

**AGREEMENT**

This Agreement is entered into this 25<sup>th</sup> of February 2001, between the CITY OF GAINESVILLE (City) and the INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL NO.2157.\*

**Article 2**  
**Duration**

The parties agree to extend the duration of this agreement to September 30, 2003.

**Article 40**  
**Wages**

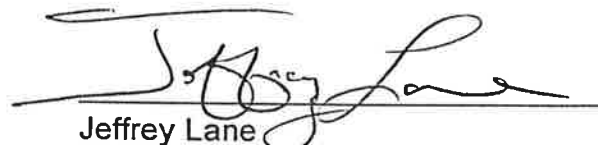
The parties agree to the language contained in the City's proposal of February 5, 2001.

This language shall become effective on October 1, 2001, or the date of final ratification, whichever is later, unless otherwise specified in the agreed upon articles.

THE CITY OF GAINESVILLE, FLORIDA

INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS, LOCAL 2157

\_\_\_\_\_  
Wayne Bowers  
City Manager

  
\_\_\_\_\_  
Jeffrey Lane  
President

\_\_\_\_\_  
Charlie Hauck  
Senior Assistant City Attorney  
As to Form and Legality

\* Date ratified by last party.

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**ARTICLE 2**  
**DURATION**

- 2.1 This Agreement and its appendages constitute the complete Agreement between the parties.
- 2.2 Upon ratification by the Union and the City Commission, this Agreement shall remain in effect until September 30, ~~2002~~2003.
- 2.3 This Agreement shall be automatically renewed from year-to-year after September 30, ~~2002~~2003, unless either party notifies the other, in writing, prior to April 1st of the expiration year, that it desires to modify this Agreement. Such notification shall include the titles and sections of the articles the parties wish to re-negotiate. Party receiving notification shall respond in kind within fifteen (15) days.
- 2.4 This Agreement shall remain in full force and effect during the period of negotiations for a modification of this Agreement.

1 **ARTICLE 40**

2 **WAGES**

3 40.1 A. Upon ratification, All employees covered by this Agreement being paid  
4 within the pay range of their appropriate classifications, shall have their rates  
5 of pay advanced a general increase of seven and one half percent (7.5%) of  
6 their individual rates of pay to the next step effective with the first full pay  
7 period next after in October 1, 19992001, provided such increase shall not  
8 exceed the maximum pay rate for the classification. At the same time, the  
9 pay ranges shall be adjusted as reflected in Exhibit I.

10 B. Effective on the first full pay period in October 2002, employees covered by  
11 this agreement being paid within the pay range of their appropriate  
12 classifications shall have a general increase of three percent (3%) of their  
13 individual rates of pay and at the same time the pay ranges shall be  
14 adjusted as reflected in Exhibit I.

15 ~~Upon ratification, employees covered by this Agreement being paid within~~  
16 ~~the pay range of their appropriate classification, shall have their rates of pay~~  
17 ~~increased effective with the first full pay period next after October 1, 1999 as~~  
18 ~~follows, provided that such increase shall not exceed the maximum pay rate~~  
19 ~~for the classification:~~

20 ~~Firefighter Three percent (3%);~~

21 ~~Fire Driver/Operator Four percent (4%); and~~

22 ~~Fire Lieutenant Four and one half percent (4½%) (including Fire~~  
23 ~~Investigative Services Officer, Fire Inspector and Fire Training~~  
24 ~~Specialist).~~

1 ~~This article shall be automatically open for negotiations after July 1, 2000.~~  
2 ~~This article may also be opened by either party anytime after March 1, 2000,~~  
3 ~~with thirty (30) days written notice to the other party.~~

4 C. An employee entering a DROP may elect to forego receipt of any future  
5 general salary increases effective after entry into the DROP, for as long as  
6 the employee is participating in the DROP, as provided in Article VII, Division  
7 3, of the Code of Ordinances:-

8 A Consolidated Pension Plan member who has elected to receive  
9 Longevity payments rather than general increases (COLA) must, in  
10 order to enter and continue to participate in the Deferred  
11 Retirement Option Program (DROP), forego receipt of all general  
12 salary increases (COLA) effective after the member's entry into the  
13 DROP. This member must, in order to enter and continue to  
14 participate in the DROP, forego receipt of all merit increases after  
15 the member's entry into the DROP to the extent such increase  
16 would result in the member's base salary exceeding the top of the  
17 salary range of the regular classification the member was in, as it  
18 existed when the member entered the DROP. Such participants in  
19 the DROP remain eligible to receive a promotional increase, but  
20 subsequent merit increases would be limited as described above.

21 D. Upon ratification by the City Commission, those employees on the payroll  
22 February 6, 7 and 8, 2002 (Union ratification dates) shall be eligible to be  
23 paid a lump sum amount calculated as follows: an eligible employee who  
24 has entered the DROP on or before February 5, 2002, shall receive \$500.  
25 All other eligible employees shall receive an amount equal to four percent  
26 (4%) of the employee's base wages earned in FY2001 (October 1, 2000 –  
27 September 30, 2001).

28 40.2 A. ~~Salary (merit) increases within an established pay grade shall be paid, in~~  
29 ~~2½% step increments, in accordance with current procedures (maintenance~~

1 of pay plan). Effective October 1, 2001 through September 30, 2002, merit  
2 increases shall be as follows:

3 Firefighters – 2.5% of current salary

4 Driver/Operators – 3% of range maximum

5 Fire Lieutenant – 3.5% of range maximum

6 Fire Investigative Services Officer – 3.5% of range maximum

7 These merit increases within an established pay grade (see Exhibit I) shall  
8 be limited only by the range maximum based on satisfactory performance.  
9 Employees in classifications of Driver/Operator, Fire Lieutenant and Fire  
10 Investigative Services Officer shall be entitled to only one merit increase  
11 based on range maximum during the term of this Agreement except in cases  
12 of outstanding and meritorious service increases as and when authorized  
13 under City Personnel Policy 4.

14 B. Effective October 1, 2002, merit increases within an established pay grade  
15 (see Exhibit I) shall be at 2.5% of current salary, limited only by the range  
16 maximum based on satisfactory performance. There shall be no merit  
17 increases after September 30, ~~2002-2003~~ unless and until there is a new  
18 Agreement in effect providing for such increases.

19 40.3 Twenty-four hour shift personnel who have been assigned to Fire Prevention  
20 shall receive compensation at the appropriate rate of pay.

21 40.4 Employees covered by this Agreement who work in a higher classification  
22 for at least 12-hours in a shift shall be paid ten (10%) percent above their  
23 current rate.

24  
25 In the event that a person filling any portion of a 12 or more hour out-of-class  
26 assignment was absent during such time due to the use of Union Pool Time  
27 hours, the two persons filling such out-of-class assignment shall share their  
28 appropriate portion of the out-of-class pay based upon their rate of pay.  
29 Under no circumstances shall the total amount of out-of-class pay that is  
30 paid exceed that attributable to the number of hours worked.

1 40.5 Upon ratification, effective October 1, ~~1999~~2001, employees holding a  
2 current and valid State Paramedic Certification and holding current  
3 clearance from the System Medical Director shall receive supplemental  
4 paramedic pay as follows: \$225 per month

- 5 • 0 to 5 years - \$2,700 annually (\$225 monthly)  
6 1 through 59 months)
- 7 • 5 to 10 years - \$3,870 annually (\$322.50 monthly)  
8 60 through 119 months)
- 9 • 10 years (120 months) and above - \$1,000 additional incentive, as a  
10 lump sum, is available based on performance criteria established by  
11 the department. The Union shall have the right to discuss changes, to  
12 this performance criteria thirty (30) days prior to implementation. The  
13 lump sum will be paid in the month of September at the end of the  
14 fiscal year of qualification.

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16 Note: Supplemental Paramedic Pay is based on consecutive years of  
17 Paramedic clearance; not years of service.

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19 Determination of years of cleared status shall be continuous. A paramedic  
20 who loses clearance from the Medical director for a period of more than  
21 ninety (90) days shall have their qualifying time for supplemental  
22 paramedic pay restarted at the beginning (0 – 5 year level). A paramedic  
23 who voluntarily drops his/her clearance for more than 365 days shall  
24 restart his/her clearance eligibility at the 0 – 5 year level for all  
25 supplemental paramedic pay.

26 ~~Effective ninety (90) days from the date of ratification of this Agreement,~~  
27 ~~a~~Any paramedic who is not cleared shall not receive this monthly  
28 supplement, provided that he or she has had the opportunity to obtain  
29 cleared status on City time and at City expense.

- 1 40.6 Employees who are required to be paramedics, in accordance with 10.3 of  
2 Article 10, shall upon request be permitted to seek relief from said  
3 requirement from the Department Medical Director.
- 4 40.7 If the City Commission determines that fire inspections are to be performed  
5 on a department-wide basis by fire companies, \$50.00 per month shall be  
6 re-instated for the duration of the current labor agreement. Company fire  
7 inspections will be conducted from 8:00 a.m. to 5:00 p.m., Monday through  
8 Friday, and Saturdays until 11:30 a.m.
- 9 40.8 Lieutenants while assigned to Training shall be paid 5% above their current  
10 rate.
- 11 40.9 All persons in the Fire Department in the classification of Fire Inspector  
12 holding a current and valid Police Officer certification shall be paid an  
13 incentive of five percent (5%) of his/her base wages while so employed.
- 14 40.10 Certified HazMat Technicians assigned to the HazMat team (currently  
15 assigned as Engine 2 and Tower 2) shall be paid an incentive of two and  
16 one-half percent (2½%) of their base wages for hours worked in this  
17 assignment.
- 18 ~~40.11 The City and IAFF will meet for the purpose of mutually agreeing to the~~  
19 ~~vendor and criteria for a salary survey. The survey is to be completed by~~  
20 ~~July 1, 2000. If the parties cannot agree on a vendor, the City shall make the~~  
21 ~~selection. If the parties cannot agree on criteria, the vendor shall consider,~~  
22 ~~at least, the criteria applicable to a special master as outlined in Florida~~  
23 ~~Statute.~~
- 24 40.11 Employees hired on or after April 1, 2002, shall be required to have and  
25 maintain a direct deposit account for the purpose of receiving their  
26 employment compensation.

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9 B. Effective on the first full pay period in October 2002, employees covered by  
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9           September 30, 2001).

10 40.2 A.    Effective October 1, 2001 through September 30, 2002, merit increases  
11           shall be as follows:

- 12                   Firefighters – 2.5% of current salary
- 13                   Driver/Operators – 3% of range maximum
- 14                   Fire Lieutenant – 3.5% of range maximum
- 15                   Fire Investigative Services Officer – 3.5% of range maximum

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18           Employees in classifications of Driver/Operator, Fire Lieutenant and Fire  
19           Investigative Services Officer shall be entitled to only one merit increase  
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21           of outstanding and meritorious service increases as and when authorized  
22           under City Personnel Policy 4.

23           B.     Effective October 1, 2002, merit increases within an established pay grade  
24           (see Exhibit I) shall be at 2.5% of current salary, limited only by the range  
25           maximum based on satisfactory performance. There shall be no merit  
26           increases after September 30, 2003, unless and until there is a new  
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1           Determination of years of cleared status shall be continuous. A paramedic  
2           who loses clearance from **the** Medical director for a period of more than  
3           ninety (90) days shall **have** their qualifying time for supplemental  
4           paramedic pay restarted at **the** beginning (0 – 5 year level). A paramedic  
5           who voluntarily drops his/her clearance for more than 365 days shall  
6           restart his/her clearance eligibility at the 0 – 5 year level for all  
7           supplemental paramedic pay.

8           Any paramedic who is not cleared shall not receive this monthly supplement,  
9           provided that he or she has **had** the opportunity to obtain cleared status on  
10          City time and at City expense.

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12          Article 10, shall upon request be permitted to seek relief from said  
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16          re-instated for the duration of the current labor agreement. Company fire  
17          inspections will be conducted from 8:00 a.m. to 5:00 p.m., Monday through  
18          Friday, and Saturdays until 11:30 a.m.

19 40.8       Lieutenants while assigned to Training shall be paid 5% above their current  
20          rate.

21 40.9       All persons in the Fire Department in the classification of Fire Inspector  
22          holding a current and valid Police Officer certification shall be paid an  
23          incentive of five percent (5%) of his/her base wages while so employed.

24 40.10      Certified HazMat Technicians assigned to the HazMat team (currently  
25          assigned as Engine 2 and Tower 2) shall be paid an incentive of two and  
26          one-half percent (2½%) of their base wages for hours worked in this  
27          assignment.

28 40.11      Employees hired on or after April 1, 2002, shall be required to have and  
29          maintain a direct deposit account for the purpose of receiving their  
30          employment compensation.

City of Gainesville  
2001 - 2002 Pay Plan

**IAFF**

Effective 10/1/2001

F1		
	Without EMT	With EMT
Annual Salary	\$24,733.98	\$26,034.48
Hourly - 52	\$9.1472	\$9.6281
Hourly - 40	\$11.8913	\$12.5166
<b>7023 - Firefighter, Non-Certified</b>		

F1			
	Minimum	Midpoint	Maximum
Annual Salary	\$30,600.00	\$36,000.00	\$41,400.00
Hourly - 52	\$11.3166	\$13.3136	\$15.3107
Hourly - 40	\$14.7115	\$17.3077	\$19.9038
<b>7021 - Firefighter, Certified</b>			

F2			
	Minimum	Midpoint	Maximum
Annual Salary	\$36,805.00	\$43,300.00	\$49,795.00
Hourly - 52	\$13.6113	\$16.0133	\$18.4153
Hourly - 40	\$17.6947	\$20.8173	\$23.9399
<b>7005 - Fire Driver/Operator</b>			

F3			
	Minimum	Midpoint	Maximum
Annual Salary	\$39,525.00	\$46,500.00	\$53,475.00
Hourly - 52	\$14.6172	\$17.1967	\$19.7763
Hourly - 40	\$19.0024	\$22.3558	\$25.7091
<b>7009 - Fire Lieutenant</b>			
<b>7027 - Fire Inspector</b>			
<b>7017 - Fire Training Specialist</b>			

F4			
	Minimum	Midpoint	Maximum
Annual Salary	\$41,836.00	\$49,219.00	\$56,602.00
Hourly - 52	\$15.4719	\$18.2023	\$20.9327
Hourly - 40	\$20.1135	\$23.6630	\$27.2125
<b>7007 - Fire Investigative Services Officer</b>			

City of Gainesville  
2002 - 2003 Pay Plan

**IAFF**

Effective 10/14/2002

F1	Without EMT	With EMT
Annual Salary	\$25,476.00	\$26,815.51
Hourly - 52	\$9.4216	\$9.9170
Hourly - 40	\$12.2481	\$12.8921
<b>7023 - Firefighter, Non-Certified</b>		

F1	Minimum	Midpoint	Maximum
Annual Salary	\$31,518.00	\$37,080.00	\$42,642.00
Hourly - 52	\$11.6561	\$13.7130	\$15.7700
Hourly - 40	\$15.1529	\$17.8269	\$20.5010
<b>7021 - Firefighter, Certified</b>			

F2	Minimum	Midpoint	Maximum
Annual Salary	\$37,909.15	\$44,599.00	\$51,288.85
Hourly - 52	\$14.0197	\$16.4937	\$18.9678
Hourly - 40	\$18.2256	\$21.4418	\$24.6581
<b>7005 - Fire Driver/Operator</b>			

F3	Minimum	Midpoint	Maximum
Annual Salary	\$40,710.75	\$47,895.00	\$55,079.25
Hourly - 52	\$15.0558	\$17.7126	\$20.3695
Hourly - 40	\$19.5725	\$23.0264	\$26.4804
<b>7009 - Fire Lieutenant</b>			
<b>7027 - Fire Inspector</b>			
<b>7017 - Fire Training Specialist</b>			

F4	Minimum	Midpoint	Maximum
Annual Salary	\$43,091.08	\$50,695.57	\$58,300.06
Hourly - 52	\$15.9361	\$18.7484	\$21.5607
Hourly - 40	\$20.7169	\$24.3729	\$28.0289
<b>7007 - Fire Investigative Services Officer</b>			