placement and other details of arranging for the financing of your insurance premium, we may also receive a fee from the premium finance company.

If an intermediary is utilized in the placement of coverage, the intermediary may or may not be owned in whole or part by Brown & Brown, Inc. or its subsidiaries. Brown & Brown entities operate independently and are not required to utilize other companies owned by Brown & Brown, Inc., but routinely do so. In addition to providing access to the insurance company, the Wholesale Insurance Broker/Managing General Agent may provide additional services including, but not limited to: underwriting; loss control; risk placement; coverage review; claims coordination with insurance company; and policy issuance. Compensation paid for those services is derived from your premium payment, which may on average be 15% of the premium you pay for coverage, and may include additional fees charged by the intermediary.

Questions and Information Requests. Should you have any questions, or require additional information, please contact this office at (386) 252-6176 or, if you prefer, submit your question or request online at <http://www.bbinsurance.com/customerinquiry/>.

Guide to Bests Ratings		
Best Category	Rating	Description
Secure	A++	Superior
Secure	A+	Superior
Secure	A	Excellent
Secure	A-	Excellent
Secure	B++	Very Good
Secure	B+	Very Good
Vulnerable	B	Fair
Vulnerable	B-	Fair
Vulnerable	C++	Marginal
Vulnerable	C+	Marginal
Vulnerable	C	Weak
Vulnerable	C-	Weak
Vulnerable	D	Poor
Vulnerable	E	Under Regulatory Supervision
Vulnerable	F	In Liquidation
Vulnerable	S	Rating Suspended
Not Rated	NR-1	Insufficient Data
Not Rated	NR-2	Insufficient Size and/or operating experience
Not Rated	NR-3	Rating Procedure Inapplicable
Not Rated	NR-4	Company Request
Not Rated	NR-5	Not Formally Followed
Rating Modifier	u	Under Review
Rating Modifier	q	Qualified
Affiliation Code	g	Group
Affiliation Code	p	Pooled
Affiliation Code	r	Reinsured

Guide to Best's Financial Size Categories		
Reflects size of insurance company based on their capital, surplus and conditional reserve funds in U.S. dollars.	I	Less than \$1,000,000
	II	\$1,000,000 - \$2,000,000
	III	\$2,000,000 - \$5,000,000
	IV	\$5,000,000 - \$10,000,000
	V	\$10,000,000 - \$25,000,000
	VI	\$25,000,000 - \$50,000,000
	VII	\$50,000,000 - \$100,000,000
	VIII	\$100,000,000 - \$250,000,000
	IX	\$250,000,000 - \$500,000,000
	X	\$500,000,000 - \$750,000,000
	XI	\$750,000,000 - \$1,000,000,000
	XII	\$1,000,000,000 - \$1,250,000,000
	XIII	\$1,250,000,000 - \$1,500,000,000
	XIV	\$1,500,000,000 - \$2,000,000,000
	XV	Greater than \$2,000,000,000

Brown & Brown always strives to place your coverage with highly secure insurance companies. We cannot, however, guarantee the financial stability of any carrier.

8b.



Key Largo
**FIRE RESCUE & EMS
DISTRICT**
Key Largo, Florida

**FIRE RESCUE & EMS DISTRICT
MANAGER/ADMINISTRATOR**

INFORMATIONAL PACKAGE

September
2025



727.639.4399 • Ocala, FL

Table of Contents

Table of Contents	2
Introduction	3
Cover Letter	4
Candidate Background and Qualifications.....	6
Professional Biography	6
Resume	7
Scope of Services and Expectations	9
Project Costs (Budget)	12
Temporary District Manager/Administrator	12
JAG Support of Temporary District Manager/Administrator	12
Proposed Timeline	13
Proposed Agreement.....	14

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Introduction

To fill the pressing need of a District Manager/Administrator for the Key Largo Fire & EMS District (the District), and given the challenging and lengthy task of filling the position with a talented and dedicated permanent Fire Chief/District Administrator, the JAngle Group, LLC (JAG) has developed this proposal for the District install an interim District Manager/Administrator for a period of up to 180 days.

The broad concept of this proposal is for the interim District Manager/Administrator to provide executive leadership, management, and operational oversight, while developing succession planning and strategic continuity through the creation and implementation of a search process for a permanent Fire Chief/District Administrator.

The most qualified person to fill this interim role is one who brings knowledge, skills, ability, and experience. Additionally, this person should be able to begin managing the District promptly. The ideal person to fill this role is a retiree who has previously successfully served as a District Manager/Fire Chief in Florida.

To fill this role, JAG recommends William B. Lombardo, South Trail Fire Protection and Rescue Service District Fire Chief (retired). Enclosed in this proposal is a cover letter, resume, and professional biography for Mr. Lombardo.

The anticipated *Scope of Services* provided by the Interim District Manager/Administrator and *Projected Costs* is also included in this proposal.

Cover Letter

WILLIAM B. LOMBARDO

117 Bears Way
Blairsville, GA 30512
239-699-7996

August 2025

Commissioners:

I am very interested and excited for the opportunity to serve the stakeholders of Key Largo as the interim District Manager/Administrator for the Key Largo Fire Rescue and EMS District.

As my attached resume and professional biography will show, I have several years of related experience working in the emergency services and managing a fire district in Florida.

However, some items that are not detailed, but perhaps of interest to the District, are my experiences in other aspects of fire district management. These include building and redesigning fire stations, property acquisition, apparatus purchasing, and asset deployment.

During my tenure as the South Trail Fire Protection and Rescue Service District Fire Chief/District Manager I facilitated the complete remodel of our oldest fire station. Additionally, I led an internal team of personnel in the development and completion of the relocation of a fire station, which included the building of a new fire station and training facility. Both projects involved meeting the legal requirements for advertising and selecting architects, and construction firms. With critical input from the building committee and architect, we successfully designed facilities that met the needs of the community, the personnel, and met all applicable NFPA, and building code standards.

While serving as the Fire Chief/District Manager, because of unprecedented growth, areas of our district were not receiving adequate fire protection. Response times and road miles from the nearest fire station were not compatible with life safety and Insurance Services Office (ISO) goals. As a result, an internal *Standards of Coverage* study was conducted, and we utilized Impact Fee funds to purchase property for a future fire station.

Finally, there were several fire apparatus purchased while I served as the Fire Chief/District Manager. These included fire engines, a ladder truck, a small boat, brush trucks, and several staff vehicles. I firmly believe that capital expenditures such as these are best designed and purchased using employee centered "Truck Committees", I delegated these duties accordingly. This leadership methodology led to the successful purchase of apparatus that are both functional and beneficial to the taxpayers and visitors of the district.

I am very passionate about the emergency services and providing the best possible service to the community we serve. Thank you for the opportunity to continue to serve. I look forward to speaking with you.

Yours in Service,

William B. Lombardo

Candidate Background and Qualifications

Professional Biography



William began his career in the fire service in 1987 with South Trail Fire Protection and Rescue Service District in Lee County, FL. South Trail Fire District serves 39 square miles and is consistently one of the fastest growing areas in the country. The district protects over 62,000 residents, two baseball spring training facilities (Boston Red Sox and Minnesota Twins), large commercial/industrial areas, several primary and secondary educational institutions, large mercantile establishments, a regional hospital, a major interstate, a railroad, and substantial residential communities. The district provides fire suppression, technical rescue, advanced life support, fire prevention, plans review, apparatus maintenance, and fire education programs. The organizational diversity and growth of the district provided William the opportunity to quickly rise through the ranks to Fire Chief (district manager). He retired as the Fire Chief in 2018 but remains active in the fire service as a volunteer firefighter and instructor with the Union County Fire Department, a combination department in Blairsville, GA.

Professional Experience and Exemplary Accomplishments

- South Trail Fire Protection and Rescue Service District
 - Fire Chief (District Manager)
 - Assistant Chief of Support Services (Fire Prevention and Education)
 - Division Chief of Training, Safety and EMS
 - Company Officer, Driver/Engineer, Firefighter, Paramedic
- Developed and implemented an Advanced Life Support program
- Appointed by the State of Florida Chief Financial Officer to serve on the Florida Firefighters Employment, Standards, and Training Council
- Board Member for the Florida Association of Special Districts
- Served on the Lee County Overhead Team for major emergencies in Southwest, Florida
- Served as the Safety Officer for the Southwest Florida Urban Search and Rescue Team (FL-TF-6)
- Served as President of the Board of Directors for the Southwest Florida Urban Search and Rescue Team (FL-TF-6)
- Provided training sessions at the Fire Department Instructor's Conference, Fire Rescue East, and the Florida Association of Special District annual conferences
- Co-authored the company officer level textbook, *Firefighting Strategies and Tactics*, published by Jones and Bartlett and now in its 4th Edition

Educational Background

- Master's Degree in Administration, Barry University
- Bachelor's Degree with honors in Executive Management, Hodges University
- Associate of Arts and Associate of Fire Science degrees, Edison State College
- Executive Fire Officer, National Fire Academy
- Certified District Manager, Florida Association of Special Districts

Resume**WILLIAM B. LOMBARDO**

117 Bears Way
Blairsville, GA 30512
239-699-7996

QUALIFICATIONS:

Education: Master's Degree in Administration, Barry University, Miami Shores, Florida

Bachelor's Degree in Executive Management, Summa Cum Laude, Hodges University, Fort Myers, Florida

Associate of Arts and Associate of Fire Science degrees, Edison State College, Fort Myers, Florida

Executive Fire Officer (EFO), National Fire Academy, Emmitsburg, Maryland

Training: Florida Lifetime Firefighter, Georgia State Certified Firefighter 1 and 2, Georgia State Certified Fire Instructor. Wildland Firefighter S-130, S-190, L-180, ICS 100, 200, 700, 800

Hazardous Materials, Structural Collapse, Confined Space, Trench Rescue, Low to High Angle Rope Rescue, and Swift Water Rescue: Operations level certifications

Previously held in good standing: Florida State Certified Firefighter 2, State of Florida Fire Officer I, Fire Inspector I, Fire Instructor III Certification, Florida State Certified Paramedic and Florida State Certified Emergency Medical Technician, including ACLS and BLS Certification

Professional: Served as the Safety Officer for the Southwest Florida Urban Search and Rescue Team (USAR FL-TF 6)

Previous Adjunct Instructor: Fort Myers Fire Academy, and Florida Southwestern State College

EXPERIENCE: Thirty-eight years of professional firefighting and emergency medical experience. Twenty years of progressively responsible management experience, including supervisory experience, ten of those years as the Fire Chief / District Manager

2021-Current Union County Fire Department, Blairsville, GA: Active Volunteer Firefighter and Instructor

1987-2018

South Trail Fire Protection and Rescue Service District, Fort Myers, Florida

Fire Chief / District Manager (December 2007- February 2018): senior fire officer appointed by the elected Board of Commissioners with responsibility and oversight of the entire District

Assistant Chief of Support Services (June 2007- December 2007): responsible for oversight and leadership of the fire prevention bureau and administrative personnel

Deputy Chief EMS and Training (May 2006- June 2007): responsible for oversight of the District's emergency medical services, safety, training, and employee professional development programs

Safety / Training Director (1997-May 2006): Responsible for managing the training division, the advanced life support program, and ensuring safety of fire district personnel

Firefighter, Driver/Engineer, Company Officer (1987-1997): Held various fire district ranks with responsibilities including responding to, and operating at emergency scenes, operating apparatus, and supervising and directing personnel

Exemplary Accomplishments

- Co-authored *Firefighting Strategies and Tactics*, an associate degree level textbook for fire officers. Currently in its 4th Edition, published by Jones and Bartlett
- Developed and established the Advanced Life Support program for South Trail Fire District
- Developed and implemented a new Employee Handbook for South Trail Fire District
- Previous presenter at the Florida Association of Special Districts (FASD) Conferences, Fire Department Instructors Conference (FDIC), and Fire Rescue East (FRE)
- Served two terms on the *Florida Firefighters Employment, Standards, and Training Council*
- Served two terms on the Board of the *Florida Association of Special District*
- Served as President of the Board of Directors for the Southwest Florida Urban Search and Rescue Team (FL-TF-6) (organized as a 501c3)

REFERENCES:

Available upon request

Scope of Services and Expectations

As this assignment is for a short term, there should be Board direction for a focused scope of services and expectations. The expected duration of this assignment will be 180 days.

Overall Strategic Vision: Align operational goals with district-wide governance priorities.

The Fire Rescue & EMS District Manager/Administrator will report directly to the District Board of Fire Commissioners. Some examples of functions and responsibilities that JAG recognizes as necessary are listed below. Any of these will require further discussion and approval by the Board.

- **Operational Oversight**
 - Ensure daily readiness of personnel, apparatus, and facilities
 - Maintain compliance with NFPA, OSHA, and Florida Statutes (Ch. 633)
 - Serve as Incident Commander when appropriate
 - Monitor response times and service delivery metrics
- **Administrative Leadership**
 - Serve as the chief executive officer of the fire district, overseeing all departments and/or divisions.
 - Implement board policies and strategic directives across both fire operations and administrative functions.
 - Act as the primary liaison between the fire district board, legal counsel, and external agencies.
 - Execute budget within approved limits
 - Oversee personnel matters: hiring, discipline, evaluations
 - Review and update SOPs and training plans
 - Coordinate with human resources representatives as needed
 - Develop policies and processes for Board communication to the District manager.
 - Review reporting from the KLVFD and KLVAC
 - Review the Administrative policies of the KLVFD and KLVAC



- Provide regular updates to elected officials and department personnel.
- As the liaison between the District Board and the members of the two agencies, foster open dialogue with staff to maintain morale and trust.
- **Administrative Leadership Succession Planning**
 - Develop and seek approval of a Fire Chief/District Administrator position description.
 - Develop a candidate search process for a Fire Chief/District Administrator position (in conjunction with the J Angle Group, LLC)
 - Facilitate transition planning for incoming permanent leadership.
- **Strategic Continuity**
 - Support ongoing initiatives without initiating major changes unless specifically directed by the Board.
 - Facilitate transition planning for incoming leadership
 - Provide status reports to governing bodies
 - Maintain documentation for continuity
 - Assess and summarize current capital projects and purchases
- **Community & Interagency Engagement**
 - Represent the department at public meetings and interagency briefings
 - Maintain relationships with mutual aid partners and allied agencies
 - Support Community Risk Reduction (CRR) efforts
- **Compliance & Risk Management**
 - Monitor safety practices and incident trends
 - Ensure readiness for audits, inspections, and accreditation reviews
 - Align operations with Florida-specific compliance frameworks
- **Deliverables & Milestones**
 - Policy gap analysis and recommendations
 - Transition report for incoming chief
- **Expectations**
 - Maintain neutrality in succession planning
 - Communicate regularly with staff and elected officials



- Uphold ethical standards and model professional behavior
- Submit final recommendations for strategic improvement
- **Assessment & Recommendations**
 - Conduct a high-level review of district strengths, gaps, and opportunities.
 - Submit a final report with actionable recommendations for the incoming chief.
- **Governance & Compliance**
 - Ensure compliance with Florida Statutes governing special districts (e.g., Chapters 189, 191, and 633).
 - Prepare and present budgets, audits, and financial reports to the board (as necessary).
 - Oversee public records, Sunshine Law compliance, and ethics standards.
- **Administrative Management**
 - Supervise finance, HR, IT, and procurement functions.
 - Manage interlocal agreements, mutual aid, and shared services.
 - Oversee grant applications, capital projects, and legislative affairs.
- **Public & Interagency Engagement**
 - Represent the district in public forums, media, and legislative sessions.
 - Build partnerships with county officials, neighboring districts, and state agencies.
 - Lead community outreach and risk reduction campaigns.

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Project Costs (Budget)

Temporary District Manager/Administrator

Component	Description	Cost
Fee for Service	This is the fee-for-service based on the planned 26-week engagement, derived from the FY26 proposed budget annual salary of \$180,000. The weekly fee equals \$3,462.	\$ 90,000
Vehicle Allowance	For any weeks that the District is unable to provide a vehicle for the District Manager/Administrator, a weekly allowance of \$138 will be paid.	\$3,600
Housing Assistance	This is to provide housing assistance and is actual costs, not to exceed \$5,000 per month	\$30,000
Workers Compensation	Works Compensation insurance will be provided to the District Manager/Administrator through the district.	—
Related Expenses	The District will pay expenses related to the District Manager/Administrator duties as defined in the scope of work.	Varies

JAG Support of Temporary District Manager/Administrator

Component	Description	Cost
JAG Expenses	This will require amending the existing Fire District Operational Analysis & Consolidation Study between the JAG and the KLFREMS District. Will require district approval.	Varies

Proposed Timeline

September 2025 – Draft and seek approval of agreement for the temporary manager.

October 1 through 15, 2025 – Finalize living arrangements for temporary manager.

October 16 through 30, 2025 – Target for Chief Lombardo to move to the area.

November 1, 2025 – Target start date for temporary manager.

November 27 through December 21, 2025 – Chief Lombardo out of town.

January 27 through February 18, 2026 – Chief Lombardo out of town.

June 30, 2026 – Target temporary manager contract end date.

July 2026 – Transition to permanent leadership positions.



Proposed Agreement

To be drafted

DRAFT

11a.



KEY LARGO VOLUNTEER AMBULANCE CORPS, INC.

98600 Overseas Highway Key Largo, Florida 33037 Phone: 305-451-2766 Fax: 305-451-1562

Business Meeting

Date: July 7, 2025

Board members in attendance were Dawn DeBrule, Danny Powers, Tina Wyatt, Tess Marra and Scott Robinson. A quorum was present. Chief Don Bock was also in attendance.

1. Meeting was called to order at 6:33 pm by President Scott Robinson.

2. Approval of Agenda

Dawn DeBrule seconded by Tess Marra moved approval of the agenda. Motion carried unanimously.

3. Announcements

4. Public Comment - No public comment.

5. Approval of Minutes

Tess Marra seconded by Dawn DeBrule moved approval of the May 2025 minutes. Motion carried unanimously.

6. Treasurer's Report

Dawn DeBrule seconded by Tina Wyatt moved approval of the treasurer's reports for May and June 2025. Motion carried unanimously.

7. Committee Reports - No report.

8. Legal Report - No Report

9. Membership Review

A. Reimbursement Requests

Tess Marra reported Requests for Reimbursement from Cruz and Alvarez. Danny Powers, seconded by Dawn DeBrule moved approval. Motion carried unanimously.

10. Old Business

11. New Business

A. Discussion was held concerning the District Meeting Attendance Need. Scott Robinson will attend the meetings along with the Chief.



KEY LARGO VOLUNTEER AMBULANCE CORPS, INC.

98600 Overseas Highway Key Largo, Florida 33037 Phone: 305-451-2766 Fax: 305-451-1562

- B. The District's legal team has provided a memorandum citing the need for the majority of corporate board members to be in attendance in person for Zoom meetings in order to have a quorum for voting action. For Key Largo Ambulance, that number is three.
- C. The proposed Daily Appearance Policy was reviewed. Upon motion and second by Dawn DeBrule and Tina Wyatt, the policy was unanimously approved.
- D. The proposed 2025-26 budget was discussed, and changes were suggested. Upon motion and second by Danny Powers and Tess Marra, the proposed budget, with suggested changes, was unanimously approved.

12. Membership Discussion

No discussion.

13. Adjournment

There being no further business, Dawn DeBrule seconded by Tina Wyatt moved adjournment. Motion carried. Meeting adjourned at 7:14 pm.

Kay Cullen

Recording Secretary

11b.

Key Largo Volunteer Ambulance Corp Inc.
Treasurer's Report
July 2025

	Billing Account	Corp Account	Building Account	CPR Account	Total
Beginning Balance	\$113,335.67	\$4,047.01	\$66,304.56	\$583.35	\$184,270.59
<u>Revenues</u>					
Interest	23.20	1.77	28.16	0.25	53.38
Medical Fees	26,246.15				26,246.15
Medical Transcripts		150.00			150.00
KL Fire Rescue & EMS Reimb	99,884.99				99,884.99
Donations	300.00				300.00
Educational Income					0.00
Uncollected Income/Adjustmts *	10,869.85				10,869.85
Misc Income- Insurance Refund	31,300.84				31,300.84
Total Revenues	\$168,625.03	\$151.77	\$28.16	\$0.25	\$168,805.21
<u>Expenditures</u>					
Background Checks	139.00				139.00
Training Classes					0.00
Payroll Expenses	139,831.31	12,966.41			152,797.72
Licenses & Permits					0.00
Professional Fees					0.00
Supplies	1,369.63				1,369.63
Bank Service Charges	82.51				82.51
Postage	12.82				12.82
Repairs					0.00
Dues & Memberships	159.90				159.90
Total Expenditures	\$141,595.17	\$12,966.41	\$0.00	\$0.00	\$154,561.58
Ending Balance	\$140,365.53	-\$8,767.63	\$66,332.72	\$583.60	\$198,514.22
TRANSFERS	0.00	0.00	0.00	0.00	0.00
Vol Reimb paid with Billing Acct *	(12,966.41)	12,966.41	0.00	0.00	0.00
Balance before Adjustment	114,432.71	4,198.78	66,332.72	583.60	185,547.81
Adjustment to arrive at Actual *	2,096.57	0.00	0.00	0.00	2,096.57
ACTUAL BALANCE @ MO END	\$116,529.28	\$4,198.78	\$66,332.72	\$583.60	<u>\$187,644.38</u>

12,966.41

10,869.85

0.01 *PAYROLL LIAB ADJ (FL UNEMPL TAX)

\$2,096.57 *



KEY LARGO VOLUNTEER AMBULANCE CORPS
BILLING ACCOUNT
98600 OVERSEAS HWY
KEY LARGO FL 33037

07/31/25
*****1209
IMAGES 4
CYCLE-031

*** CHECKING *** 1358 SFL COMMUNITY C
ACCOUNT NUMBER 0502571209
PREVIOUS STATEMENT BALANCE AS OF 06/30/25 113,335.67
PLUS 41 DEPOSITS AND OTHER CREDITS 157,778.89
LESS 34 CHECKS AND OTHER DEBITS 154,585.28
CURRENT STATEMENT BALANCE AS OF 07/31/25 116,529.28
NUMBER OF DAYS IN THIS STATEMENT PERIOD 31

CHECKING ACCOUNT TRANSACTIONS

DATE	DESCRIPTION	DEBITS	CREDITS
07/01	AC-36 TREAS 310- MISC PAY NAME-KEY LARGO VOLUNT ID-XXXXXXXXXX0012		801.00
07/02	AC-Sunshine State H-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM		213.37
07/02	AC-AARP Supplementa-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		520.16
07/02	AC-Key Largo Volunt-Settlement NAME-PPS Ambulance Billing ID-000024347499114		977.50
07/02	AC-AETNA AFA-AFA NAME-KEY LARGO VOLUNTEER AM ID-30225	7,457.28	
07/03	AC-AARP Supplementa-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		113.37
07/03	AC-HMP-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-78730516		621.06
07/03	AC-INTUIT 37432086-TAX NAME-KEY LARGO VOLUNTEER AM ID-19175469	13.81	
07/03	AC-IRS-USATAXPYMT NAME-KEY LARGO VOLUNTEER AM ID-XXXXXXXXXX5047	30.48	
07/03	AC-KEY LARGO VOLUNT-MEDIC PR NAME-KEY LARGO VOLUNT	183.96	
07/03	AC-HUMANA, INC.-INS PYMT NAME-604419KEY LARGO ID-672604287001672	860.20	
07/03	AC-IRS-USATAXPYMT NAME-KEY LARGO VOLUNTEER AM ID-XXXXXXXXXX1937	16,985.27	
07/03	AC-KEY LARGO VOLUNT-MEDIC PR NAME-KEY LARGO VOLUNT	47,182.91	

Centennial Bank

KEY LARGO VOLUNTEER AMBULANCE CORPS
BILLING ACCOUNT
98600 OVERSEAS HWY
KEY LARGO FL 33037

07/31/25
*****1209
IMAGES 4
CYCLE-031

Page 2 of 6

CHECKING ACCOUNT TRANSACTIONS

DATE	DESCRIPTION	DEBITS	CREDITS
07/07	AC-FCSO, INC.-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-1639178791		1,433.35
07/07	DEPOSIT		1,817.40
07/07	DEPOSIT		41,748.84
07/07	AC- AMERICAN FUNDS-INVESTMENT NAME-KEY LARGO VOLUNTEER AM ID-IRK106984250630	2,856.50	
07/08	AC-36 TREAS 310- MISC PAY NAME-KEY LARGO VOLUNT ID-XXXXXXXXXXXX0012		815.00
07/08	AC-UNITEDHEALTHCARE-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		839.70
07/08	AC-INTUIT 17402282-TAX NAME-KEY LARGO VOLUNTEER AM ID-19175469	23.36	
07/08	AC-IRS-USATAXPYMT NAME-KEY LARGO VOLUNTEER AM ID-XXXXXXXXXXXX0714	230.52	
07/08	AC-KEY LARGO VOLUNT-EMS VOL PR NAME-KEY LARGO VOLUNT	1,391.39	
07/08	AC-IRS-USATAXPYMT NAME-KEY LARGO VOLUNTEER AM ID-XXXXXXXXXXXX1291	1,527.18	
07/08	AC-KEY LARGO VOLUNT-EMS VOL PR NAME-KEY LARGO VOLUNT	7,449.69	
07/08	CKCD DEBIT 5368 07/07 00:00 NIC FO6877 MSBO TALLAHASSEE FL	16.00	
07/09	AC-UHC Community Pl-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		213.37
07/09	AC- AMERICAN FUNDS-INVESTMENT NAME-KEY LARGO VOLUNTEER AM ID-IRK106984250706	117.41	
07/10	AC-36 TREAS 310- MISC PAY NAME-KEY LARGO VOLUNT ID-XXXXXXXXXXXX0012		801.00
07/10	AC-FCSO, INC.-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-1639178791		1,464.43
07/10	POS DEBIT 5368 07/10 6:58 AMAZON COM NL0XB9SQ SEATTLE WA	64.35	
07/11	ANALYSIS ACTIVITY	82.51	
07/11	AC-Capital Group-WEB PYMNT	187.50	

Centennial Bank

KEY LARGO VOLUNTEER AMBULANCE CORPS
BILLING ACCOUNT
98600 OVERSEAS HWY
KEY LARGO FL 33037

07/31/25
*****1209
IMAGES 4
CYCLE-031

Page 3 of 6

CHECKING ACCOUNT TRANSACTIONS

DATE	DESCRIPTION	DEBITS	CREDITS
	NAME-PSWFH9ZS KLVAC 401K PL ID-1038429292		
07/14	AC-AETNA AS01-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-1639178791		233.13
07/15	AC-FCSO, INC.-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-1639178791		554.56
07/15	AC-HUMANA INS CO-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-79440007		721.73
07/16	AC-HUMANA INS CO-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-79623247		594.17
07/17	CKCD DEBIT 5368 07/16 00:00 FILTER KING MIAMI FL	339.83	
07/18	AC-UnitedHealthcare-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		465.82
07/18	AC-HUMANA INS CO-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-79757593		918.72
07/18	AC-Key Largo Volunt-Settlement NAME-PPS Ambulance Billing ID-000024491262654		1,008.02
07/18	AC-INTUIT 50020382-TAX NAME-KEY LARGO VOLUNTEER AM ID-19175469	20.30	
07/18	AC-IRS-USATAXPYMT NAME-KEY LARGO VOLUNTEER AM ID-XXXXXXXXXXXX1093	16,847.72	
07/18	AC-KEY LARGO VOLUNT-MEDIC PR NAME-KEY LARGO VOLUNT	46,440.32	
07/21	AC-FCSO, INC.-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-1639178791		1,042.84
07/21	CKCD REFND 5368 07/17 00:00 FILTER KING MIAMI FL		23.71
07/21	AC- AMERICAN FUNDS-INVESTMENT NAME-KEY LARGO VOLUNTEER AM ID-IRK106984250716	3,179.41	
07/21	CKCD DEBIT 5368 07/18 00:00 ZOOM COM 888 799 9 SAN JOSE CA	159.90	
07/22	AC-AARP Supplementa-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM		284.34

Centennial Bank

KEY LARGO VOLUNTEER AMBULANCE CORPS
BILLING ACCOUNT
98600 OVERSEAS HWY
KEY LARGO FL 33037

07/31/25
*****1209
IMAGES 4
CYCLE-031

Page 4 of 6

CHECKING ACCOUNT TRANSACTIONS

DATE	DESCRIPTION	DEBITS	CREDITS
	ID-591682537		
07/22	POS DEBIT 5368 07/22 17:46 ADOBE INC ADOBE SAN JOSE CA	22.99	
07/22	CKCD DEBIT 5368 07/21 00:00 NIC FDLE CCHINE TALLAHASSEE FL	25.00	
07/22	CKCD DEBIT 5368 07/21 00:00 NIC FDLE CCHINE TALLAHASSEE FL	25.00	
07/22	CKCD DEBIT 5368 07/21 00:00 NIC FDLE CCHINE TALLAHASSEE FL	25.00	
07/23	AC-UnitedHealthcare-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		479.41
07/23	AC-Marketplace-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM		542.37
07/23	AC-UnitedHealthcare-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		581.88
07/23	AC-36 TREAS 310- MISC PAY NAME-KEY LARGO VOLUNT ID-XXXXXXXXXX0012		781.00
07/23	CKCD DEBIT 5368 07/22 00:00 HANDTEVY DAVIE FL	599.00	
07/24	AC-ACH MEDICAID-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-114868500		190.00
07/24	AC-Preferred Care P-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		544.79
07/24	AC-FCSO, INC.-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-1639178791		571.95
07/24	CKCD DEBIT 5368 07/23 00:00 DNH GODADDY 382772090 TEMPE AZ	124.99	
07/25	AC-Sunshine State H-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM		518.83
07/28	AC-AETNA A04-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-1639178791		1,292.44
07/28	AC-FCSO, INC.-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-1639178791		2,135.27
07/28	CKCD DEBIT 5368 07/25 00:00 NIC FO6877 MSBO TALLAHASSEE FL	48.00	
07/29	AC-Preferred Care P-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM		138.98

Centennial Bank

KEY LARGO VOLUNTEER AMBULANCE CORPS
BILLING ACCOUNT
98600 OVERSEAS HWY
KEY LARGO FL 33037

07/31/25
*****1209
IMAGES 4
CYCLE-031

Page 5 of 6

CHECKING ACCOUNT TRANSACTIONS

DATE	DESCRIPTION	DEBITS	CREDITS
	ID-591682537		
07/29	AC-UnitedHealthcare-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		366.63
07/29	AC-HUMANA INS CO-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-80431532		373.29
07/30	AC-UnitedHealthcare-HCCLAIMPMT NAME-KEY LARGO VOLUNTEER AM ID-591682537		1,010.93
07/30	DEPOSIT		58,136.15
07/30	POS DEBIT 5368 07/30 00:31 AMAZON COM 296G00TM SEATTLE WA	54.68	
07/31	INTEREST PAYMENT		23.20
07/31	DEPOSIT		31,865.18
07/31	CKCD DEBIT 5368 07/30 00:00 USPS PO 114585003 KEY LARGO FL	2.17	
07/31	CKCD DEBIT 5368 07/30 00:00 USPS PO 114585003 KEY LARGO FL	10.65	

BALANCE BY DATE

DATE	BALANCE	DATE	BALANCE	DATE	BALANCE	DATE	BALANCE
06/30	113,335.67	07/01	114,136.67	07/02	108,390.42	07/03	43,868.22
07/07	86,011.31	07/08	77,027.87	07/09	77,123.83	07/10	79,324.91
07/11	79,054.90	07/14	79,288.03	07/15	80,564.32	07/16	81,158.49
07/17	80,818.66	07/18	19,902.88	07/21	17,630.12	07/22	17,816.47
07/23	19,602.13	07/24	20,783.88	07/25	21,302.71	07/28	24,682.42
07/29	25,561.32	07/30	84,653.72	07/31	116,529.28		

PAYER FEDERAL ID NUMBER..... 71-0009885
INTEREST PAID YEAR TO DATE..... 326.10

DEPOSIT TICKET		DATE		DEPOSITOR		DEPOSIT		CHECKS		TOTAL	
NO. 10		7/1/2025		NEW LARGO, FL 33027		100.00		100.00		100.00	
1	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
2	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
3	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
4	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
5	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
6	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
7	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
8	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
9	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
10	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
11	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
12	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
13	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
14	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
15	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
16	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
17	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
18	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
19	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
20	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
21	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
22	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
23	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
24	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
25	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
26	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
27	100.00	100.00	100.00	100.00	1						

07/07/2025	\$1,817.40
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CHECKING TRANSACTION TICKET		Date:	Customer Name:
<div> <div>CHARTER - REG-0179</div> </div>		7/1/25	KE Volunteer
DEBIT	CREDIT	<div> <div>Prepared By: <i>W</i></div> <div>Approved By: <i>mele</i></div> <div>Cash In: _____</div> <div>Less Cash: _____</div> </div>	
<div> <div>(51) FORCE PAY DEBIT</div> <div>(52) ACCOUNT CLOSE OUT</div> <div>(53) DEBIT MEMO</div> </div>	<div> <div>(05) CREDIT MEMO</div> <div>(36) DEPOSIT</div> </div>	<div> <div>Transfer from KE Fire & Rescue & Emergency</div> <div>Signature: _____</div> </div>	
<div> <div>0502571209 36 \$</div> </div>		<div> <div>4,148.84</div> </div>	

07/07/2025	\$41,748.84
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CHECKING TRANSACTION TICKET
 C3401 3/20/84 Rev 552

Date: 3/30/85 Customer Name: Key Yang Kuhnker

DEBIT	CREDIT	
(51) FORCE PAY DEBIT:	(05) CREDIT MEMO	Prepared By: <u>JS</u>
(52) ACCOUNT CLOSE OUT	(50) DEPOSIT	Approved By: <u>Three</u>
(55) DEBIT MEMO		Cash In: _____
<u>Disbursed OK from Anthony W. Walker</u>		Cash Out: _____
Signature: _____		Less Cash: _____

502571209
 502571209

36 \$ 58136.15

5020002751 502571209

07/30/2025	\$58,136.15
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[illegible]

07/31/2025	\$31,865.18
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STATEMENT RECONCILIATION

WRITE US AT P.O. Box 966, Conway AR, 72033 or call 888-372-9788 as soon as you can, if you think your statement or receipt is wrong or if you need more information about a transfer on the statement or receipt.

We must hear from you no later than 60 days after we sent you the FIRST statement on which the error or problem appeared.

- (1) Tell us your name and account number (if any).
- (2) Describe the error or the transfer you are unsure about, and explain as clearly as you can why you believe there is an error or why you need more information.
- (3) Tell us the dollar amount of the suspected error.

(3) Tell us the dollar amount of the suspected error. We will investigate your complaint and will correct any error promptly. If we take more than 10 business days to do this, we will recredit your account for the amount you think is in error, so that you will have the use of the money during the time it takes us to complete our investigation.

If you have arranged to have direct deposits made to your account at least once every 60 days from the same person or company you can call us at 888-372-9788 to find out whether that deposit has been made.

MONTH _____ **20** _____

**BALANCE AS OF
THIS STATEMENT** \$ _____

**PLUS DEPOSITS
NOT CREDITED ON
THIS STATEMENT (+) \$ _____**

TOTAL (=) \$ _____

**LESS TOTAL OF
OUTSTANDING
CHECKS** (-) \$ _____

BALANCE (=) \$ _____

THIS SHOULD AGREE WITH YOUR CHECKBOOK BALANCE AFTER ENTERING IN YOUR CHECKBOOK ALL CHARGES, DEDUCTIONS AND INTEREST CREDITED SHOWN ON THIS STATEMENT.

USE THIS FORM
TO BALANCE YOUR CHECKBOOK
WITH YOUR STATEMENT

OUTSTANDING CHECKS

OUTSTANDING CHECKS

[illegible][illegible]

IF YOUR ACCOUNT DOES NOT BALANCE, PLEASE CHECK THE FOLLOWING CAREFULLY:

- ☐ HAVE YOU ENTERED THE AMOUNT OF EACH CHECK IN YOUR CHECKBOOK CORRECTLY?
 - ☐ HAVE YOU DOUBLE-CHECKED THE ADDITIONS AND SUBTRACTIONS IN YOUR CHECKBOOK?
 - ☐ ARE ALL DEPOSIT AMOUNTS, INCLUDING INTEREST, ENTERED IN YOUR CHECKBOOK THE SAME AS SHOWN ON THIS STATEMENT?
 - ☐ HAVE YOU BROUGHT THE CORRECT BALANCE FORWARD FROM ONE CHECKBOOK PAGE TO ANOTHER?
 - ☐ HAVE ALL CHARGES BEEN DEDUCTED FROM YOUR CHECKBOOK?
 - ☐ HAVE ALL CHECKS WRITTEN AND OTHER WITHDRAWALS BEEN DEDUCTED FROM YOUR CHECKBOOK?

PLEASE ADVISE OF ANY CHANGES OF ADDRESS OR STATEMENT IRREGULARITY WITHIN 10 DAYS.

08/06/25

Accrual Basis

Key Largo Volunteer Ambulance Corp., Inc.

Balance Sheet Prev Year Comparison

As of July 31, 2025

	Jul 31, 25	Jul 31, 24	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
Centennial Bank				
CORP 2 - 2268	4,198.78	4,986.78	-788.00	-15.8%
CPR Account	583.60	580.67	2.93	0.5%
Building Account	66,332.72	149,890.51	-83,557.79	-55.8%
Billing - Payroll -1209	116,529.28	185,195.35	-68,666.07	-37.1%
Total Centennial Bank	187,644.38	340,653.31	-153,008.93	-44.9%
Total Checking/Savings	187,644.38	340,653.31	-153,008.93	-44.9%
Accounts Receivable				
Accounts Receivable	340,757.09	299,852.48	40,904.61	13.6%
Total Accounts Receivable	340,757.09	299,852.48	40,904.61	13.6%
Total Current Assets	528,401.47	640,505.79	-112,104.32	-17.5%
Fixed Assets				
Building	258,043.00	258,043.00	0.00	0.0%
Building Improvements	321,599.12	321,599.12	0.00	0.0%
Dayroom	9,681.07	9,681.07	0.00	0.0%
Equipment	57,049.70	56,519.85	529.85	0.9%
Office Equipment	21,018.81	18,925.05	2,093.76	11.1%
Office Furniture and Fixtures	19,609.51	17,773.49	1,836.02	10.3%
Signs	2,238.64	2,238.64	0.00	0.0%
Accumulated Depreciation	-553,677.60	-532,881.60	-20,796.00	-3.9%
Total Fixed Assets	135,562.25	151,898.62	-16,336.37	-10.8%
TOTAL ASSETS	663,963.72	792,404.41	-128,440.69	-16.2%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Payroll Liabilities				
SUTA Form UCT6	0.01	82.06	-82.05	-100.0%
Total Payroll Liabilities	0.01	82.06	-82.05	-100.0%
Total Other Current Liabilities	0.01	82.06	-82.05	-100.0%
Total Current Liabilities	0.01	82.06	-82.05	-100.0%
Total Liabilities	0.01	82.06	-82.05	-100.0%
Equity				
Unrestricted Net Assets	730,776.30	701,301.21	29,475.09	4.2%
Net Income	-66,812.59	91,021.14	-157,833.73	-173.4%
Total Equity	663,963.71	792,322.35	-128,358.64	-16.2%
TOTAL LIABILITIES & EQUITY	663,963.72	792,404.41	-128,440.69	-16.2%

Key Largo Volunteer Ambulance Corp., Inc.

Statement of Financial Position

Accrual Basis

As of July 31, 2025

	Jul 31, 25
ASSETS	
Current Assets	
Checking/Savings	
Centennial Bank	
CORP 2 - 2268	4,198.78
CPR Account	583.60
Building Account	66,332.72
Billing - Payroll -1209	116,529.28
Total Centennial Bank	187,644.38
Total Checking/Savings	187,644.38
Accounts Receivable	
Accounts Receivable	340,757.09
Total Accounts Receivable	340,757.09
Total Current Assets	528,401.47
Fixed Assets	
Building	258,043.00
Building Improvements	321,599.12
Dayroom	9,681.07
Equipment	57,049.70
Office Equipment	21,018.81
Office Furniture and Fixtures	19,609.51
Signs	2,238.64
Accumulated Depreciation	-553,677.60
Total Fixed Assets	135,562.25
TOTAL ASSETS	663,963.72
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	
SUTA Form UCT6	0.01
Total Payroll Liabilities	0.01
Total Other Current Liabilities	0.01
Total Current Liabilities	0.01
Total Liabilities	0.01
Equity	
Unrestricted Net Assets	730,776.30
Net Income	-66,812.59
Total Equity	663,963.71
TOTAL LIABILITIES & EQUITY	663,963.72

See Compilation Report - For Management Use Only

Key Largo Volunteer Ambulance Corp., Inc.

Statement of Financial Income and Expense

Accrual Basis

July 2025

	Jul 25	Jan - Jul 25
Ordinary Income/Expense		
Income		
Direct Public Support		
Donation Income	300.00	500.00
Total Direct Public Support	300.00	500.00
Fees		
Billing		
Medical Fees		
Primary Insurance	16,815.64	124,726.05
Other Payments	313.17	11,687.12
Medicare	8,385.14	98,950.99
Medicaid	732.20	10,166.76
Total Medical Fees	26,246.15	245,530.92
Deferred Income		
Credit Adjustments	-8,036.20	-280,585.32
Deferred Income - Other	18,906.05	249,760.43
Total Deferred Income	10,869.85	-30,824.89
Total Billing	37,116.00	214,706.03
Total Fees	37,116.00	214,706.03
Interest Revenue		
Building Account	28.16	193.47
Checking Interest	25.22	339.51
Total Interest Revenue	53.38	532.98
Medical Transcripts	150.00	325.00
Miscellaneous Income	31,300.84	31,300.84
Reimbursements		
KL Fire Rescue & EMS	99,884.99	858,617.95
Total Reimbursements	99,884.99	858,617.95
Total Income	168,805.21	1,105,982.80
Gross Profit	168,805.21	1,105,982.80
Expense		
Advertising	0.00	296.32
Rent - Equipment	0.00	925.18
Bank Service Charges	82.51	476.89
Depreciation Expense	1,733.00	12,131.00
Dues & Memberships	159.90	159.90
Licenses and Permits		
EMS-ALS Licenses	0.00	1,375.00
Licenses and Permits - Other	0.00	536.25
Total Licenses and Permits	0.00	1,911.25

See Compilation Report - For Mangement Use Only

Key Largo Volunteer Ambulance Corp., Inc.

Statement of Financial Income and Expense

Accrual Basis

July 2025

	Jul 25	Jan - Jul 25
Payroll Expenses		
Health Insurance	8,317.48	57,450.50
Employee's Share Health Insuran	-529.24	-3,969.30
Payroll Taxes		
Medicare	0.00	6,009.48
Social Security	0.00	25,695.68
SUTA Form RT-6	57.48	638.05
Payroll Taxes - Other	10,089.82	43,831.11
Total Payroll Taxes	10,147.30	76,174.32
401k Co. Match	2,968.07	26,713.60
Background checks	139.00	726.00
Corp Payroll	9,930.40	76,248.74
Paramedic Payroll	121,963.71	910,683.09
Salaries	0.00	470.70
Payroll Expenses - Other	0.00	179.99
Total Payroll Expenses	152,936.72	1,144,677.64
Postage and Delivery	12.82	29.08
Professional Fees		
Medical Billing Service	0.00	3,326.86
Total Professional Fees	0.00	3,326.86
Repairs		
Equipment Repairs	0.00	375.00
Total Repairs	0.00	375.00
Supplies		
Medical	599.00	1,460.83
Office	267.01	5,615.74
Supplies - Other	503.62	1,279.70
Total Supplies	1,369.63	8,356.27
Training Classes	0.00	130.00
Total Expense	156,294.58	1,172,795.39
Net Ordinary Income	12,510.63	-66,812.59
Net Income	12,510.63	-66,812.59

See Compilation Report - For Mangement Use Only

Key Largo Volunteer Ambulance Corp., Inc.
Statement of Financial Income and Expense - By Division

Accrual Basis

January through July 2025

	Billing	Building	Corp	CPR - Training	TOTAL
Ordinary Income/Expense					
Income					
Direct Public Support	300.00	0.00	200.00	0.00	500.00
Fees	214,706.03	0.00	0.00	0.00	214,706.03
Interest Revenue	326.10	193.47	11.71	1.70	532.98
Medical Transcripts	0.00	0.00	325.00	0.00	325.00
Miscellaneous Income	31,300.84	0.00	0.00	0.00	31,300.84
Reimbursements	858,617.95	0.00	0.00	0.00	858,617.95
Total Income	1,105,250.92	193.47	536.71	1.70	1,105,982.80
Gross Profit	1,105,250.92	193.47	536.71	1.70	1,105,982.80
Expense					
Advertising	296.32	0.00	0.00	0.00	296.32
Rent - Equipment	925.18	0.00	0.00	0.00	925.18
Bank Service Charges	476.89	0.00	0.00	0.00	476.89
Depreciation Expense	0.00	12,131.00	0.00	0.00	12,131.00
Dues & Memberships	159.90	0.00	0.00	0.00	159.90
Licenses and Permits	1,850.00	0.00	61.25	0.00	1,911.25
Payroll Expenses	1,063,111.41	0.00	81,566.23	0.00	1,144,677.64
Postage and Delivery	29.08	0.00	0.00	0.00	29.08
Professional Fees	3,326.86	0.00	0.00	0.00	3,326.86
Repairs	375.00	0.00	0.00	0.00	375.00
Supplies	8,132.89	0.00	223.38	0.00	8,356.27
Training Classes	130.00	0.00	0.00	0.00	130.00
Total Expense	1,078,813.53	12,131.00	81,850.86	0.00	1,172,795.39
Net Ordinary Income	26,437.39	-11,937.53	-81,314.15	1.70	-66,812.59
Net Income	26,437.39	-11,937.53	-81,314.15	1.70	-66,812.59

See Compilation Report - For Management Use Only

Key Largo Volunteer Ambulance Corp., Inc.
Statement of Financial Income and Expense - By Division

Accrual Basis

July 2025

	Billing	Building	Corp	CPR - Training	TOTAL
Ordinary Income/Expense					
Income					
Direct Public Support	300.00	0.00	0.00	0.00	300.00
Fees	37,116.00	0.00	0.00	0.00	37,116.00
Interest Revenue	23.20	28.16	1.77	0.25	53.38
Medical Transcripts	0.00	0.00	150.00	0.00	150.00
Miscellaneous Income	31,300.84	0.00	0.00	0.00	31,300.84
Reimbursements	99,884.99	0.00	0.00	0.00	99,884.99
Total Income	168,625.03	28.16	151.77	0.25	168,805.21
Gross Profit	168,625.03	28.16	151.77	0.25	168,805.21
Expense					
Bank Service Charges	82.51	0.00	0.00	0.00	82.51
Depreciation Expense	0.00	1,733.00	0.00	0.00	1,733.00
Dues & Memberships	159.90	0.00	0.00	0.00	159.90
Payroll Expenses	139,970.31	0.00	12,966.41	0.00	152,936.72
Postage and Delivery	12.82	0.00	0.00	0.00	12.82
Supplies	1,369.63	0.00	0.00	0.00	1,369.63
Total Expense	141,595.17	1,733.00	12,966.41	0.00	156,294.58
Net Ordinary Income	27,029.86	-1,704.84	-12,814.64	0.25	12,510.63
Net Income	27,029.86	-1,704.84	-12,814.64	0.25	12,510.63

See Compilation Report - For Management Use Only

08/06/25
Accrual Basis

Key Largo Volunteer Ambulance Corp., Inc.
General Ledger
As of July 31, 2025

Type	Date	Num	Adj	Name	Memo	Split	Debit	Credit	Balance
Centennial Bank									184,270.59
CORP 2 - 2268									4,047.01
Deposit	07/07/2025				Deposit	Medical Tra...	175.00		4,222.01
Check	07/10/2025			Return Deposit...		Medical Tra...		25.00	4,197.01
Deposit	07/31/2025				Interest	Checking I...	1.77		4,198.78
Total CORP 2 - 2268							176.77	25.00	4,198.78
CPR Account									583.35
Deposit	07/31/2025				Interest	Checking I...	0.25		583.60
Total CPR Account							0.25	0.00	583.60
Building Account									66,304.56
Deposit	07/31/2025				Interest	Building Ac...	28.16		66,332.72
Total Building Account							28.16	0.00	66,332.72
Billing - Payroll -1209									113,335.67
Deposit	07/01/2025				COMPLET...	Primary Ins...	801.00		114,136.67
Deposit	07/02/2025				COMPLET...	-SPLIT-	977.50		115,114.17
Check	07/02/2025			Aetna Insurance		Health Insu...		7,457.28	107,656.89
Deposit	07/02/2025				COMPLET...	Medicaid	213.37		107,870.26
Deposit	07/02/2025				COMPLET...	Primary Ins...	520.16		108,390.42
Check	07/03/2025	1		Brandon M. Ad...	Pay Perio...	-SPLIT-		1,709.42	106,681.00
Check	07/03/2025	2		Alvarez, Daniel	Pay Perio...	-SPLIT-		1,898.64	104,782.36
Check	07/03/2025	3		Austin Arrieta	Pay Perio...	-SPLIT-		871.50	103,910.86
Check	07/03/2025	4		David Arteaga	Pay Perio...	-SPLIT-		2,658.28	101,252.58
Check	07/03/2025	5		Bock, Donald	Pay Perio...	-SPLIT-		1,667.03	99,585.55
Check	07/03/2025	6		Brandon Donikian	Pay Perio...	-SPLIT-		1,725.09	97,860.46
Check	07/03/2025	7		Fernando Flores	Pay Perio...	-SPLIT-		3,299.12	94,561.34
Check	07/03/2025	8		Gonzalez, Arley	Pay Perio...	-SPLIT-		2,111.10	92,450.24
Check	07/03/2025	9		Gonzalez, Edua...	Pay Perio...	-SPLIT-		1,405.36	91,044.88
Check	07/03/2025	10		Suzanne Manif...	Pay Perio...	-SPLIT-		1,129.78	89,915.10
Check	07/03/2025	11		Oporta, Ozzie	Pay Perio...	-SPLIT-		1,082.81	88,832.29
Check	07/03/2025	12		Orbeta, Jorge	Pay Perio...	-SPLIT-		2,954.78	85,877.51

08/06/25
Accrual Basis

Key Largo Volunteer Ambulance Corp., Inc.
General Ledger
As of July 31, 2025

Type	Date	Num	Adj	Name	Memo	Split	Debit	Credit	Balance
Check	07/03/2025	13		Roxana Perez	Pay Perio...	-SPLIT-		4,458.97	81,418.54
Check	07/03/2025	14		Oscar Pinzon	Pay Perio...	-SPLIT-		1,724.44	79,694.10
Check	07/03/2025	15		Joseph Ricci III	Pay Perio...	-SPLIT-		3,679.40	76,014.70
Check	07/03/2025	16		Rivero, Franklin	Pay Perio...	-SPLIT-		3,254.54	72,760.16
Check	07/03/2025	17		Adam Schussh...	Pay Perio...	-SPLIT-		2,529.41	70,230.75
Check	07/03/2025	18		Julliano Serran...	Pay Perio...	-SPLIT-		2,092.23	68,138.52
Check	07/03/2025	19		Sarah Straub	Pay Perio...	-SPLIT-		4,023.00	64,115.52
Check	07/03/2025	20		Daniel A. Tovar	Pay Perio...	-SPLIT-		1,818.90	62,296.62
Check	07/03/2025	21		Tuero, Luis	Pay Perio...	-SPLIT-		1,089.11	61,207.51
Check	07/03/2025	EFT...		Form 941	941 3RD ...	Form 941		16,985.27	44,222.24
Check	07/03/2025	ONL...		American Funds		Payroll Liab...		2,856.50	41,365.74
Check	07/03/2025	1		David Arteaga	Pay Perio...	-SPLIT-		183.96	41,181.78
Check	07/03/2025	EFT...		Form 941	941 3RD ...	Form 941		30.48	41,151.30
Check	07/03/2025			AC-HUMANA, I...		Health Insu...		860.20	40,291.10
Deposit	07/03/2025				COMPLET...	Primary Ins...	621.06		40,912.16
Deposit	07/03/2025				COMPLET...	Primary Ins...	113.37		41,025.53
Check	07/03/2025			AC-INTUIT Qui...	Tax Paym...	SUTA For...		13.81	41,011.72
Deposit	07/07/2025				COMPLET...	-SPLIT-	1,817.40		42,829.12
Check	07/07/2025			NIC FO6877 M...		Backgroun...		16.00	42,813.12
Deposit	07/07/2025				COMPLET...	Medicare	1,433.35		44,246.47
Deposit	07/07/2025				REIMB	KL Fire Re...	41,748.84		85,995.31
Check	07/08/2025	1		Brandon C. Alv...	Pay Perio...	-SPLIT-		341.51	85,653.80
Check	07/08/2025	2		Bello, Leonardo	Pay Perio...	-SPLIT-		687.60	84,966.20
Check	07/08/2025	3		Wendy Carlisle	Pay Perio...	-SPLIT-		144.90	84,821.30
Check	07/08/2025	4		Kay Cullen	Pay Perio...	-SPLIT-		144.90	84,676.40
Check	07/08/2025	5		Kevin Fernandez	Pay Perio...	-SPLIT-		260.76	84,415.64
Check	07/08/2025	6		Mailyn . Gimen...	Pay Perio...	-SPLIT-		1,391.39	83,024.25
Check	07/08/2025	7		Gomez, Daniel	Pay Perio...	-SPLIT-		583.80	82,440.45
Check	07/08/2025	8		Edward Hilson	Pay Perio...	-SPLIT-		260.74	82,179.71
Check	07/08/2025	9		Kipust, Adam	Pay Perio...	-SPLIT-		341.51	81,838.20
Check	07/08/2025	10		Mitchell Lourido	Pay Perio...	-SPLIT-		826.08	81,012.12
Check	07/08/2025	11		Bonnie Marra	Pay Perio...	-SPLIT-		150.24	80,861.88
Check	07/08/2025	12		Mussman, Tho...	Pay Perio...	-SPLIT-		503.04	80,358.84
Check	07/08/2025	13		Robinson, Scott	Pay Perio...	-SPLIT-		627.88	79,730.96
Check	07/08/2025	14		Michael Sao-Pa...	Pay Perio...	-SPLIT-		503.02	79,227.94

08/06/25
Accrual Basis

Key Largo Volunteer Ambulance Corp., Inc.
General Ledger
As of July 31, 2025

Type	Date	Num	Adj	Name	Memo	Split	Debit	Credit	Balance
Check	07/08/2025	15		Scott H. Smith Jr	Pay Perio...	-SPLIT-		583.08	78,644.86
Check	07/08/2025	16		Tito, Alexander	Pay Perio...	-SPLIT-		826.07	77,818.79
Check	07/08/2025	17		Zuniga, Jose	Pay Perio...	-SPLIT-		664.56	77,154.23
Check	07/08/2025	EFT...		Form 941	941 3RD ...	Form 941		230.52	76,923.71
Check	07/08/2025	EFT...		Form 941	941 3RD ...	Form 941		1,527.18	75,396.53
Check	07/08/2025	ONL...		American Funds		Payroll Liab...		117.41	75,279.12
Check	07/08/2025			AC-INTUIT Qui...	Tax Paym...	SUTA For...		23.36	75,255.76
Deposit	07/08/2025				COMPLET...	Primary Ins...	815.00		76,070.76
Deposit	07/08/2025				COMPLET...	Primary Ins...	839.70		76,910.46
Deposit	07/09/2025				COMPLET...	Primary Ins...	213.37		77,123.83
Deposit	07/10/2025				COMPLET...	Primary Ins...	801.00		77,924.83
Deposit	07/10/2025				COMPLET...	Medicare	1,464.43		79,389.26
Check	07/10/2025			Amazon.com		Office		64.35	79,324.91
Check	07/11/2025			AC-Capital Gro...		Supplies		187.50	79,137.41
Check	07/11/2025			ANALYSIS AC...		Bank Servi...		82.51	79,054.90
Deposit	07/14/2025				COMPLET...	Primary Ins...	233.13		79,288.03
Deposit	07/15/2025				COMPLET...	Medicare	554.56		79,842.59
Deposit	07/15/2025				COMPLET...	Primary Ins...	721.73		80,564.32
Deposit	07/16/2025				COMPLET...	Primary Ins...	594.17		81,158.49
Deposit	07/17/2025				COMPLET...	-SPLIT-	1,008.02		82,166.51
Check	07/17/2025			FILTER KING ...	AC FILTE...	Supplies		339.83	81,826.68
Check	07/18/2025	EFT...		Form 941	941 3RD ...	Form 941		16,847.72	64,978.96
Check	07/18/2025	1		Brandon M. Ad...	Pay Perio...	-SPLIT-		1,884.57	63,094.39
Check	07/18/2025	2		Alvarez, Daniel	Pay Perio...	-SPLIT-		1,855.78	61,238.61
Check	07/18/2025	3		Austin Arrieta	Pay Perio...	-SPLIT-		2,229.42	59,009.19
Check	07/18/2025	4		David Arteaga	Pay Perio...	-SPLIT-		2,917.25	56,091.94
Check	07/18/2025	5		Bock, Donald	Pay Perio...	-SPLIT-		2,208.61	53,883.33
Check	07/18/2025	6		Brandon Donikian	Pay Perio...	-SPLIT-		1,937.00	51,946.33
Check	07/18/2025	7		Fernando Flores	Pay Perio...	-SPLIT-		3,906.87	48,039.46
Check	07/18/2025	8		Gonzalez, Arley	Pay Perio...	-SPLIT-		2,615.87	45,423.59
Check	07/18/2025	9		Gonzalez, Edua...	Pay Perio...	-SPLIT-		902.75	44,520.84
Check	07/18/2025	10		Suzanne Manif...	Pay Perio...	-SPLIT-		982.63	43,538.21
Check	07/18/2025	11		Oporta, Ozzie	Pay Perio...	-SPLIT-		1,110.96	42,427.25
Check	07/18/2025	12		Orbeta, Jorge	Pay Perio...	-SPLIT-		3,025.48	39,401.77
Check	07/18/2025	13		Roxana Perez	Pay Perio...	-SPLIT-		4,456.88	34,944.89

08/06/25
Accrual Basis

Key Largo Volunteer Ambulance Corp., Inc.
General Ledger
As of July 31, 2025

Type	Date	Num	Adj	Name	Memo	Split	Debit	Credit	Balance
Check	07/18/2025	14		Oscar Pinzon	Pay Perio...	-SPLIT-		1,184.75	33,760.14
Check	07/18/2025	15		Joseph Ricci III	Pay Perio...	-SPLIT-		3,543.12	30,217.02
Check	07/18/2025	16		Rivero, Franklin	Pay Perio...	-SPLIT-		2,141.82	28,075.20
Check	07/18/2025	17		Adam Schussh...	Pay Perio...	-SPLIT-		2,617.55	25,457.65
Check	07/18/2025	18		Julliano Serran...	Pay Perio...	-SPLIT-		2,266.99	23,190.66
Check	07/18/2025	19		Sarah Straub	Pay Perio...	-SPLIT-		2,697.25	20,493.41
Check	07/18/2025	20		Daniel A. Tovar	Pay Perio...	-SPLIT-		1,954.77	18,538.64
Check	07/18/2025	ONL...		American Funds		Payroll Liab...		3,179.41	15,359.23
Check	07/18/2025			AC-INTUIT Qui...	Tax Paym...	SUTA For...		20.30	15,338.93
Deposit	07/18/2025				COMPLET...	Primary Ins...	465.82		15,804.75
Deposit	07/18/2025				COMPLET...	Primary Ins...	918.72		16,723.47
Deposit	07/21/2025				REFUND	Supplies	23.71		16,747.18
Deposit	07/21/2025				COMPLET...	Medicare	1,042.84		17,790.02
Check	07/21/2025			ZOOM COM 88...	ZOOM VI...	Dues & Me...		159.90	17,630.12
Check	07/22/2025			ADOBE INC		Office		22.99	17,607.13
Check	07/22/2025			NIC FDLE CCH...		Backgroun...		25.00	17,582.13
Check	07/22/2025			NIC FDLE CCH...		Backgroun...		25.00	17,557.13
Check	07/22/2025			NIC FDLE CCH...		Backgroun...		25.00	17,532.13
Deposit	07/22/2025				COMPLET...	Primary Ins...	284.34		17,816.47
Check	07/23/2025			HANDTEVY	MEDICAL ...	Medical		599.00	17,217.47
Deposit	07/23/2025				COMPLET...	Primary Ins...	479.41		17,696.88
Deposit	07/23/2025				COMPLET...	Primary Ins...	542.37		18,239.25
Deposit	07/23/2025				COMPLET...	Primary Ins...	581.88		18,821.13
Deposit	07/23/2025				COMPLET...	Primary Ins...	781.00		19,602.13
Check	07/24/2025			Godaddy.com		Office		124.99	19,477.14
Deposit	07/24/2025				Deposit	Other Pay...	190.00		19,667.14
Deposit	07/24/2025				COMPLET...	Primary Ins...	544.79		20,211.93
Deposit	07/24/2025				COMPLET...	Medicare	571.95		20,783.88
Deposit	07/25/2025				COMPLET...	Medicaid	518.83		21,302.71
Check	07/28/2025			NIC FO6877 M...		Backgroun...		48.00	21,254.71
Deposit	07/28/2025				COMPLET...	Primary Ins...	1,292.44		22,547.15
Deposit	07/28/2025				COMPLET...	Medicare	2,135.27		24,682.42
Deposit	07/29/2025				COMPLET...	Primary Ins...	138.98		24,821.40
Deposit	07/29/2025				COMPLET...	Primary Ins...	366.63		25,188.03
Deposit	07/29/2025				COMPLET...	Primary Ins...	373.29		25,561.32

08/06/25
Accrual Basis

Key Largo Volunteer Ambulance Corp., Inc.
General Ledger
As of July 31, 2025

Type	Date	Num	Adj	Name	Memo	Split	Debit	Credit	Balance
Check	07/30/2025			USPS		Postage an...		2.17	25,559.15
Check	07/30/2025			USPS		Postage an...		10.65	25,548.50
Check	07/30/2025			Amazon.com		Office		54.68	25,493.82
Deposit	07/30/2025				COMPLET...	Primary Ins...	1,010.93		26,504.75
Deposit	07/30/2025				REIMB	KL Fire Re...	58,136.15		84,640.90
Deposit	07/31/2025				COMPLET...	-SPLIT-	31,865.18		116,506.08
Deposit	07/31/2025				Interest	Checking I...	23.20		116,529.28
Total Billing - Payroll -1209							157,778.89	154,585.28	116,529.28
Total Centennial Bank							157,984.07	154,610.28	187,644.38
TOTAL							157,984.07	154,610.28	187,644.38

12a.

Filters:

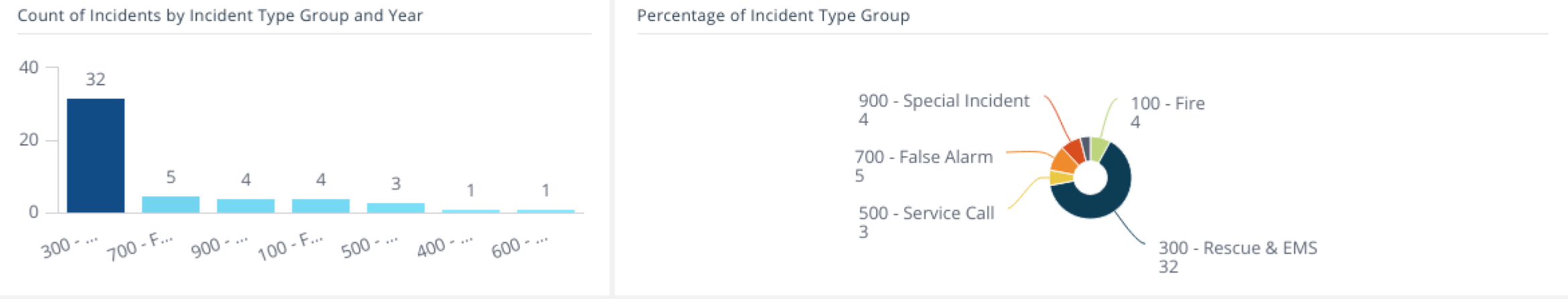
Is Locked: true

Alarm Date Range: 8/1/25 to 8/31/25

Is Active: true

Fire Incident Types

Count of Total Incidents	Fire Calls	EMS Calls	Other Calls
Count of Incidents 50	Count of Fir... 4 Percent of ... 8.0%	Count of E... 32 Percent of... 64.0%	Count of O... 14 Percent of... 28.0%



Count of Incidents by Type				
Incident Type Group	Incident Type	Incident Type Code	Count of Incidents	
			08/2025	Grand Total
100 - Fire	Building fire	111	1	1
	Fire, other	100	1	1
	Passenger vehicle fire	131	1	1
	Water vehicle fire	134	1	1
100 - Fire Total			4	4
300 - Rescue & EMS	EMS call, excluding vehicle accident with injury	321	21	21
	Medical assist, assist EMS crew	311	3	3
	Motor vehicle accident with injuries	322	4	4
	Removal of victim(s) from stalled elevator	353	1	1
	Water & ice-related rescue, other	360	2	2
	Watercraft rescue	365	1	1
300 - Rescue & EMS Total			32	32
400 - Hazardous Condition	Hazardous condition, other	400	1	1
500 - Service Call	Assist invalid	554	1	1
	Assist police or other governmental agency	551	1	1
	Water problem, other	520	1	1
500 - Service Call Total			3	3
600 - Good Intent Call	Dispatched & canceled en route	611	1	1
700 - False Alarm	Alarm system activation, no fire - unintentional	745	1	1
	Alarm system sounded due to malfunction	735	1	1
	False alarm or false call, other	700	1	1
	Smoke detector activation, no fire - unintentional	743	2	2
700 - False Alarm Total			5	5
900 - Special Incident	Landing Zone	9001	4	4
Grand Total			50	50

Filters: Alarm Date Range: 8/1/25 to 8/31/25
Is Locked: true
Is Active: true

Fire Index - Incident Type Breakdown

Count of Total Incidents & Exposures

Count of Incidents

50

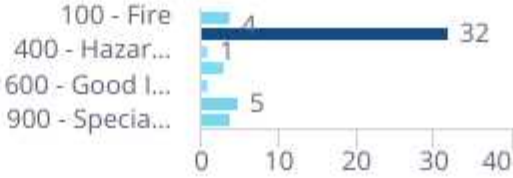
Count of Exposures

50

EMS/Fire Incident Breakdown



Count of Incidents by Incident Type



Aid Given/Received

Aid Given

5

Aid Received

45

Incident Details

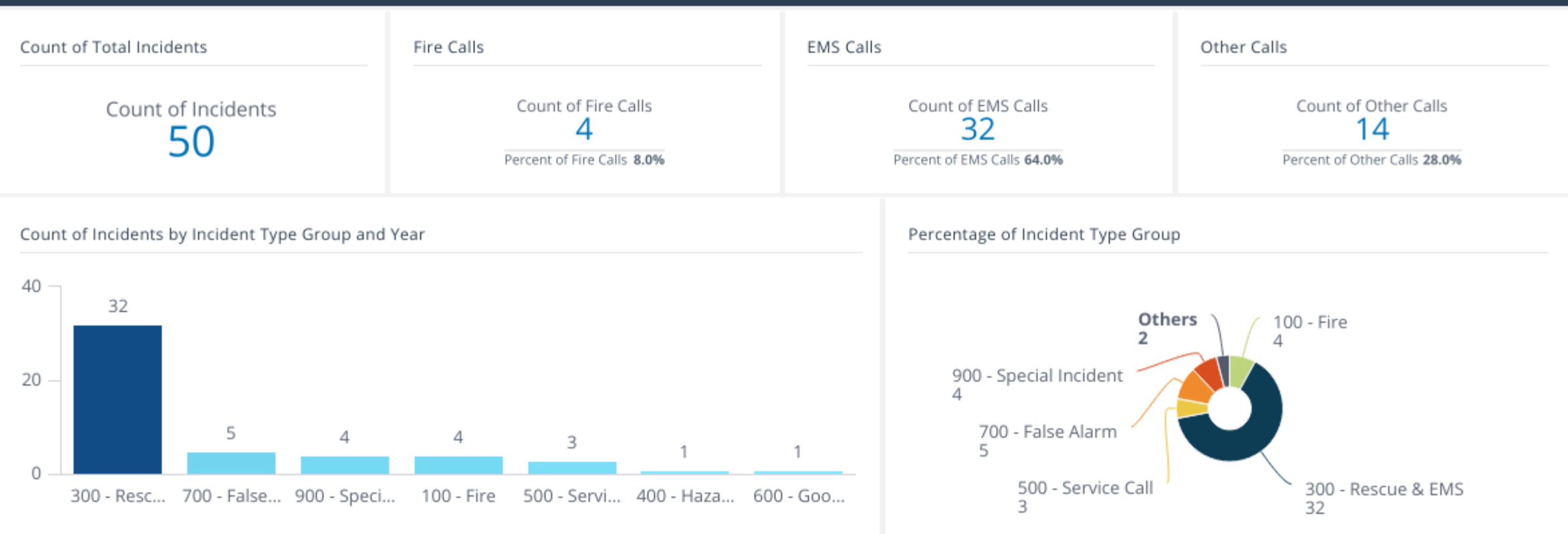
Agency FDID	Incident Number	Time in Alarm DateTime	First Arriving Travel Time	Time in Unit Enroute DateTime	Time in Unit Arrival Time	Time in Unit Clearance DateTime
38032	MCSO25CAD126633	08/06/2025 14:15:24	00h:02m:59s	08/06/2025 14:28:37	08/06/2025 14:31:36	08/06/2025 15:16:24
38032	MCSO25CAD129522	08/11/2025 15:51:36	00h:03m:43s	08/11/2025 15:55:09	08/11/2025 15:58:52	08/11/2025 16:30:00
38032	MCSO25CAD132854	08/17/2025 13:24:46	00h:07m:19s	08/17/2025 13:25:41	08/17/2025 13:33:00	08/17/2025 13:45:00
38032	MCSO25CAD125319	08/04/2025 01:48:00	00h:03m:00s	08/04/2025 01:49:00	08/04/2025 01:52:00	08/04/2025 02:15:00
38032	MCSO25CAD128345	08/09/2025 13:06:03	00h:03m:25s	08/09/2025 13:08:10	08/09/2025 13:11:35	08/09/2025 13:29:40
38032	MCSO25CAD124707	08/02/2025 16:37:39	00h:15m:31s	08/02/2025 16:43:33	08/02/2025 16:53:47	08/02/2025 18:14:40
38032	MCSO25CAD136635	08/24/2025 09:00:51	00h:03m:15s	08/24/2025 09:04:10	08/24/2025 09:07:25	08/24/2025 09:16:10
38032	MCSO25CAD128803	08/10/2025 09:57:30	00h:06m:00s	08/10/2025 09:59:15	08/10/2025 10:05:15	08/10/2025 10:23:40
38032	MCSO25CAD131951	08/15/2025 16:35:48	00h:10m:48s	08/15/2025 16:38:33	08/15/2025 16:46:36	08/15/2025 17:04:40
38032	MCSO25CAD127166	08/07/2025 12:03:36	00h:03m:38s	08/07/2025 12:06:52	08/07/2025 12:10:30	08/07/2025 12:24:10
38032	250802-152023-KLFD	08/02/2025 09:09:35	00h:06m:11s	08/02/2025 09:11:05	08/02/2025 09:17:16	08/02/2025 09:35:20
38032	MCSO25CAD134543-LZ	08/20/2025 15:43:00	00h:02m:11s	08/20/2025 15:43:00	08/20/2025 15:45:11	08/20/2025 16:10:10
38032	MCSO25CAD132522	08/16/2025 19:20:02	00h:08m:09s	08/16/2025 19:35:11	08/16/2025 19:43:20	08/16/2025 19:48:10
38032	MCSO25CAD139599	08/29/2025 16:08:22	00h:08m:44s	08/29/2025 16:09:28	08/29/2025 16:18:12	08/29/2025 16:20:20
38032	MCSO25CAD139162	08/28/2025 18:56:04	00h:06m:50s	08/28/2025 18:56:05	08/28/2025 19:04:40	08/28/2025 20:23:00
38032	MCSO25CAD131949	08/15/2025 16:29:53	00h:03m:22s	08/15/2025 16:31:55	08/15/2025 16:35:17	08/15/2025 16:49:10
38032	MCSO25CAD127166	08/07/2025 12:03:36	00h:03m:38s	08/07/2025 12:06:52	08/07/2025 12:10:30	08/07/2025 12:24:10
38032	MCSO25CAD132491	08/16/2025 17:32:56	00h:06m:03s	08/16/2025 17:37:05	08/16/2025 17:43:08	08/16/2025 17:46:00
38032	MCSO25CAD127113	08/07/2025 10:34:17	00h:02m:00s	08/07/2025 10:34:17	08/07/2025 10:36:17	08/07/2025 10:43:50
38032	MCSO25CAD132535	08/16/2025 19:50:40	00h:17m:05s	08/16/2025 19:52:14	08/16/2025 20:09:19	08/16/2025 20:29:20
38032	MCSO25CAD140649	08/31/2025 16:39:26	00h:07m:28s	08/31/2025 16:40:49	08/31/2025 16:48:17	08/31/2025 17:33:30
38032	MCSO25CAD126069	08/05/2025 11:16:48	00h:05m:25s	08/05/2025 11:20:45	08/05/2025 11:26:10	08/05/2025 11:35:30
38032	MCSO25CAD130959	08/14/2025 04:45:10	00h:02m:24s	08/14/2025 05:12:18	08/14/2025 05:14:42	08/14/2025 06:06:20
38032	MCSO25CAD140649	08/31/2025 16:39:26	00h:07m:28s	08/31/2025 16:41:33	08/31/2025 16:48:26	08/31/2025 17:19:40
38032	MCSO25CAD140649	08/31/2025 16:39:26	00h:07m:28s	08/31/2025 16:41:29	08/31/2025 16:48:17	08/31/2025 17:19:40
38032	MCSO25CAD129326	08/11/2025 08:57:07	00h:06m:02s	08/11/2025 09:05:05	08/11/2025 09:11:07	08/11/2025 09:34:40
38032	MCSO25CAD125337	08/04/2025 03:37:58	00h:02m:50s	08/04/2025 03:38:40	08/04/2025 03:41:30	08/04/2025 03:43:10
38032	MCSO25CAD140453	08/31/2025 08:47:51	00h:04m:22s	08/31/2025 08:47:51	08/31/2025 08:52:13	08/31/2025 09:15:20
38032	MCSO25CAD131951	08/15/2025 16:35:48	00h:10m:48s	08/15/2025 16:35:48	08/15/2025 16:46:36	08/15/2025 16:50:00
38032	MCSO25CAD125652	08/04/2025 15:46:30	00h:04m:40s	08/04/2025 15:49:55	08/04/2025 15:54:35	08/04/2025 16:11:40
38032	MCSO25CAD140621	08/31/2025 15:22:22	00h:00m:00s	08/31/2025 15:22:22	08/31/2025 15:22:22	08/31/2025 15:35:20
38032	MCSO25CAD131990	08/15/2025 18:12:47	00h:04m:39s	08/15/2025 18:55:55	08/15/2025 19:00:34	08/15/2025 19:21:30
38032	MCSO25CAD131735	08/15/2025 09:47:12	00h:08m:51s	08/15/2025 09:49:17	08/15/2025 09:58:08	08/15/2025 10:29:10
38032	MCSO25CAD140490	08/31/2025 10:40:46	00h:04m:08s	08/31/2025 10:43:05	08/31/2025 10:47:13	08/31/2025 11:00:00
38032	MCSO25CAD131661	08/15/2025 07:39:08	00h:11m:50s	08/15/2025 07:44:59	08/15/2025 07:56:49	08/15/2025 08:44:40
38032	MCSO25CAD125226	08/03/2025 19:00:52	00h:01m:00s	08/03/2025 19:01:00	08/03/2025 19:02:00	08/03/2025 19:34:00
38032	MCSO25CAD139162	08/28/2025 18:56:04	00h:06m:50s	08/28/2025 19:00:15	08/28/2025 19:02:55	08/28/2025 20:23:00
38032	MCSO25CAD136176	08/23/2025 13:04:56	00h:07m:49s	08/23/2025 13:04:56	08/23/2025 13:12:45	08/23/2025 13:33:50
38032	MCSO25CAD125199	08/03/2025 17:26:00	00h:02m:00s	08/03/2025 17:26:00	08/03/2025 17:28:00	08/03/2025 17:42:00
38032	MCSO25CAD131949	08/15/2025 16:29:53	00h:03m:22s	08/15/2025 16:33:02	N/A	08/15/2025 16:36:10
38032	MCSO25CAD131941	08/15/2025 16:12:14	00h:03m:20s	08/15/2025 16:17:52	08/15/2025 16:21:12	08/15/2025 16:31:40
38032	MCSO25CAD125662	08/04/2025 16:07:39	00h:07m:23s	08/04/2025 16:11:54	08/04/2025 16:19:17	08/04/2025 16:22:30
38032	MCSO25CAD125207	08/03/2025 18:01:00	00h:00m:25s	08/03/2025 18:01:35	08/03/2025 18:02:00	08/03/2025 18:43:00
38032	MCSO25CAD128970	08/10/2025 15:13:52	00h:04m:33s	08/10/2025 15:16:11	08/10/2025 15:20:44	08/10/2025 15:24:10
38032	MCSO25CAD132326	08/16/2025 10:53:17	00h:01m:33s	08/16/2025 10:53:25	08/16/2025 10:54:58	08/16/2025 11:15:20
38032	MCSO25CAD124707	08/02/2025 16:37:39	00h:15m:31s	08/02/2025 16:43:31	08/02/2025 16:53:46	08/02/2025 18:14:40
38032	MCSO25CAD124364	08/02/2025 02:02:38	00h:04m:20s	08/02/2025 02:06:42	08/02/2025 02:11:02	08/02/2025 02:24:20
38032	MCSO25CAD139669	08/29/2025 18:52:30	00h:04m:12s	08/29/2025 18:53:11	08/29/2025 18:57:23	08/29/2025 19:11:40
38032	MCSO25CAD131387	08/14/2025 17:17:48	00h:02m:50s	08/14/2025 17:23:04	08/14/2025 17:25:54	08/14/2025 17:40:30
38032	MCSO25CAD128980	08/10/2025 15:35:52		N/A	N/A	08/10/2025 15:37:20
38032	MCSO25CAD134543	08/20/2025 15:04:10	00h:05m:49s	08/20/2025 15:06:46	08/20/2025 15:12:35	08/20/2025 16:07:00
38032	MCSO25CAD134543	08/20/2025 15:04:10	00h:05m:49s	08/20/2025 15:07:06	08/20/2025 15:18:06	08/20/2025 16:12:40
38032	MCSO24CAD129086	08/10/2025 19:44:55	00h:03m:55s	08/10/2025 19:45:05	08/10/2025 19:49:00	08/10/2025 20:11:20
38032	MCSO25CAD123843	08/01/2025 05:27:00	00h:06m:00s	08/01/2025 05:29:00	08/01/2025 05:35:00	08/01/2025 06:45:00
38032	MCSO25CAD139873	08/30/2025 04:18:59	00h:05m:57s	08/30/2025 04:23:02	08/30/2025 04:28:59	08/30/2025 05:01:40
38032	MCSO25CAD126311	08/05/2025 22:27:50	00h:01m:21s	08/05/2025 22:41:19	08/05/2025 22:42:40	08/05/2025 23:01:10
38032	MCSO25CAD132350	08/16/2025 11:38:47	00h:08m:08s	08/16/2025 11:44:35	08/16/2025 11:52:43	08/16/2025 12:05:40
38032	MCSO25CAD124072	08/01/2025 14:05:37	00h:03m:15s	08/01/2025 14:10:09	08/01/2025 14:13:24	08/01/2025 14:18:50
38032	MCSO25CAD124707	08/02/2025 16:37:39	00h:15m:31s	08/02/2025 16:38:15	08/02/2025 16:53:46	08/02/2025 18:14:40

Incident Type Report (Summary)

Source : Fire Incidents.

Filters:	Alarm Date Range: 8/1/25 to 8/31/25 Is Locked: true Is Active: true
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Fire Incident Types



Count of Incidents by Type				
Incident Type Group	Incident Type	Incident Type Code	Count of Incidents	
			08/2025	Grand Total
100 - Fire	Building fire	111	1	1
	Fire, other	100	1	1
	Passenger vehicle fire	131	1	1
	Water vehicle fire	134	1	1
100 - Fire Total			4	4
300 - Rescue & EMS	EMS call, excluding vehicle accident with injury	321	21	21
	Medical assist, assist EMS crew	311	3	3
	Motor vehicle accident with injuries	322	4	4
	Removal of victim(s) from stalled elevator	353	1	1
	Water & ice-related rescue, other	360	2	2
	Watercraft rescue	365	1	1
300 - Rescue & EMS Total			32	32
400 - Hazardous Condition	Hazardous condition, other	400	1	1
500 - Service Call	Assist invalid	554	1	1
	Assist police or other governmental agency	551	1	1
	Water problem, other	520	1	1
500 - Service Call Total			3	3
600 - Good Intent Call	Dispatched & canceled en route	611	1	1
700 - False Alarm	Alarm system activation, no fire - unintentional	745	1	1
	Alarm system sounded due to malfunction	735	1	1
	False alarm or false call, other	700	1	1
	Smoke detector activation, no fire - unintentional	743	2	2
700 - False Alarm Total			5	5
900 - Special Incident	Landing Zone	9001	4	4
Grand Total			50	50

Incident Details			
Incident Number	Time in Alarm DateTime	Incident Type Code ^	Incident Type Group
MCSO25CAD140453	08/31/2025 08:47:51	100	100 - Fire
MCSO25CAD139162	08/28/2025 18:56:04	111	100 - Fire
MCSO25CAD131949	08/15/2025 16:29:53	131	100 - Fire
MCSO25CAD140649	08/31/2025 16:39:26	134	100 - Fire
MCSO25CAD132522	08/16/2025 19:20:02	311	300 - Rescue & EMS
MCSO25CAD125662	08/04/2025 16:07:39	311	300 - Rescue & EMS
MCSO25CAD125337	08/04/2025 03:37:58	311	300 - Rescue & EMS
MCSO25CAD139599	08/29/2025 16:08:22	321	300 - Rescue & EMS
MCSO25CAD139669	08/29/2025 18:52:30	321	300 - Rescue & EMS
MCSO25CAD140621	08/31/2025 15:22:22	321	300 - Rescue & EMS
MCSO25CAD139873	08/30/2025 04:18:59	321	300 - Rescue & EMS
MCSO25CAD131990	08/15/2025 18:12:47	321	300 - Rescue & EMS
MCSO25CAD129522	08/11/2025 15:51:36	321	300 - Rescue & EMS
MCSO25CAD125652	08/04/2025 15:46:30	321	300 - Rescue & EMS
MCSO25CAD127113	08/07/2025 10:34:17	321	300 - Rescue & EMS
MCSO25CAD131735	08/15/2025 09:47:12	321	300 - Rescue & EMS
MCSO25CAD126069	08/05/2025 11:16:48	321	300 - Rescue & EMS
MCSO25CAD128345	08/09/2025 13:06:03	321	300 - Rescue & EMS
MCSO25CAD132350	08/16/2025 11:38:47	321	300 - Rescue & EMS
MCSO25CAD124364	08/02/2025 02:02:38	321	300 - Rescue & EMS
MCSO25CAD140490	08/31/2025 10:40:46	321	300 - Rescue & EMS
MCSO25CAD128803	08/10/2025 09:57:30	321	300 - Rescue & EMS
MCSO25CAD131941	08/15/2025 16:12:14	321	300 - Rescue & EMS
MCSO25CAD126311	08/05/2025 22:27:50	321	300 - Rescue & EMS
MCSO25CAD136635	08/24/2025 09:00:51	321	300 - Rescue & EMS
MCSO25CAD125226	08/03/2025 19:00:52	321	300 - Rescue & EMS
MCSO25CAD131387	08/14/2025 17:17:48	321	300 - Rescue & EMS
MCSO25CAD127166	08/07/2025 12:03:36	321	300 - Rescue & EMS
MCSO25CAD131951	08/15/2025 16:35:48	322	300 - Rescue & EMS
MCSO25CAD129326	08/11/2025 08:57:07	322	300 - Rescue & EMS
MCSO25CAD131661	08/15/2025 07:39:08	322	300 - Rescue & EMS
MCSO25CAD134543	08/20/2025 15:04:10	322	300 - Rescue & EMS
MCSO25CAD125199	08/03/2025 17:26:00	353	300 - Rescue & EMS
MCSO25CAD132535	08/16/2025 19:50:40	360	300 - Rescue & EMS
MCSO25CAD132491	08/16/2025 17:32:56	360	300 - Rescue & EMS
MCSO25CAD124707	08/02/2025 16:37:39	365	300 - Rescue & EMS
250802-152023-KLFD	08/02/2025 09:09:35	400	400 - Hazardous Con...
MCSO25CAD132854	08/17/2025 13:24:46	520	500 - Service Call
MCSO24CAD129086	08/10/2025 19:44:55	551	500 - Service Call
MCSO25CAD136176	08/23/2025 13:04:56	554	500 - Service Call
MCSO25CAD128980	08/10/2025 15:35:52	611	600 - Good Intent Call
MCSO25CAD128970	08/10/2025 15:13:52	700	700 - False Alarm
MCSO25CAD123843	08/01/2025 05:27:00	735	700 - False Alarm
MCSO25CAD124072	08/01/2025 14:05:37	743	700 - False Alarm
MCSO25CAD125319	08/04/2025 01:48:00	743	700 - False Alarm
MCSO25CAD132326	08/16/2025 10:53:17	745	700 - False Alarm
MCSO25CAD125207	08/03/2025 18:01:00	9001	900 - Special Incident
MCSO25CAD126633	08/06/2025 14:15:24	9001	900 - Special Incident
MCSO25CAD134543-LZ	08/20/2025 15:43:00	9001	900 - Special Incident
MCSO25CAD130959	08/14/2025 04:45:10	9001	900 - Special Incident

Filters:

Alarm Date Range: 8/1/25 to 8/31/25

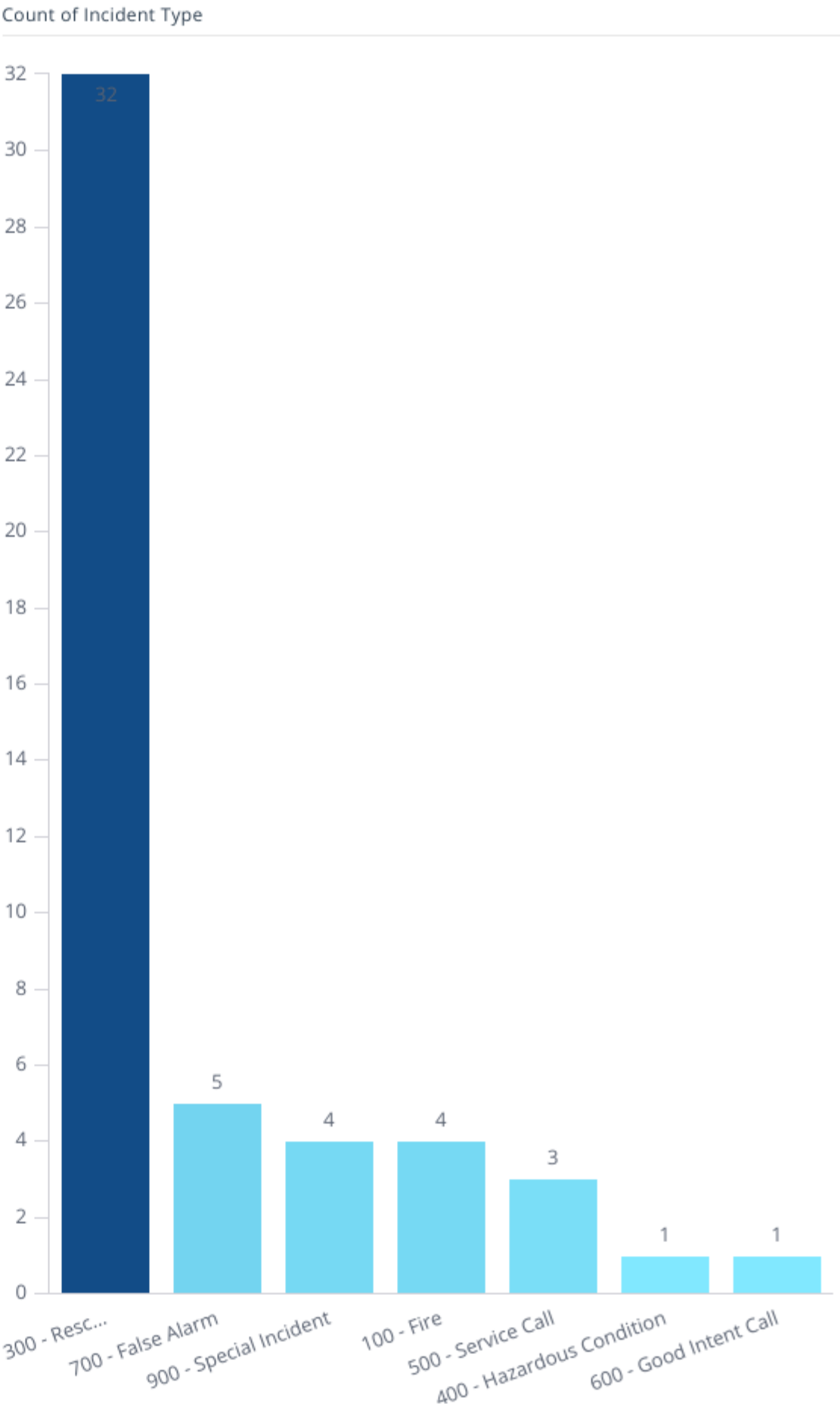
Is Locked: true

Is Active: true

NFPA Analysis Report - Fire Incidents

Total Incidents	Civilian Injuries	Civilian Casualties	Fire Service Injuries	Fire Service Casualties
Count of Total Incidents	Civilian Injuries	Civilian Casualties	Fire Service Injuries	Fire Service Casualties
50	0	0	0	0
	Percent of Calls with Civilian Injuries 0%	Percent of Calls with Civilian Casualties 0%	Percent of Calls with Fire Service Injuries 0%	Percent of Calls with Fire Service Casualties 0%

Incident Type			
Incident Type Group	Incident Type Code	Incident Type	Count of Incidents
100 - Fire	100	Fire, other	
	111	Building fire	
	131	Passenger vehicle fire	
	134	Water vehicle fire	
100 - Fire Total			
300 - Rescue & EMS	311	Medical assist, assist EMS crew	
	321	EMS call, excluding vehicle accident with injury	
	322	Motor vehicle accident with injuries	
	353	Removal of victim(s) from stalled elevator	
	360	Water & ice-related rescue, other	
	365	Watercraft rescue	
300 - Rescue & EMS Total			
400 - Hazardous Condition	400	Hazardous condition, other	
500 - Service Call	520	Water problem, other	
	551	Assist police or other governmental agency	
	554	Assist invalid	
500 - Service Call Total			
600 - Good Intent Call	611	Dispatched & canceled en route	
700 - False Alarm	700	False alarm or false call, other	
	735	Alarm system sounded due to malfunction	
	743	Smoke detector activation, no fire - unintentional	
	745	Alarm system activation, no fire - unintentional	
700 - False Alarm Total			
900 - Special Incident	9001	Landing Zone	
Count of Incidents			



Total Acres Burned	Wildland and Fire Acres Burned
Total Acres Burned: #N/A	Wildland Acres Burned: #N/A Fire Acres Burned: 0

Mutual Aid

Aid Given Or Received	Incident Type Code	Incident Type	Count of Instances of Aid Given or Received
Automatic aid given	321	EMS call, excluding vehicle accident	1
	322	Motor vehicle accident with injuries	1
Automatic aid given Total			2
Mutual aid given	311	Medical assist, assist EMS crew	1
	9001	Landing Zone	2
Mutual aid given Total			3
Mutual aid received	111	Building fire	1
	322	Motor vehicle accident with injuries	1
	520	Water problem, other	1
Mutual aid received Total			3
None	100	Fire, other	1
	131	Passenger vehicle fire	1
	134	Water vehicle fire	1
	311	Medical assist, assist EMS crew	2
	321	EMS call, excluding vehicle accident	20
	322	Motor vehicle accident with injuries	2
	353	Removal of victim(s) from stalled	1
	360	Water & ice-related rescue, other	2
	365	Watercraft rescue	1
	400	Hazardous condition, other	1
	551	Assist police or other governmental	1
	554	Assist invalid	1
	611	Dispatched & canceled en route	1
	700	False alarm or false call, other	1
	735	Alarm system sounded due to	1
	743	Smoke detector activation, no fire -	2
	745	Alarm system activation, no fire -	1
	9001	Landing Zone	2
None Total			42
Count of Instances of Aid Given or Received			50