

**Changes to the Labor Agreement Between the City of Gainesville and
the International Association of Firefighters, District Chiefs Unit, Local 2157
Effective October 1, 2014 – September 30, 2017**

These changes to the 2014 – 2017 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 October 30, 2014. Where necessary, dates, policy references, and article reference numbers were changed throughout the entire Agreement.

Article 1 – Recognition (1.1: Updated Public Employees Relations Commission Certification number to 1249)

Article 2 – Duration (2.2 and 2.3: updated three year term of Agreement, ending September 30, 2017)

Article 8 – Management Rights (8.3: deleted “or his/her designee)

Article 22 – Uniforms, Protective Clothing, and Equipment (22.3: updated three year term of Agreement, ending September 30, 2017)

Article 23 – Tuition Reimbursement

23.1: Added “Tuition Reimbursement shall be administered in accordance with City Of Gainesville Human Resources Policy B-1, which was revised on 4/3/14.”

Article 24 – Holidays

- 24.1.B: Added “Whenever the actual holiday falls on a Saturday, it will be observed the Friday before; whenever the actual holiday falls on a Sunday, it will be observed the Monday after.”

Article 26 – Sick Leave

26.3: To coincide with changes adopted in the Consolidated Pension ordinance: In all places where October 31, 2013 appeared, replaced with December 31, 2013. In all places where November 1, 2013 appeared, replaced with January 1, 2014.

Article 27 – Bereavement Leave

27.1: Deleted entire paragraph, and replaced with –

In the event of death in an employee’s immediate family, he/she shall be granted leave for five (5) calendar days (no less than one (1) or more than two (2) work days for 52-hour employees and not less than three (3) or more than four (4) work days for 40-hour employees shall be used as paid Bereavement Leave at the Fire Chief’s discretion). The Fire Chief or designee may grant additional leave as appropriate.

All other time in addition to bereavement leave as described above and any bereavement leave granted in the event of the death of a relative, other than those in the immediate family, shall be charged to Sick Leave or Annual Leave (Vacation) for immediate family and Annual Leave (Vacation) for all others. The employees shall be required to furnish to the Public Employer such information as may be requested for the proper administration of this Article.

New 27.2: For the purpose of this Article, the following relationships shall be considered immediate family: the employee's father, mother, foster parent, brother, sister, spouse, certified or registered domestic partner, current father-in-law, father of current certified or registered domestic partner, current mother-in-law, mother of current

certified or registered domestic partner, natural grandparents and children holding the following relationships with the employee, the employee’s spouse, or the employee’s current certified or registered domestic partner natural, adopted, or stepchild(ren), or a child for whom the person has been appointed legal guardian or legal custodian.

New 27.3: Employees taking Bereavement Leave shall be compensated at their regular straight time hourly rate of pay as set forth on the applicable salary schedule for the time off work.

New 27.4: Bereavement leave must be taken within 5 days of the death or funeral.

Article 32 – Wages

- 32.1.A.: Modified language to provide for increase of 3% to pay range maximum. Added language providing for a Merit Increase of 2% of an eligible employee’s base pay, effective January 2016.
- 32.1.B.: Added language providing for a Merit Increase of 2% of an eligible employee’s base pay, effective January 2017.
- 32.5: Deleted/Added “Employees holding a current and valid State Paramedic Certification and holding current clearance from the System Medical Director shall receive supplemental paramedic pay ~~in accordance with City of Gainesville Policy Number 38, Paragraph III~~ at a rate of ten percent (10%) of their current base wages.”
- 32.6.C.: Changed paragraph “32.7” to “32.6”.

Article 33 – Hours of Work

33.4: Updated the pay rate provided for covering a shift vacancy, from \$43.7634 to \$48.9425, and added a formula for determining the rate of pay: “(Maximum hourly rate for a 52-hour Lieutenant + supplemental Paramedic pay + Out of Class pay) X 1.5.”

Article 36 – Entire Agreement

36.3: Deleted entire paragraph.

Attachment A – District Chiefs Pay Plan

	Effective 10/3/11 10/13/14		
	Minimum	Midpoint	Maximum
Annual Salary	\$65,882.98	\$82,353.46 <u>\$83,835.82</u>	\$98,823.93 <u>\$101,788.65</u>