

**Changes to the Labor Agreement Between the City of Gainesville and
the International Association of Firefighters, Professional Firefighters Unit, Local 2157
Effective October 1, 2012 – September 30, 2015**

These changes to the 2012 – 2015 Agreement have been reached through negotiations between the International Association of Firefighters (IAFF) and the City of Gainesville, and were ratified by the IAFF on November 13 - 15, 2013. 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, 2015)

Article 18 – Health and Safety

18.6: Deleted paragraph.

Article 19 – Physical Fitness

19.1: Deleted “A member appointed by Risk Management shall Chair the Committee, but shall serve as a non-voting member.”

Article 20 – Promotion

- 20.1D: Deleted “except for promotions to the rank of Lieutenant which will be done in accordance with paragraph “20.3D” below.”
- 20.1G: Added/deleted “Eight (8) sets of relevant reference material will be available maintained electronically on the department website and two (2) sets will be maintained in the Fire Department Training Bureau Office. ~~This material~~ two (2) printed sets will be available for checkout...”
- 20.1H: Added/deleted “Announcements of promotional exams will be posted electronically, to include notification to members through employee email at all stations thirty (30) days prior to the closing date for applications.”
- 20.3J: Added/deleted “The City will provide GFR Driver-Operator and GFR Lieutenant the necessary in-service training for employees to meet the promotional eligibility requirements.” Deleted “All employees will be given at least two (2) chances to obtain the EMT Certifications.”
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Article 26 – Hospitalization and Life Insurance

26.5: Updated sunset date to September 2015. Deleted “This Subsection 26.5 shall be null and void on September 30, 2012. However, either party may reopen this Subsection 26.5 for negotiation with a thirty- (30-) day written notice.”

Article 33 – Vacations

33.3: Added language providing for conversion of vacation hours for those transferring from shift to days, and from days to shift.

Article 34 – Sick Leave

34.10A: Added language providing for annual cash out of up to forty (40) hours of sick leave, as well as cash out of sick leave upon exit from the DROP, subject to existing end of career limits.

Article 39 – Military Leave (updated article to comply with statutory changes and to track with other City CBAs)

- 39.1: Added/deleted “The City Manager ~~may~~will grant a ~~permanent employee~~ a leave of absence ~~without pay of up to one (1) year or four (4) years for to any regular employee called to active military service or state active duty in accordance with applicable law.~~ Deleted “Leaves of absence greater than the above limits must be approved by the City Commission.”
- 39.2: Added/deleted “The City ~~will~~shall grant a military leave of absence with pay to any employee presenting proper orders calling him called to temporary active or inactive duty for annual training purposes with a reserve unit of the United States Army, Navy, Marine Corps, Air Force, Coast Guard or at the National Guard or a reserve unit of the United States, or for attending evening or weekend military annual training which conflicts with his/her work schedule. Time off shall be granted for the purpose of attending the annual military training ~~Unit for a period not exceeding seventeen (17) days to exceed two hundred forty (240) hours in any one calendar year. For purposes of shift employee computation, this will constitute 204 hours.~~”
- 39.3: Deleted numbering of paragraph 39.3. Deleted/added “~~The employee shall be entitled to leave of absence from his respective duties without loss of pay for such time as he is on temporary active duty for training purposes.~~ The military leave of absence under this paragraph in no way affects his/her annual vacation leave.”
- 39.4: Renumbered to 39.3. Added “... active military service (not annual training) or State active duty...”
- 39.5 through 39.8: Renumbered to 39.4 through 39.7.

Article 40 – Wages

- 40.1.A.: Added language providing for a four percent (4%) base rate increase, subject to range maximum, excluding DROP participants, based on employee’s base rate of pay effective October 1, 2012.
- 40.1.B.: Added language providing for a one and one-half percent (1½%) increase to all pay range maximums, and a one and one-half percent (1½%) base rate increase (subject to range maximum, excluding DROP participants, based on employee’s base rate of pay effective October 14, 2013).
- NEW 40.1.D.: Added “Either party may reopen this paragraph (40.1) during the month of April 2014. There shall be no pay increases after September 30, 2015 unless and until there is a new Agreement in effect providing for such increases.”
- 40.2.A.: Changed dates to “October 1, ~~2009~~2012 through September 30, ~~2010~~2014” and “September 30, ~~2012~~2014.”