



City of Gainesville Agenda Item Report

File Number: 2023-1082

Agenda Date: November 2, 2023

Department: Human Resources

Title: 2023-1082 Ratification of Agreement between the International Association of Firefighters (IAFF), Local 2157, District Chiefs Bargaining Unit and the City of Gainesville for October 1, 2023 through September 30, 2026 (B)

Department: Human Resources Department

Description: This item is to ratify a three-year successor agreement between the City and the IAFF – District Chiefs Unit.

Fiscal Note: The FY24 cost of approximately \$34,104 is budgeted and available in the General Fund. The cost associated with FY25 and FY26 raises is approximately \$45,471 and \$46,781, respectively.

Explanation: This Agreement has been reached through negotiations between the IAFF, Local 2157, District Chiefs Bargaining Unit and the City of Gainesville, and was ratified by the IAFF, Local 2157, District Chiefs Bargaining Unit membership. This Agreement extends the current Collective Bargaining Agreement through September 30, 2026.

A number of changes to the 2023-2026 contract were negotiated. Where necessary, dates, policy references, and article reference numbers changed throughout the Agreement. In addition, several substantive changes were agreed to, including the following:

Article 6 – Management Rights: Adding the “Safer Staffing Model” 24/72 shifts to be implemented by September 30, 2024.

Article 14 – Grievance Procedure: Moving from six to seven calendar days

Article 17 – Promotion: Added language related to education, experience, certifications and licenses.

Article 22 – Uniforms, Protective Clothing, and Equipment: Changed dates to match contract and remove payment amount. The City will continue to provide employees covered by this Agreement with all uniforms, protective clothing, and equipment as required by the Department.

Article 24 – Holidays: Added the Juneteenth Holiday.

Article 25 – Vacations: Added “The Safer Staffing Model”, changing accrual from minutes to hours.

Article 26 – Sick Leave: Added “The Safer Staffing Model”; adding sick leave compensation in cash upon separation or election into DROP.

Article 30 – Leave without Pay: Added Paid Parental Leave (PPLV) provision with a six (6) week PPLV benefit.

Article 32 – Wages:

- Implementation of a step plan (Attachment A to Agreement)
- Added language providing guidance for general increases and range movement for the duration of the Agreement.
- Added language increasing Retiree Health Savings (RHS) contribution by 1% per year in 2024 and 2025.
- Added language providing for additional compensation upon completion of specified educational and certification opportunities. Provides increase of 1.5% to annualized rates of pay per education/certification obtained, with a limit of one (1) per twelve (12) month period and an overall limit of three (3) incentives paid per employee for the term of the contract.

Article 33 – Hours of Work:

- Added language to define hours of work upon implementation of the “Safer Staffing Model”.
- Changed the capped hourly pay rate for covering a shift vacancy to a formula
- Removed language enabling additional pay (\$400/day) for instruction provided by a District Chief when the City contracts as a training/service vendor for specified courses.
- Added language defining compensation for hours worked providing for time and one-half the District Chief’s hourly rate of his/her annual base salary up to the flat rate once the District Chief reaches ten additional hours above their normal schedule in a 14-day pay period.

A copy of the Agreement is on file in the Office of the Clerk of the Commission. After November 2, 2023, the Agreement will be on file in the Human Resources Department.

Strategic Connection:

- Goal 1: Equitable Community
- Goal 2: More Sustainable Community
- Goal 3: A Great Place to Live and Experience
- Goal 4: Resilient Local Economy
- Goal 5: “Best in Class” Neighbor Services

Recommendation: The City Commission ratify the Agreement between the IAFF, Local 2157, District Chiefs Bargaining Unit and the City of Gainesville, extending the Agreement through September 30, 2026.