



PEMBROKE PINES CITY
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January 8, 2025

LETTER AGREEMENT

Paul,

The City of Pembroke Pines (City) and the Professional Fire Fighters of Pembroke Pines IAFF Local 2292 (IAFF) are parties to a certain Collective Bargaining Agreement (CBA) for the period of October 1, 2024 to September 30, 2027 ("CBA"), which sets forth the terms and conditions of employment of the City's firefighters.

Article 46.02 of the CBA limits the number of vacation days based on years of completed service. Any additional time accrued cannot be carried over into the following year, nor can vacation payouts exceed the limits outlined in Article 46.06.

Currently, the maximum payout allowed is three (3) days. This relatively new language has created some unintended challenges and restricts the City's ability to make exceptions. The excess hours identified are typically earned when transitioning from four years to five years of service, and again at the tenth and twentieth years.

In an effort to address this limiting language, the City has agreed that any excess vacation time that is not eligible for use in the current calendar year or allowed to be carried over will be paid out along with the three (3) days allowed under Article 46.03. The payout will be calculated based on the Member's base hourly wage and will not include any additional compensation such as, but not limited to assignment pay, longevity pay, etc. The City has also agreed that these additional payouts should be pensionable and to apply this agreement to any accrued leave from 2025 forward unless agreed to in writing and executed by both parties.

If you agree with the foregoing, please indicate in the space below and return one executed copy to my attention.

Sincerely,

Charles F. Dodge
City Manager

The IAFF is in accord with the foregoing, and it agrees thereto as of the date hereof.

Date 1/13/2026

By: Paul Smith

Paul Smith

President - Professional Firefighters of Pembroke Pines Local 2292