

**Changes to the Labor Agreement Between the City of Gainesville and
the International Association of Firefighters, District Chiefs Unit, Local 2157
Effective October 1, 2011 – September 30, 2014**

These changes to the 2011 – 2014 Agreement have been reached through negotiations between the International Association of Firefighters, District Chiefs (IAFF-DC) and the City of Gainesville, and were ratified by the IAFF-DC on November 13 - 15, 2013. Where necessary, dates, policy references, and article reference numbers were changed throughout the entire Agreement.

Article 2 – Duration (2.2 and 2.3: updated three year term of Agreement, ending September 30, 2014)

Article 20 – Pensions (changes to be implemented January 1, 2014)

IAFF Pension - Summary of Benefit Changes

	<u>Current</u>	<u>New*</u>	<u>Not retirement eligible</u>	<u>Retirement eligible</u>
Normal retirement	20 yrs	25 yrs	No change	No change
Early Retirement	Rule of 70	No change	No change	No change
Multiplier	2.625%	2.5%	2.5%, prospectively	2.5%, prospectively
COLA	2% > 25 yrs @ age 55 >20<25 @ age 62	No change	No change	No change
Rule of 70 COLA	2% @ age 62	No Change	No change	No change
FAE	36 months no max OT	36 months max 300 hrs OT	36 months max 300 hrs OT	36 months max 300 hrs OT
DROP Period	5 yrs @ 25 yrs svc	No change	No change	No change
DROP return	5.5%	No change	No change	No change
Employee Contribution	7.5%	9%	9%	9%

*New = Employees hired after the date of implementation (1/1/14).

Note – Chart does not reflect changes to Ch. 185 impacting use of vacation/sick leave.

Article 22 – Uniforms, Protective Clothing, and Equipment (22.3: updated three year term of Agreement, ending September 30, 2014)

Article 24 – Holidays

- 24.1: Added “Christmas Eve or Day After Christmas,” and “*Union President shall notify the City no later than February 1st each year which day will be observed as the holiday.”
- 24.3: Added “Forty-hour employees shall be paid or granted time off for holidays, according to their election under Article 32.4.” Added “A 40-hour employee who elects time off shall receive eight (8) hours pay at his/her regular straight time hourly rate of pay for the holiday; provided, in order to be eligible for a paid holiday, an employee must be in pay status for a full day on his/her assigned workdays immediately before and after the day on which the holiday is observed.”

Article 25 – Vacation/Annual Leave

25.5: Deleted/Added maximum number of vacation hours allowed to be accrued, as follows –

Scheduled Hours Per Week	One-Five Years	Five-Ten Years	Ten-Twenty Years	Twenty or More Years
40	160	192	240	240
52	<u>192</u> <u>292</u>	<u>248</u> <u>348</u>	<u>304</u> <u>404</u>	<u>360</u> <u>460</u>

Article 26 – Sick Leave

26.3: Added/deleted language to comply with statutory limit on sick leave that can be used in the calculation of pension benefits. Added/deleted language to comply with statutory limit on sick leave that can be used in the calculation of pension benefits upon entry into the Deferred Retirement Option Program (DROP).

Article 31 – Military Leave (updated article to comply with statutory changes and to track with other City CBAs)

- 31.1: Added/deleted “The City ~~Manager may~~will grant a ~~permanent employee a~~ leave of absence ~~without pay of up to one (1) year or four (4) years for~~ to any regular employee called to active military service or state active duty in accordance with applicable law. Deleted “Leaves of absence greater than the above limits must be approved by the City Commission.”
- 31.2: Added/deleted “The City ~~will~~shall grant a military leave of absence with pay to any employee ~~presenting proper orders calling him~~called to temporary active or inactive duty for annual training purposes with a ~~reserve unit of the United States Army, Navy, Marine Corps, Air Force, Coast Guard or a~~ the National Guard or a reserve unit of the United States, or for attending evening or weekend military annual training which conflicts with his/her work schedule. Time off shall be granted for the purpose of attending the annual military training ~~Unit for a period not exceeding seventeen (17) days to exceed two hundred forty (240) hours in any one calendar year. For purposes of shift employee computation, this will constitute 204 hours.”~~
- 31.3: Deleted numbering of paragraph 31.3. Deleted/added “~~The employee shall be entitled to leave of absence from his respective duties without loss of pay for such time as he is on temporary active duty for training purposes. The military leave of absence under this paragraph in no way affects his/her annual vacation leave.~~”
- 31.4: Renumbered to 31.3. Added “... active military service (not annual training) or State active duty...”
- 31.5 through 31.8: Renumbered to 31.4 through 31.7.

Article 32 – Wages

- 32.1.A.: Added language providing for a lump sum payment equal to 2% of an employee’s base pay, based on rate in effect on January 9, 2012.
- 32.1.B.: Added language providing for a Merit Increase of 4% of an eligible employee’s base pay, based on rate in effect on January 7, 2013.
- 32.1.C.: Added language providing for a Merit Increase of 1½% of an eligible employee’s base pay, based on rate in effect on January 6, 2014.

Article 36 – Entire Agreement

36.3: updated deadline to reopen, “on or before April 1, ~~2011~~2014.”