



# Polk County

## Legislation Details (With Text)

**File #:** 22-825  
**Type:** Consent Agenda **Status:** Passed  
**File created:** 9/19/2022 **In control:** Board of County Commissioners  
**On agenda:** 9/20/2022 **Final action:** 9/20/2022  
**Title:** Approve the Collective Bargaining Agreement between the Polk County Board of County Commissioners (Polk County) and the International Association of Emergency Medical Technicians (EMT's) and Paramedics Local 917 R-S SEIU/NAGE (IAEP)  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. IAEP CBA 20-23Final.pdf, 2. IAEP MOU.pdf

Date	Ver.	Action By	Action	Result
9/20/2022	1	Board of County Commissioners	approved	Pass

### **SUBJECT**

Approve the Collective Bargaining Agreement between the Polk County Board of County Commissioners (Polk County) and the International Association of Emergency Medical Technicians (EMT's) and Paramedics Local 917 R-S SEIU/NAGE (IAEP)

### **DESCRIPTION**

The proposed change is the result of successful bargaining between Polk County and the IAEP for a wage increase of the existing 13-step pay plan, to include a minimum payrate of \$15.00 per hour as set forth in Exhibit A of the attached IAEP Collective Bargaining Agreement.

### ARTICLE XX: RATES OF PAY

Effective the October 3, 2022 pay period or the first full payroll period after ratification by both parties, whichever is later and contingent upon receipt of an executed agreement and Board approval, the existing 13-step pay plan will be increased as identified in Exhibit A attached to this contract (minimum and maximum of each step) and each employee shall receive the corresponding increase to their base

wage.

#### 1. EMT INTRAVENOUS (IV) CERTIFICATION INCENTIVE

For those employees already having submitted their certification, or effective the second pay period following submission of proof of Certification, the incentive rate will be twenty-five (25) cents per hour and will be added to the employee's current rate on an ongoing basis.

2. FIELD TRAINING OFFICER (FTO) PREMIUM PAY

EMTs and Paramedics who are designated as qualified and who are assigned as a Field Training Officer (FTO) will receive a premium of one dollar and fifty cents (\$1.50) per hour for hours actually assigned and worked as an FTO while training employees.

3. EMT TO PARAMEDIC PROMOTION BONUS

Polk County EMTs, who successfully pass the Paramedic training, attain a State of Florida Paramedic Certification and who are newly promoted to the regular bargaining unit position of Paramedic will be eligible for a one-time \$2,000 promotion bonus and subject to the eligibility and reimbursement requirements set forth in the agreement.

4. WORKING OUT OF CLASSIFICATION EMERGENCY MEDICAL TECHNICIAN TO PARAMEDIC

When assigned to work OUT of Class, the employee will receive two dollars and fifty cents (\$2.50) per hour extra for all hours that the employee worked Out of Class as a Paramedic.

**RECOMMENDATION**

Recommend approval of the IAEP Collective Bargaining Agreement and authorize the Chair to execute the CBA upon receiving an executed CBA from the IAEP in substantially the same form as the CBA attached.

**FISCAL IMPACT**

Funding is available in the Fiscal Year 2022/2023 Budget for the wage increases

**CONTACT INFORMATION**

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