

ARTICLE 38**LEAVE OF ABSENCE****38.14 Paid Parental Leave**

Employees covered by this Agreement shall be eligible for Paid Parental Leave in accordance with HR Policy L-2: General Leave Policies. Covered events occurring on or after October 24, 2019 shall qualify an employee for Paid Parental Leave absence. In addition, in the event an employee experienced a covered event prior to October 24, 2019, he/she shall be eligible for Paid Parental Leave for any remaining balance of the twelve weeks following the covered event.

ARTICLE 40**WAGES****40.1 General Increases and Range Movement**

- A. There shall be no General Increases during the term of this Agreement, and no General Increases after the expiration of this Agreement unless and until there is a new Agreement in effect providing for such increases.
- B. ~~There shall be no pay range movement during the term of this Agreement~~Effective the beginning of the first full pay period in October 2019, pay ranges shall be adjusted as provided in Exhibit 1 below. There shall - ~~be, and~~ no pay range movement after the expiration of this Agreement unless and until there is a new Agreement in effect providing for such ~~increases~~movement.
- C. An employee entering the Deferred Retirement Option Program (DROP) may elect to forego receipt of any future general salary increases effective after entry into the DROP, for as long as the employee is participating in the DROP, as provided in Article VII, Division 3, of the Code of Ordinances:

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

13
14 40.2 Merit or Performance – Based Increases

15 A. Effective the ~~beginning of the first full pay period in October 2018~~dates
16 listed in Table 1 below, employees who are not eligible for Transitional
17 Wage Increases (see section 40.3), who have completed an **initial**
18 probationary period and whose overall performance rating for the prior
19 rating period is Meets Expectations or higher shall receive a base rate
20 increase as provided in ~~the t~~Table 1 below, limited by the pay range
21 maximum.

22 ~~Employees whose individual base rate prior to the increase is less than~~
23 ~~the amount provided in the table from the range maximum, shall have~~
24 ~~their base rate increased to the maximum of the range, as necessary,~~
25 ~~and shall receive a one-time, non-pensionable, lump sum payment for~~
26 ~~that portion that is above the range maximum. Lump sum payments~~
27 ~~shall not be included as base pay.~~

28 In the event an employee, who is otherwise eligible, did not complete
29 his/her **initial** probationary period during the prior rating period, the
30 employee shall become eligible upon satisfactory completion (Meets
31 Expectations or higher) of his/her **initial** probationary period. Payment

1 in those instances shall be made prospectively from the first full pay
2 period following completion of the *initial* probationary period.

3

	FY19 (October 2018)
	Annualized Base Rate Increase
Firefighter	\$1,600
Fire Driver/Operator	\$1,795
Fire Lieutenant and Fire Inspector	\$2,060
Fire Captain and Fire Investigative Services Officer	\$2,165

4
5 **Table 1**

<u>Contract Year</u>	<u>Amount</u>	<u>Effective Date*</u>
<u>October 1, 2019 to September 30, 2020</u>	<u>2%</u>	<u>October 5, 2020</u>
<u>October 1, 2020 to September 30, 2021</u>	<u>2½%</u>	<u>January 11, 2021</u>

6 *Prospective upon completion of probationary period

7 These merit increases within an established pay grade (see Exhibit I) shall be
8 limited only by the range maximum based on satisfactory performance.

9 Except as provided in 40.3.B. below, there shall be no Merit Increases
10 after September 30, 2019-2021 unless and until there is a new
11 Agreement in effect providing for such increases.

12 B. For regular (non-probationary) employees, the review period is a one-
13 year period from October 1 through September 30.

1 C. Employees may be eligible for Special Merit Awards as authorized
2 under City Human Resources Policy – Performance-Based Merit
3 Awards.

4 40.3 Transitional Wage Increases

5 A. Upon ratification of this amendment, employees covered by this
6 Agreement shall have their years in position (YIP) computed to the
7 nearest 1/100th as of October 1, 2019. This value shall serve as the
8 basis for determining an employee’s Market Threshold and the total
9 value of his/her Transitional Wage Increase. Market Threshold shall be
10 computed as follows:

- 11 • (New pay grade midpoint – new market minimum) ÷ 7 = value of
12 one full year in position (YIP).
- 13 • In computing the Market Threshold, ‘new market minimum’ shall
14 mean the 9/20/21 minimum shown in Exhibit 1.
- 15 • Employee’s YIP x value of one full year in position = Market
16 Threshold, limited by the new pay grade midpoint.

17 B. Employees hired on or after September 29, 2019 shall not be eligible
18 for Transitional Wage Increases described in this paragraph (40.3).
19 Employees hired on or after September 29, 2019 shall only be eligible
20 for Merit Increases, or an increase to the new fiscal year minimum,
21 whichever is greater, on October 5, 2020, depending on date of hire,
22 as described in section 40.2 above. The merit increase will be
23 prospective upon satisfactory completion of probation, and/or on
24 January 11, 2021 (for satisfactory rating for Fiscal Year 2020).
25 Employees hired on or after October 5, 2020 shall not be eligible for
26 increases provided in this paragraph (40.3).

27 C. Except as provided in 40.3.E. below, an eligible employee’s
28 Transitional Wage Increase shall be equal to the difference between
29 his/her base salary as of October 1, 2019, and his/her Market
30 Threshold, limited by the new pay grade midpoint, as described in
31 Exhibit 1.

1 D. The Transitional Wage Increase, if any, will be added to any eligible
2 employee's base rate of pay in three installments, as provided in
3 Table 1.

4 E. In the event an otherwise eligible employee's initial computed
5 installment of the Transitional Wage Increase is less than 4% of
6 their individual base rate of pay, he/she shall receive a base rate
7 increase equal to 4% for the first installment. In addition, such
8 employees shall receive base rate increases as provided in Table
9 2.

10 F. There shall be no Transitional Wage Increases after September
11 2021, and no Transitional Wage Increases beyond the term of this
12 Agreement, unless and until there is an Agreement in effect
13 providing for such increases.

14 G. Employees who are eligible for a Transitional Wage Increase, and
15 who promote during the period of implementation (October 7, 2019
16 to September 20, 2021), shall remain eligible for and shall continue
17 to receive Transitional Wage Increases on the same dates and in
18 the same amounts they would receive such increases had they not
19 promoted, so long as the promotion is to another bargaining unit
20 classification. For example, a Driver/Operator who is due to receive
21 Transitional Wage Increases, and who promotes to Lieutenant in
22 April 2020, shall receive Transitional Wage Increases on October 5,
23 2020 and September 20, 2021, in the same amounts he/she was
24 due to receive when initially computed, based on his/her pay, Years
25 In Position, and new range as of October 1, 2019.

26
27
28
29 Table 2
30

<u>Transitional Wage Increases</u>	<u>Effective Date</u>	<u>Amount</u>	<u>Basis</u>
<u>First Installment</u>	<u>October 7, 2019</u>	<u>Not less than 4%</u>	<u>Market threshold/3, not less than 4%*</u>
<u>Second Installment</u>	<u>October 5, 2020</u>		<u>1st Installment x 1.06*</u>
<u>Third Installment</u>	<u>September 20, 2021</u>		<u>Market threshold/3*</u>

*Limited by the pay range maximum. For DROP participants, any Transitional Wage Increase shall be limited by the individual's DROP maximum.

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

40.45 Employees covered by this Agreement who work in a higher classification shall be paid ten percent (10%) above their current rate for each such full hour. Under no circumstances shall the total amount of out-of-class pay that is paid exceed that attributable to the number of hours worked.

40.56 A. Effective the beginning of the first pay period in October 2018, all employees who possess or achieve State of Florida paramedic certification shall receive an annualized based rate increase of \$1,100, limited by the pay range maximum. Any portion of the \$1,100 that is in excess of the range maximum shall be paid as a one-time, non-pensionable, lump sum payment. This base rate increase shall only be made once. Lump sum payments shall not be included as base pay. There shall be no base rate increases under this provision after the term of this Agreement, unless and until there is a new Agreement in effect providing for such increases.

B. In the event a member who receives the base rate increase in 40.5.A. above loses the State of Florida paramedic certification, the member's annual base rate will be reduced by \$1,100.

C. Employees holding a current and valid State Paramedic Certification shall receive supplemental paramedic pay at a rate of ten percent (10%) of their current base wages.

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

4 40.67 Employees who are required to be paramedics, in accordance with 10.3 of
5 Article 10, shall upon request be permitted to seek relief from said requirement
6 from the Department Medical Director.

7 40.78 If the City Commission determines that fire inspections are to be performed
8 on a department-wide basis by fire companies, fifty dollars (\$50.00) per month
9 shall be re-instated for the duration of the current labor agreement. Company
10 fire inspections will be conducted from 8:00 a.m. to 5:00 p.m., Monday through
11 Friday, and Saturdays until 11:30 a.m.

12 40.89 Lieutenants while assigned to Training shall be paid five percent (5%) above
13 their current rate.

14 40.910 All persons in the Fire Department in the classification of Fire Inspector
15 holding a current and valid Police Officer certification shall be paid an incentive
16 of five percent (5%) of his/her base wages while so employed.

17 ~~40.4011~~ Certified HazMat Technicians assigned to the HazMat team (currently
18 assigned as Engine 2 and Tower 2) shall be paid an incentive of two and one-
19 half percent (2½%) of their base wages for hours worked in this assignment.

20 ~~40.4412~~ A. The Fire Chief shall determine and authorize the number of HazMat
21 Technicians and Technical Rescue Specialist positions, if any.

22 B. Certified HazMat Technicians and Technical Rescue Specialists shall
23 receive supplemental pay of one and one-half percent (1.5%) of their base
24 wages bi-weekly provided there shall be no decrease (not less than thirty
25 dollars bi-weekly) in supplemental pay for any certified individual.

26 ~~40.4213~~ All employees shall be required to have and maintain a direct deposit
27 account for the purpose of receiving their employment compensation.

28 ~~40.13~~ ~~Either party may reopen this article one time during the term of this~~
29 ~~Agreement (October 1, 2018—September 30, 2021).~~

30 ~~40.14~~ ~~In the event an employee is subject to a court ordered income deduction~~
31 ~~order, the City shall charge the employee an administrative fee, or fees, in~~

accordance with limits established by law. This provision shall become effective only after all other bargaining units ratify enabling language, and shall remain in effect only so long as all bargaining units are subject to such administrative fee(s).

40.15 Employees participating in the DROP shall be eligible for Transitional Wage Increases described in paragraph 40.3 above, limited by the individual's DROP maximum. In addition, DROP participants shall receive a lump sum payment if any base rate increase is less than \$1,000. The amount to be paid shall be the difference between \$1,000 and the annualized value of the base rate increase, if any. Such payment shall be made on the same dates as the Transitional Wage Increases effective October 2019 and October 2020. After October 2020, there shall be no lump sum payments to DROP participants, unless and until there is a new agreement in effect providing for such lump sum payments.

Exhibit 1

<u>TITLE</u>	<u>PAY GRADE</u>	<u>HOURLY MINIMUM 10/7/19</u>	<u>HOURLY MINIMUM 10/5/20</u>	<u>HOURLY MINIMUM 9/20/21</u>	<u>ANNUAL MINIMUM 10/7/19</u>	<u>ANNUAL MINIMUM 10/5/20</u>	<u>ANNUAL MINIMUM 9/20/21</u>	<u>ANNUAL MIDPOINT 10/7/19</u>	<u>ANNUAL MAXIMUM 10/7/19</u>
<u>Firefighter, Non-Certified - 40</u>	<u>F13</u>	<u>\$16.3894</u>	<u>\$17.4447</u>	<u>\$18.5000</u>	<u>\$34,090.02</u>	<u>\$36,285.01</u>	<u>\$38,480.00</u>	<u>\$48,100.00</u>	<u>\$57,720.00</u>
<u>Firefighter, Non-Certified - 52</u>	<u>F13</u>	<u>\$12.6073</u>	<u>\$13.4190</u>	<u>\$14.2308</u>	<u>\$34,090.02</u>	<u>\$36,285.01</u>	<u>\$38,480.00</u>	<u>\$48,100.00</u>	<u>\$57,720.00</u>
<u>Firefighter, Certified-40</u>	<u>F14</u>	<u>\$20.1090</u>	<u>\$20.5064</u>	<u>\$20.9038</u>	<u>\$41,826.67</u>	<u>\$42,653.33</u>	<u>\$43,480.00</u>	<u>\$54,350.00</u>	<u>\$65,220.00</u>
<u>Firefighter, Certified-52</u>	<u>F14</u>	<u>\$15.4684</u>	<u>\$15.7742</u>	<u>\$16.0799</u>	<u>\$41,826.67</u>	<u>\$42,653.33</u>	<u>\$43,480.00</u>	<u>\$54,350.00</u>	<u>\$65,220.00</u>
<u>Fire Driver/Operator-40</u>	<u>F15</u>	<u>\$22.9178</u>	<u>\$23.7724</u>	<u>\$24.6269</u>	<u>\$47,668.99</u>	<u>\$49,446.49</u>	<u>\$51,224.00</u>	<u>\$64,030.00</u>	<u>\$76,836.00</u>
<u>Fire Driver/Operator-52</u>	<u>F15</u>	<u>\$17.6291</u>	<u>\$18.2864</u>	<u>\$18.9438</u>	<u>\$47,668.99</u>	<u>\$49,446.49</u>	<u>\$51,224.00</u>	<u>\$64,030.00</u>	<u>\$76,836.00</u>
<u>Fire Inspector-40</u>	<u>F16</u>	<u>\$26.2032</u>	<u>\$27.0343</u>	<u>\$27.8654</u>	<u>\$54,502.65</u>	<u>\$56,231.32</u>	<u>\$57,960.00</u>	<u>\$72,450.00</u>	<u>\$86,940.00</u>
<u>Fire Inspector-52</u>	<u>F16</u>	<u>\$20.1563</u>	<u>\$20.7956</u>	<u>\$21.4349</u>	<u>\$54,502.65</u>	<u>\$56,231.32</u>	<u>\$57,960.00</u>	<u>\$72,450.00</u>	<u>\$86,940.00</u>
<u>Fire Lieutenant-40</u>	<u>F16</u>	<u>\$26.2032</u>	<u>\$27.0343</u>	<u>\$27.8654</u>	<u>\$54,502.65</u>	<u>\$56,231.32</u>	<u>\$57,960.00</u>	<u>\$72,450.00</u>	<u>\$86,940.00</u>
<u>Fire Lieutenant-52</u>	<u>F16</u>	<u>\$20.1563</u>	<u>\$20.7956</u>	<u>\$21.4349</u>	<u>\$54,502.65</u>	<u>\$56,231.32</u>	<u>\$57,960.00</u>	<u>\$72,450.00</u>	<u>\$86,940.00</u>
<u>Fire Investigative Services Officer-40</u>	<u>F17</u>	<u>\$28.3055</u>	<u>\$29.9700</u>	<u>\$31.6346</u>	<u>\$58,875.38</u>	<u>\$62,337.69</u>	<u>\$65,800.00</u>	<u>\$82,250.00</u>	<u>\$98,700.00</u>

Amendments to IAFF 2018-2021
November 21, 2019

<u>Fire Investigative Services Officer-52</u>	<u>F17</u>	<u>\$21.7734</u>	<u>\$23.0539</u>	<u>\$24.3343</u>	<u>\$58,875.38</u>	<u>\$62,337.69</u>	<u>\$65,800.00</u>	<u>\$82,250.00</u>	<u>\$98,700.00</u>
<u>Fire Training Captain Hazmat-40</u>	<u>F17</u>	<u>\$28.3055</u>	<u>\$29.9700</u>	<u>\$31.6346</u>	<u>\$58,875.38</u>	<u>\$62,337.69</u>	<u>\$65,800.00</u>	<u>\$82,250.00</u>	<u>\$98,700.00</u>
<u>Fire Training Captain Hazmat-52</u>	<u>F17</u>	<u>\$21.7734</u>	<u>\$23.0539</u>	<u>\$24.3343</u>	<u>\$58,875.38</u>	<u>\$62,337.69</u>	<u>\$65,800.00</u>	<u>\$82,250.00</u>	<u>\$98,700.00</u>
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