

**Agreement between the International Association of Firefighters – District  
Chiefs Local 2157 and the City of Gainesville  
October 1, 2008 – September 30, 2011  
Executive Summary**

This Agreement has been reached through negotiations between the International Association of Firefighters – District Chiefs Local 2157 and the City of Gainesville, and was ratified by the International Association of Firefighters – District Chiefs Local 2157 on October 9, 2008. This Agreement extends the current Collective Bargaining Agreement through September 30, 2011.

Fiscal Impact Items Negotiated:

**Article 18 – Miscellaneous Employee Benefits**

Continue same allowance received in Fiscal Year 2007-2008:

- Uniform Maintenance - \$560.00 each year of the agreement

**Article 27 – Wages**

Effective the first full pay period in October 2008, January 2010 and January 2011, employees covered by this Agreement being paid within the pay range of their appropriate classification shall receive a Transitional Wage Increase as reflected below:

October 2008	January 2010	January 2011
3.54% of the range maximum	3.72% of the range maximum	3.44% of the range maximum

Effective January 2010, the District Chief of Special Operation, on the payroll at the time of ratification, shall receive a one-time increase of 1.5% of his/her base pay rate.

After the first full pay period in January, 2011, a discretionary one-time lump sum payment may be provided if such funds are made available in the FY 2011 budget by the City Manager and City Commission.

- The funds approved shall not exceed 1.5% of the total base pay of the employees.
- Any individual employee shall not receive a Payment of more than 2.5% of this/her base pay rate

Effective October 1, 2008, employees on payroll at the time of ratification who successfully complete the Executive Fire Officer Program (EFOP) shall have their individual rate of pay increased by \$1,100. **This is a \$100.00 increase from the 2007-2008 rate.**

Employees covered by this Agreement shall receive a wage increase if such increase is necessary to have their base pay rate two (2) percent higher than any employee's base pay rate immediately following promotion to Fire District Chief.

**Article 33 – Hours of Work**

If the City decides to fill a 52-hour District Chief shift vacancy with an employee covered by this Agreement, the City shall compensate the employee for hours worked during this assignment at a rate equivalent to time and one-half the District Chief's hourly rate of his/her annual base salary up to the flat rate. **This is a change from the 2007-2008 compensation structure which was a 3-tier system based on years of service.** The flat rates are reflected below.

October 2008	October 2009	October 2010
\$43.7634	44.6388	45.5316