

**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, 2018 – September 30, 2021**

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.

**Article 2 – Duration:** (2.2 and 2.3: updated three year term of Agreement, ending September 30, 2021)

**Article 8 – Management Rights:** Added one-time reopeners for paragraphs 8.2 and 8.3.

**Article 10 – Job Requirements:**

- 10.1: Added/deleted “Employees must have a valid Driver License, valid for driving emergency vehicles meet all other requirements set forth in the job description.”
- 10.2: Deleted “excluding the Driver License” and “Except for the Driver License...”

**Article 14 – Tobacco Use Prohibition:** 14.1.3.: Deleted obsolete section.

**Article 19 – Physical Fitness**

19.2: Deleted “third edition copyright © 1997, 1999, 2008.” Added “most current edition of the IAFF/IAFC Fire Service Joint Labor-Management Wellness-Fitness Initiative (WFI).”

19.5: Replaced “test” with “assessment.” Deleted budgeted total amount of awards money (not less than \$10,875), and moved that amount to paragraph 19.6.

19.6: Added budgeted total amount of awards money from 19.5 (\$10,875) to the Wellness-Fitness Initiative allocation (\$5,000), to show a total of \$15,875 for each year. Added “..., and to provide incentive awards money. This money shall be distributed as determined by the Department’s Physical Fitness Committee.”

**Article 20 – Promotion**

- 20.1.B: Added “With the exception of education, the Training Bureau will verify requirements for all internal candidates to participate (e.g. training, licenses, certificates).”
- 20.1.G: Deleted obsolete reference “~~Eight (8) sets of~~ relevant reference material will be available electronically...”
- 20.2.F: Deleted Driver/Operator assessment language and replaced with “... an Apparatus Pumping Section and an Apparatus Operations Section. The Pumping Section is 50% of the total raw score and the Operations Section is 50% of the total raw score. An average of 70% must be achieved in each the Pumping Section and the Operations Section to be eligible for the Promotional List.”
- 20.3.B: Deleted obsolete language referencing Fire Company Officer I.

**Article 24 – Union Activity and Business**

- 24.2.B: Added/deleted “Except for the IAFF National Convention and the FPF Convention of the State of Florida, Requests for the third individual to be off may be denied or revoked under the clear and present danger criteria if sufficient ~~manpower~~ staffing is not available as determined by the Fire Chief or ~~his~~ their designee, ~~which may include denial if all four vacation slots are in use.~~”

**Article 25 – Pensions**

- 25.2: Added “The parties mutually agree to the share plan as provided in Sec. 2-609. – Supplemental retirement program for firefighters.”
- Renumbered last sentence of 25.2 as NEW 25.3.

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**Article 26 – Hospitalization and Life Insurance:** Retitled to Health and Life Insurance

26.5: Updated sunset date to September 2021, to coincide with term of agreement.

**Article 27 – Protective Clothing and Equipment:** 27.1: Changed “One (1) protective hood” to “Two (2) protective hoods.”

**Article 28 – Uniforms:** 28.1.B): Deleted “Two (2) bed sheets,” “One (1) pillowcase,” and “Three (3) towels.”

**Article 33 – Vacations:**

- 33.1: Changed Rate of Accrual Per Year and Annual Leave Hours Earned for 40-hour employees as follows –

**40-Hour Employees**

<u>Years of Continuous Service</u>	<u>Rate of Accrual Per Year</u>	<u>Annual Leave Hours Earned</u>
1 to 5 years (1 mo. thru 59 mos.)	8 days	80 hours
5 to 10 years (60 mos. thru 119 mos.)	<del>9</del> <u>10</u> days <del>6</del> <u>hours</u>	<del>96</del> <u>100</u> hours
10 to 15 years (120 mos. thru 179 mos.)	12 days	120 hours
15 to 20 years (180 mos. thru 239 mos.)	<del>12</del> <u>14</u> days <del>8</del> <u>hours</u>	<del>128</del> <u>140</u> hours
20 years or more	16 days	160 hours

- 33.3: Changed Maximum Hours for 40-hour employees as follows –

**40-Hour Employees**

<u>Years of Continuous Service</u>	<u>Maximum Hours</u>
1 to 5	160
5 to 10	192
10 to 20	240
20 or more	<del>240</del> <u>280</u>

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**Article 38 – Leave of Absence**

NEW 38.13: Added Domestic/Sexual Violence Leave provision.

**Article 40 – Wages**

- 40.1.B: Eliminated pay range movement verbiage.
- 40.2.A: Inserted verbiage providing for a one-year merit increase. Employees with an overall performance rating of “Meets Expectations” or higher will be eligible for the increases summarized in the table below:

	<b>FY19 (October 2018)</b>
	Annualized base rate increase, limited by pay range maximum
<b>Firefighter</b>	\$1,600
<b>Fire Driver/Operator</b>	\$1,795
<b>Fire Lieutenant and Fire Inspector</b>	\$2,060
<b>Fire Captain and Fire Investigative Services Officer</b>	\$2,165

40.5.A: Added language providing for a \$1,100 annualized base rate increase, limited by the pay range maximum, for employees who possess or achieve paramedic certification during the term of the Agreement.

40.5.B: Added verbiage clarifying that loss of paramedic certification will result in reduction in pay by \$1,100/annualized.

Renumbered 40.5.C: Deleted “... and holding current clearance from the System Medical Director...” Deleted obsolete verbiage “... provided there shall be no decrease in paramedic pay for any cleared individual.”

NEW 40.13: Added verbiage providing for reopener of Article 40.

**Attachment I - Health Assessment Information**

Revised and updated Assessment Information. (Changes will enable utilization of LifeScan screening)

**Attachment III – 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 – Effective 10/8/2018.”