

**Changes to the Labor Agreement Between the City of Gainesville and  
the International Association of Firefighters, District Chiefs Unit, Local 2157  
Effective October 1, 2023 – September 30, 2026**

These changes to the 2023 – 2026 Agreement have been reached through negotiations between the International Association of Firefighters, District Chiefs (IAFF-DC) and the City of Gainesville, and were ratified by membership of the IAFF-DC. Where necessary, dates, policy references, and article reference numbers were changed throughout the entire Agreement.

**Article 2 – Duration** – Updated three-year term of Agreement, ending September 30, 2026. Changed re-opening deadline from April 1<sup>st</sup> to February 5<sup>th</sup>.

**Article 6 – Management Rights** – Added Paragraph 8.4, mutually agreeing to implement the “Safer Staffing Model”, 24/72 hours shifts by September 30, 2024.

**Article 14 – Grievance Procedure** –

- 14.2.D: Removed reference to Saturdays, Sundays, and City Holidays.
- 14.3: Added calendar days and changed from six (6) days to seven (7) calendar days.
- 14.4, 14.7, 14.8: Added calendar days.

**Article 17 – Promotion** – Paragraph 17.2: Removed “The Fire Chief will consider GFR Lieutenants as candidates for the position of District Chief prior to a decision to seek candidates from outside the department.” Added “The Fire Chief will seek internal candidates first. If there are not sufficient qualified internal candidates (minimum 3 per position), the department may advertise for external candidates.” Also added education, experience, and certification requirements for promotion.

**Article 22 – Uniforms, Protective Clothing, and Equipment** – Paragraph 22.3: Updated three-year term of Agreement, ending September 30, 2026. Removed allotment per employee for cleaning of uniforms.

**Article 24 – Holidays** –

- 24.1: Added Juneteenth holiday.
- 24.3: Changed language from “40 hour employee” to “non-shift employee”. Removed option to be paid for holiday, added language that non shift employees shall observe holidays listed in 24.1 and receive the day off.
- 24.5: Changed 120 hours of holiday time to 130 hour of holiday time to reflect the addition of the Juneteenth holiday.

**Article 25 – Vacations** –

- 25.3: “Safer Staffing Model” language and changed accrual from minutes to hours.
- 25.5: Added “Effective 10/1/2023 and until the “Safer Staffing Model” is implemented, the maximum number of vacation hours allowed to be accrued for employees with 20 or more years of services is increased from 240 to 280.

**Article 26 – Sick Leave** - Added “Safer Staffing Model” language and added sick leave compensation in case upon separation or election into DROP.

**Article 30 – Leave without Pay** – Paragraph 30.2: Added language upon implementation of the “Safer Staffing Model” reducing Paid Parental Leave from twelve (12) weeks to six (6) weeks.

**Article 32 – Wages**

- 32.1: Added language to provide for General Increases and Range Movement.

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- 32.1.A.: Effective the beginning of the first full pay period in October 2023, the pay range shall be adjusted by 5%. Employee base pay shall not be adjusted.
- 32.1.B: Effective the beginning of the first full pay period in October 2024, the pay range shall be adjusted by 2%. In addition, employee base pay shall be adjusted by the same amount and at the same time the pay range is adjusted.
- 32.1.C.: Effective the beginning of the first full pay period in October 2025, the pay range shall be adjusted by 2%. In addition, employee base pay shall be adjusted by the same amount and at the same time the pay range is adjusted.
- 32.2: Added language to implement a step plan with merit based increases.
- 32.3: Promotions: Employees who promote after October 1, 2023 but before the 1<sup>st</sup> full pay period in January 2024 shall receive 5% or move to the bottom of the pay range whichever is greater. Employees who promote after the 1<sup>st</sup> full pay period in January 2024 shall have their pay adjusted by slotting into the new pay range at the nearest pay step that ensures not less than a 5% increase.
- 32.4: Added language to increase incentive pay for those employees working non-shift from 5% to 10% above their base rate of pay for the duration of the assignment.
- 32.6: Added language to provide for 1.5% increase to employee’s annualized individual rates of pay when they achieve certain education or certification incentives. Employees are only eligible for one incentive per twelve (12) month period and are limited to a total of three (3) incentives.

**Article 33 – Hours of Work –**

- 33.2.A: Added language to define hours of work and pay period for those employees assigned to shift work upon the implementation of the “Safer Staffing Model”.
- 33.2.B: Added language to define hours of work and pay period for those employees assigned to non-shift work upon the implementation of the “Safer Staffing Model”.
- 33.4: Updated the capped hourly pay rate provided for covering a shift vacancy from \$57.8743 to the (maximum hourly rate for a Shift Lieutenant + supplemental Paramedic pay + Out of Class pay) x 1.5.
- 33.4: Updated language to reflect payment of overtime upon implementation of the “Safer Staffing Model” whereby overtime pay will commence once an employee has worked more than 10 additional hours in a 14 day pay period. Once this threshold is met, additional hours worked shall be paid at time and on-half the District Chief’s hourly rate rate of his/her annual base salary up to the flat rate established in this article.
- 33.4: Removed language enabling a flat daily rate of pay (which can be prorated based on partial days) for instruction provided by a District Chief, for specified courses, when the City contracts as a training/service vendor for such course(s). The daily rate of pay will be \$400.
- 33.5: Added language to reflect administrative leave for non-shift employees upon implementation of the “Safer Staffing Model”.
- 33.6: Added language to reflect administrative leave for shift employees upon implementation of the “Safer Staffing Model”.

**Attachment A – District Chief Pay Plan** – added language reflecting a 14-step pay plan for the District Chiefs.