

AMENDMENTS TO  
AGREEMENT BETWEEN CITY OF WINTER PARK, FLORIDA  
AND  
WINTER PARK PROFESSIONAL  
FIRE FIGHTERS, LOCAL 1598, IAFF  
(SUPERVISORY UNIT)

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1992-1995

September 21, 1994

ORLANDO 75830.1 - PLH

PREAMBLE

The parties, CITY OF WINTER PARK, FLORIDA, hereinafter called the City, and WINTER PARK PROFESSIONAL FIRE FIGHTERS, LOCAL 1598, IAFF, hereinafter called the Union, after engaging in collective bargaining, agree that the following amends the Agreement Between City of Winter Park, Florida and Winter Park Professional Fire Fighters, Local 1598, IAFF, 1992-1995 (Supervisory Unit) ("the Agreement"). No other changes of any kind are intended. The Agreement shall otherwise continue in full force and effect in accordance with its provisions.

ORLANDO 75831.1 - PLH

## ARTICLE 25

### SALARIES

In Article 25, Salaries, page 40, lettered paragraphs A., B., and C., are hereby deleted and are abrogated effective the first full pay period after October 1, 1994, and shall thereafter be null and void. In their place, the City will implement, effective the first full pay period after October 1, 1994, the new City of Winter Park Pay Plan ("the Pay Plan"). Effective the first full pay period after October 1, 1994, the Pay Plan shall apply to all unit employees. The Pay Plan or such portion of it as is relevant to unit employees is attached hereto as Exhibit 1.

By way of clarification, the parties agree that no "across-the-board increases" were granted by the City for fiscal year 1994-1995.

## ARTICLE 26

### INCENTIVE COMPENSATION

The parties acknowledge that all of Article 26, Incentive Compensation, pages 41-44 of the Agreement, has been abrogated by passage of time and is therefore null and void, except for the final paragraph on page 44, regarding EMT certification. The parties hereby agree, in consideration of implementation of the Pay Plan, that such final paragraph shall be abrogated effective as of the first full pay period after October 1, 1994, and shall be null and void thereafter.

The parties agree that the City will pay, annually, commencing with the first full pay period October 1, 1994, as incentive compensation, the following amounts to unit personnel, other than probationary employees, who have been continuously employed by the City in the unit for one calendar year and have obtained the following academic credentials:

1. Associates Degree: \$390.00 per year;
2. Bachelor's Degree: \$520.00 per year.

Such incentive compensation, once earned, shall be paid in equal amounts per pay period commencing in the pay period after the incentive is fully earned. In order for an employee to be eligible for this incentive, the course of study and the degree must be job-related.

The parties further agree that the City will continue to pass on to eligible unit employees the educational incentives authorized by the State of Florida and administered by the State of Florida Bureau of Fire Standards and Training. These incentives will be

disbursed in the amounts and at the times as prescribed by State guidelines as issued from time to time. The Union acknowledges that such guidelines may be changed unilaterally by the State of Florida from time to time at the discretion of the State. The City will continue to process the necessary forms to continue disbursement of these incentives so long as such incentives are provided by the State of Florida. However, nothing in this paragraph shall obligate the City to pay such incentives from its own funds.

ORLANDO 75833.1 - PLH

## ARTICLE 28

### PARAMEDIC COMPENSATION

The parties agree that effective the first full pay period after October 1, 1994, existing Article 28 of the Agreement, Paramedic Compensation, page 47, shall be deleted and abrogated, and shall be null and void thereafter.

Effective the first full pay period after October 1, 1994 the City will establish separate pay grades on the Pay Plan for employees who are certified by the State of Florida and Orange County, Florida as paramedics and who are filling authorized and budgeted positions as paramedics with the Winter Park Fire Department.

In accordance with a side letter not part of this Agreement, paramedics who are designated by the City as Field Training Paramedics will also be placed in established pay grades on the Pay Plan.

These pay grades and the compensation associated with them shall be considered as base pay. The grades established for unit employees are the following:

Fire Lieutenant/Paramedic, Grade 121

Fire Lieutenant/Field Training Paramedic, Grade 122

## ARTICLE 30

### HAZARDOUS DUTY COMPENSATION

The parties agree that effective the first full pay period after October 1, 1994 this Article shall be deleted and abrogated and shall be of no further force and effect. The deleted Article shall not be part of or the basis for any statutory or other status quo.

ORLANDO 75837.1 - PLH

## ARTICLE 32

### MERIT BONUS (FY 1992-1993, 1993-1994, 1994-1995 ONLY)

The parties agree that effective the first full pay period after October 1, 1994 this Article shall be deleted and abrogated and shall be of no further force and effect. The deleted Article shall not be part of or the basis for any statutory or other status quo.

ORLANDO 75838.1 - PLH

Executed September \_\_, 1994. CITY OF WINTER PARK

\_\_\_\_\_  
James S. Williams, City Manager  
(Chief Executive Officer)

Executed September 21, 1994. WINTER PARK PROFESSIONAL FIRE  
FIGHTERS, LOCAL 1598, IAFF

\_\_\_\_\_  
*Patrick J. McCabe*  
Patrick J. McCabe, President

Ratified this \_\_\_\_ day of \_\_\_\_\_, 1994.

CITY OF WINTER PARK

\_\_\_\_\_  
Gary A. Brewer, Mayor

Attest:

\_\_\_\_\_  
City Clerk

Ratified this 21 day of September, 1994.

WINTER PARK PROFESSIONAL FIRE  
FIGHTERS, LOCAL 1598, IAFF

\_\_\_\_\_  
*Patrick J. McCabe*  
Patrick J. McCabe, President

Attest:

\_\_\_\_\_  
*Charles Gaines*  
Secretary

ORLANDO 75840.1 - PLH