

**Changes to the Labor Agreement Between the City of Gainesville and
the International Association of Firefighters (IAFF), Professional Firefighters Unit, Local 2157
Effective October 1, 2021 – September 30, 2024**

These changes have been reached through negotiations between the IAFF and the City of Gainesville, and were ratified by the IAFF. Where necessary, dates, policy references, and article reference numbers were changed throughout the entire Agreement. Where 'days' were not specified, changed all to 'calendar days.'

Article 1 – Recognition: Added one-time reopener for paragraph 1.4.

Article 2 – Duration: 2.2 and 2.3: updated three year term of Agreement, ending September 30, 2021. Changed notification date to February 5, 2024.

Article 10 – Job Requirements: 10.3: For those lose clearance as a Paramedic, they may be required to activate EMT certification; and in such instances the employee will bear the cost of activating the EMT certification.

Article 17 – Grievance Procedure:

- 17.1, Step 1.: Added "A note will be made of this discussion in the station's daily log book, or provided to the department's record custodian." Also changed supervisor's oral response timeframe from six days to seven days.
- 17.1, Step 2 – 5, and 17.6: Changed timeframes from six days to seven days.

Article 20 – Promotion

- 20.1.K: Added "Education – Five percent (5%) of total assessment center points awarded for a degree in Fire Science or EMS, as well as a bachelor degree or higher in another subject area; two and one-half percent (2.5%) of total assessment center points for a two-year ~~or greater~~ degree in another subject area. Employees holding multiple degrees are only eligible for one (1) incentive."
- 20.4.C.2: Added "In the event the employee elects to revert to his/her previous rank, his/her pay will be computed as if they did not leave the previous rank (including all wage increases they would've earned during that timeframe), except that after computing the pay, his/her pay will be advanced one pay step in the pay plan as it exists the date they return to the previous rank."

Article 26 – Hospitalization and Life Insurance: 26.5: Updated sunset date to September 2024, to coincide with term of agreement.

Article 28 – Uniforms: 28.7: Added "Members serving in the department's Honor Guard shall receive reimbursement for dry cleaning of, and alterations to, their Honor Guard uniform, for actual expenses up to \$300 per fiscal year. Receipts will be submitted by the member to the department's administrative staff for processing of reimbursement."

Article 29 – Miscellaneous Employee Benefits: 29.1: Changed trip payment from \$4 to \$5 per one-way trip.

Article 30 – Tuition Reimbursement: Added one-time reopener.

Article 36 – Trade Time:

36.1.a): Added "An employee may request a waiver of this restriction. Such request shall be submitted in writing, in advance of the first trade, to the Fire Chief or designee."

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Article 38 – Leave of Absence:

- 38.14.A.: Deleted obsolete language.
- 38.14.B.: Deleted obsolete language.

Article 40 – Wages:

- 40.1.A: No COLA the first year of the contract.
- 40.1.B.: Pay range adjustment and adjustment to employee base pay, based on Sec. 2-66 of the Code of Ordinances, effective the beginning of the first full pay period in October 2022.
- 40.1.C.: Pay range adjustment and adjustment to employee base pay, based on Sec. 2-66 of the Code of Ordinances, effective the beginning of the first full pay period in October 2023.
- 40.1.E.: Sunset language on range movement and COLA adjustments.
- 40.2.A.1.: Added language enabling implementation of a new merit-based step plan, with slotting of employee pay into that plan by guaranteeing not less than a full pay step increase. This becomes effective January 10, 2022.
- 40.2.A.2: Added language enabling merit-based step increases, effective the beginning of the first full pay period in January 2023 and January 2024. Updated sunset verbiage.
- Deleted Transitional Wage Increase provision.
- 40.3: Changed title from Transitional Wage Increases to Promotions. Added promotional language guaranteeing a 5% increase if promoted before January 10, 2022; and guaranteeing slotting into the new pay range with not less than a 5% increase if promoted on or after January 10, 2022.
- 40.5: Changed “rate” to “base wages.” Updated to say “for actual time worked in this assignment, rounded to the nearest five minute interval.”
- 40.6.A.: Updated base rate increase language for achieving State of Florida paramedic certification. This increase will go from specified dollar amounts (annual increment, depending on pay grade) to “one pay step” if achieved on or after January 10, 2022.
- 40.6.B.: Updated language to provide for a decrease in accordance with 40.6.A., if paramedic certification is lost.
- 40.9: Changed “rate” to “base wages.”
- 40.11: Changed “rate” to “base wages.” Updated to say “for actual time worked in this assignment, rounded to the nearest five minute interval.”
- 40.13: Added 1.5% supplemental pay for employees assigned by the Fire Chief as Staffing positions.
- 40.16: Updated DROP language.

Article 41 – Hours of Work and Overtime Payment:

- 41.2.A): Updated description of average workweek to account for pension modifications relating to the 300-hour cap on pensionable overtime.
- 41.10: Changed standby pay from \$145/week to \$210/week.

Attachment II – Kelly Day Selection

Updated Section 3 to reflect K-day cycles for each year of the agreement.

Exhibit I – Pay Plan

Deleted old Pay Plans and re-labeled Pay Plan as “IAFF Pay Plan – October 4, 2021.”