



City of Gainesville Agenda Item Report

File Number: 2023-1121

Agenda Date: November 16, 2023

Department: Human Resources

Title: 2023-1121 Ratification of Amendment to the Agreement between the International Association of Firefighters (IAFF), Local 2157, Professional Firefighters Bargaining Unit and the City of Gainesville for October 1, 2021 through September 30, 2024 (B)

Department: Human Resources Department

Description: This item is to ratify amendments to the three-year successor agreement between the City and the IAFF Professional Firefighters Bargaining Unit.

Fiscal Note: The expectation from this amendment is that it will allow the department to better control overtime costs and a savings should be realized by the City with the reduction of paid parental leave. Funding for any additional cost has been included in the FY24 budgeted payroll for GFR.

Explanation: The amendment to this Agreement was reached through negotiations between the International Association of Firefighters (IAFF), Local 2157, Professional Firefighters Bargaining Unit and the City of Gainesville, and were ratified by the International Association of Firefighters (IAFF), Local 2157, Professional Firefighters Bargaining Unit.

This amendment adds language to the contract to implement the “Safer Staffing Model” prior to September 30, 2024. The “Safer Staffing Model” is more commonly referred to as either a 4 platoon or 24/72 staffing model. In addition, the amendment modifies promotional language, adds the Juneteenth holiday, addresses vacation, sick leave, and overtime due to the transition to the “Safer Staffing Model”, modifies paid parental leave from 12 weeks to 6 weeks, and increases the incentive for working day shift.

A copy of the amendment is on file in the Office of the Clerk of the Commission. After November 16, 2023, the amendment to 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 amendment to the Agreement between the International Association of Firefighters (IAFF), Local 2157, Professional Firefighters Bargaining Unit and the City of Gainesville, through September 30, 2024.