



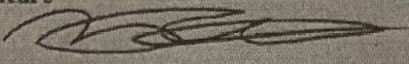
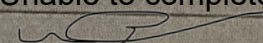
IAFF LOCAL 2396 COLLIER PROFESSIONAL FIREFIGHTERS & PARAMEDICS
4001 SANTA BARBARA BLVD. #317 - NAPLES, FL 34104



GREATER NAPLES FIRE RESCUE DISTRICT
14575 COLLIER BVD. NAPLES, FL 34119

FORMAL GRIEVANCE

THIS FORM MUST BE COMPLETELY FILLED OUT

Name of Grievant (please print or type): William Wilkie II	☐ Check if the Union is filing on behalf of member ☐ Check if Class Action grievance (only the Union can file)			
Date, time and place of event leading to grievance: Jan 8, 2026 (ST23/EN23)	Date you became aware of the event, (if different): 06/16/2026			
Detailed description of grievance including names of other persons involved, if any: Formal investigation process exceeded the 120 day limit from the date of written notification to the employee. Date of written notification was Feb. 8, 2026. Total amount days of formal investigation process was 145 days.				
Applicable sections of the Collective Bargaining: 13.06 Formal Investigative process shall not exceed one hundred and twenty (120) calendar days from the date of written notification to the employee(s).				
Proposed solution to grievance: Formal investigation and stipulations removed from my file.				
Signature 	Date 06/26/2026			
Step	Grievance Filed With (Please Print and Sign)	Date	Grievant Response Received (Sign)	Date
1	Thomas Szempruch <i>Thomas Szempruch</i>	06/26/2026		07/16/2026
2	Chris Wolfe <i>Chris Wolfe</i>	07/17/2026	<i>W</i>	7/24/2026
3	Unable to complete		Unable to complete	
4	Chris Wolfe <i>Chris Wolfe</i>	7/31/2026		7/31/26
6				
7				



GREATER NAPLES FIRE RESCUE DISTRICT

ADMINISTRATIVE HEADQUARTERS

14575 Collier Boulevard • Naples, FL 34119

Phone: (239)348-7540 Fax: (239)348-7546

Chris Wolfe, Fire Chief

July 24, 2026

Firefighter William Wilkie II
14575 Collier Boulevard
Naples, Florida 34119

RE: Response to Formal Investigative Action (Article 13.06) Grievance dated June 26, 2026

Firefighter Wilkie,

I am in receipt of your Grievance. I am denying your Grievance based on the following:

The grievance is not valid and is not in any violation of the CBA. Article 13.06 relates to *Formal Investigative Action(s)*. The grievance claims that the District exceeded the one hundred and twenty (120) calendar days to complete the 'Investigative Process' is not substantiated. Article 13.06 clearly identifies the phases of 'Formal Investigative Action(s)' into the Investigative Process phase and the Issuance of the Final Decision phase. Article 13.06(D) further reinforces the District's position by stating, *"At the close of the formal investigation, the District will provide the employee(s) that are the subject of the formal investigation a summary of its conclusions along with any supporting evidence in preparation for a predetermination meeting. The employee will be provided a reasonable period to prepare for the predetermination meeting. The District will ensure an official record"*. The Investigative Phase began on February 2, 2026 and concluded on May 18, 2026 when you were provided with the finding of the Formal Investigative process (105 total calendar days). Article 13.06(E) clearly identifies the next phase, beginning with the conclusion of the Predetermination Meeting and providing the District with thirty (30) calendar days to issue a final decision. Again, solidifying the second phase of *Formal Investigative Action(s)*. The Final Decision Phase began on May 18, 2026 and was concluded on June 25, 2026 with the Determination meeting. The final determination phase was completed in 29 total calendar days.

Please feel free to contact me or schedule a meeting to discuss this further.

Respectfully,

Chris Wolfe
Chris Wolfe, Fire Chief

Greater Naples Fire Rescue District

Professionalism ~ Integrity ~ Compassion

Board of Fire Commissioners
Nick Biondo, Mark Cherney, Brian Cross, Patrick Dearborn, Al Duffy