IAFF Contract – Proposed Changes

Section 33.3 is amended to add the following:

33.3 Employees whose anniversary date falls on or between the period of July 1, 1999 and September 30, 1999, and who elect to enter the DROP on October 1, 1999 (make application by September 1, 1999) will be paid for accrued vacation forfeited on their most recent anniversary date (July-September 1999). Payment for the amount forfeited will be at the employee's regular straight time rate of pay in effect at the time of forfeiture. This payment would be included with, and considered the equivalent of, compensation for annual leave upon entry into the DROP, as described in Section 33.7.

Section 33.7 Employees shall not be paid for annual leave earned in lieu of taking annual leave. The only time employees may be paid for earned annual leave is upon termination, or upon entry into a DROP.

All employees who elect to participate in the DROP will have the one time option, with the election to enter the DROP, of retaining all or a portion of their vacation balance to be used during participation in the DROP, or receiving, at that time, compensation for some or all of the balance.

33.10 Upon termination of employment or entry into a DROP, the employee shall be entitled to compensation for any earned but unused annual leave

to his/her credit at the employee's regular straight time rate of pay as set forth on the applicable salary schedule of this Agreement, at the time of termination (except for DROP participant forfeitures occurring between July 1, 1999 and September 30, 1999. See 33.3), or entry into a DROP. This does not apply to employees having less than twelve (12) months of service. The official termination date shall be the last day of active employment, and shall not be extended due to payment for unused vacation time.

34.10(a)   Employees separated from the Fire Department by death, retirement, resignation, or lay-off, and those who participate in the Consolidated Pension DROP, shall, upon request, be compensated in cash, at the weighted average of their base hourly rates during the preceding five years, for one-half of sick leave accumulated and unused which appears on their records. At the time of their separation or entry in the Consolidated Plan DROP, as the case may be, such payment shall not exceed the equivalent of one thousand three hundred (1,300) hours for 24-hour employees and nine hundred and sixty (960) hours for 40-hour employees (2600 x .50; 1920 x .50); provided that such payment shall only be made if the employee has, at the time of his separation, used less than fifty percent (50%) of the sick leave he had accrued during his tenure with the Department.

(b)   Employees receiving payment for thirteen hundred (1300) hours may apply hours in excess of twenty-six hundred (2600) to pension service credit. Employees receiving payment for nine hundred and sixty (960) hours may apply hours in excess of nineteen hundred and twenty (1920) to pension service credit. (Employees may utilize a portion of unused sick leave for computation of payment and apply any hours not so used to pension credit). If applicable, such days of unused sick leave shall be converted to one (1) full day of additional ~~employment service of~~ service credit based on the employee's normal work week. The total number of hours of accrued sick leave divided by the normal work week in hours (at the time of retirement) times fifty-two (52) weeks, as defined in Article 41, Section 41.2(a). The total will equal the additional years of retirement service credit. This provision shall be applicable to twenty-four (24) hour shift employees only.

(c)   Employees who retire may receive payment for up to thirteen hundred (1300) hours and may apply 50% of the hours used in the computing such payment described in (a) above to pension service credit. (Employees may utilize a portion of used sick leave for computation of payment and apply any hours not so used to pension credit.)

(d)   <u>Upon entering into the DROP, employees may elect to apply unused sick leave hours to attain the requisite years of credit service for eligibility, to</u>

employee entering a DROP may elect to forego receipt of any future general salary increases effective after entry into the DROP, for as long as the employee is participating in the DROP, as provided in Article VII, Division 3, of the Code of Ordinances.

43.2   Longevity pay shall be administered in accordance with ~~Section 2.10 and 2.11~~, Chapter 2, Article VII, Division 3, of the Gainesville Code of Ordinances~~, in effective on August 1, 1984~~.

Effective date for all the above is July 15, 1999, except 33.3 has a retroactive application to July 1, 1999.

provide for additional credited service, or retain some or all of their
unused sick leave for use during their employment while participating in
the DROP. Sick leave hours used in computing cash outs of sick leave
balances upon retirement are considered already "used" and may not be
converted to credited service, or used as sick leave during participation in
the DROP. Any unused sick leave remaining at the expiration of the
DROP participation or period will be forfeited.

(d)   All accumulated, unused sick leave appearing on the employee's record in
the Human Resources Department may be converted to additional service
credit for determining pension benefits.

40.1   Upon ratification, employees covered by this Agreement being paid within
the pay range of their appropriate classification, shall have their rates of
pay increased by three percent (3%) effective beginning with the first full
pay period after October 1, 1998; otherwise such increases shall be
effective February 2, 1999. If ratified then, effective on the first full pay
period after October 1, 1999, employees covered by this Agreement being
paid within the pay range of their appropriate classifications shall have a
general increase of three percent (3%). If ratified then, effective on the
first full pay period after October 1, 2000, employees covered by this
agreement being paid within the pay range of their appropriate
classifications shall have a general increase of three percent (3%). An