

**Changes to the Labor Agreement Between the City of Gainesville and
the International Association of Firefighters, Local 2157
Effective October 1, 2011 – September 30, 2012**

These amendments to the 2009 – 2012 Agreement have been reached through negotiations between the International Association of Firefighters (IAFF) and the City of Gainesville, and were ratified by the IAFF November 13-15, 2013.

Article 19 – Physical Fitness

19.6: Deleted/added “~~Either party may reopen this paragraph (19.6) for negotiations prior to April 1, 2011 to determine funding.~~ The Department will be allocated \$5,000 for each year of the Agreement in order to meet the objectives of the Wellness-Fitness Initiative in addition to money budgeted in Article 19.5 above.”

Article 25 – Pensions (changes to be implemented January 1, 2014)

IAFF Pension - Summary of Benefit Changes

	<u>Current</u>	<u>New*</u>	<u>Not retirement eligible</u>	<u>Retirement eligible</u>
Normal retirement	20 yrs	25 yrs	No change	No change
Early Retirement	Rule of 70	No change	No change	No change
Multiplier	2.625%	2.5%	2.5%, prospectively	2.5%, prospectively
COLA	2% > 25 yrs @ age 55 >20<25 @ age 62	No change	No change	No change
Rule of 70 COLA	2% @ age 62	No Change	No change	No change
FAE	36 months no max OT	36 months max 300 hrs OT	36 months max 300 hrs OT	36 months max 300 hrs OT
DROP Period	5 yrs @ 25 yrs svc	No change	No change	No change
DROP return	5.5%	No change	No change	No change
Employee Contribution	7.5%	9%	9%	9%

*New = Employees hired after the date of implementation (1/1/14).

Note – Chart does not reflect changes to Ch. 185 impacting use of vacation/sick leave.

Article 34.10 (b), (c), and (d) – Sick Leave

- 34.10(b): Added/deleted language to comply with statutory limit on sick leave that can be used in the calculation of pension benefits.
- 34.10(c): Eliminated old section (c).
- 34.10(d): Added/deleted language to comply with statutory limit on sick leave that can be used in the calculation of pension benefits upon entry into the Deferred Retirement Option Program (DROP). Re-numbered to new 34.10(c).
- 34.10 (e): Re-numbered to new 34.10(d).

Article 40 – Wages

40.1.A.: Added language providing for a lump sum payment equal to 2% of an employee’s base pay, based on rate in effect on October 10, 2011. Updated sunset date on increases to September 30, 2012.