

**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, 2015 – September 30, 2018**

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, 2018)

Article 10 – Job Requirements

10.1: Deleted requirement for State of Florida Driver License and replaced with “valid Driver License.”

10.2: Added/deleted “~~Current~~ Except for the Driver License, employees will be provided the opportunity on the City’s time and at the City’s expense to ~~obtain and~~ maintain the job requirements in 10.1.” Deleted “The failure of a current bargaining unit member to comply with the above-listed job requirements will result in a reduction in pay of 2.5 % and the employee will be frozen at that pay until the required certifications are obtained.”

10.3: Deleted paragraph.

10.4: Deleted paragraph.

10.5: Renumbered to 10.3. Added “Should an employee holding a Paramedic certification decide to relinquish his/her certification or, if through action of the Medical Director or the State of Florida an employee loses the ability to practice as a Paramedic for the Gainesville Fire Rescue Department, the employee will be required to activate his/her EMT certification.”

10.6: Deleted paragraph.

10.7: Renumbered to 10.4.

10.8: Renumbered to 10.5.

Article 12 – Rules and Regulations

12.1: Deleted “January 1, 1984” and replaced with “at the time of ratification.”

Article 15 – Labor Management Board

15.1: “A Labor/Management ~~board~~ team consisting of the Fire Chief, ~~Labor Relations Specialist~~, Union President and Secretary-Treasurer shall meet at ~~least quarterly~~ mutually agreeable times to discuss ~~related~~ matters pertaining to, but not limited to, Fire Department needs, objectives, problems and productivity. A member of Human Resources may also attend team meetings as needed or as requested by the Labor Management Team.”

Article 20 – Promotion

- 20.1C: Added “During the term of this Agreement, the Union President and Fire Chief may mutually agree to modify the expiration date of the Driver/Operator and/or Lieutenant lists.”
- 20.1H: Deleted “Announcement for the next appropriate promotional process shall be stated when a new promotional list is posted.”
- 20.1J: “The City will ~~provide~~ offer the opportunity of GFR Driver-Operator and GFR Lieutenant training for employees to meet the promotional eligibility requirements.”
- NEW 20.1.M: Added “The parties recognize there is value in purposeful training and education. Furthermore and to that end, the parties agree to embrace the department’s Professional Development Model, which is designed to guide members in ongoing development.”
- 20.3B: Added “Effective with the Fall 2016 process, an employee must have State of Florida Certification as ‘Fire Officer II.’”
- 20.4: Added to the paragraph heading “Fire Training Captains, Fire Inspectors, and Fire Investigative Services Officers Promotions/New Hires”

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Article 26 – Hospitalization and Life Insurance

26.5: Updated sunset date to September 2018.

Article 29 – Miscellaneous Employee Benefits

29.2.B: Added/deleted “The City agrees to provide access to cable television to the employees and to permit the Union or its members to obtain and pay for the use of premium or other cable service on the television sets, except as provided hereafter. It is understood between the parties that the use of the television, as well as the cablevision services, will be within the current departmental rules and practice for television viewing and consistent with department policy.” Deleted “may not include HBO2 or any channels listed in the 7/98 COX programming choices under the heading of Premium Services or Pay-Per-View or similar programming. (See Attachment I).”

Article 30 – Tuition Reimbursement

30.1: “Tuition Reimbursement shall be administered in accordance with the applicable Human Resources Personnel Policy B-1, which was revised on 4/3/14.”

Article 33 – Vacations

33.2(b): “Where possible, up to ~~five (5)~~ six (6) members of the bargaining unit on each 24-hour shift may be on vacation at any given time; however, no more than three (3) Lieutenants from each shift at any one time. This number, ~~five (5)~~ six (6), may be reduced to ~~four (4)~~ five (5) members if for any shift where overtime will be incurred ~~the fifth (5th) slot creates overtime.~~” Deleted obsolete verbiage referencing 2009.

Article 40 – Wages

- 40.1.A: Eliminated General Increase verbiage.
- 40.1.D: Deleted reopener verbiage.
- 40.2: Added Merit Increase verbiage. Employees with an overall performance rating of “Meets Expectations” or higher will be eligible for the increases summarized in the table below:

	FY16		FY17		FY18	
	Annualized base rate increase, limited by pay range maximum		Annualized base rate increase, limited by pay range maximum		Annualized base rate increase, limited by pay range maximum	
Firefighter	\$1,400.00	0% Range Movement	\$1,450.00	1% Movement to Minimum and Maximum	\$1,500.00	Increase minimum to \$41,000, 1% Movement to Maximum
Fire Driver/Operator	\$1,650.00	2% Movement to Minimum and Maximum	\$1,800.00	0% Range Movement	\$1,950.00	0% Range Movement
Fire Lieutenant and Fire Inspector	\$1,900.00	2% Movement to Minimum and Maximum	\$1,950.00	0% Range Movement	\$2,000.00	0% Range Movement
Fire Captain and Fire Investigative Services Officer	\$1,900.00	2% Movement to Minimum and Maximum	\$1,950.00	0% Range Movement	\$2,000.00	0% Range Movement

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Attachment I – Cox Cable Programming Choices

Deleted attachment.

Attachment II - Annual Health Assessment, Five-Year Physical, and Voluntary Vaccinations/Immunizations

Renumbered to Attachment I

Attachment III – Kelly Day Selection

Renumbered to Attachment II.

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

Exhibit I – Pay Plan

Deleted old Pay Plans and added updated Pay Plans to correspond to each year of the agreement.