

Winter Park Fire
Department

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

1992-1995
September 21, 1994

ORLANDO 75799.1 - 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 ("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 75800.1 - PLH

ARTICLE 25

SALARIES

In Article 25, Salaries, page 41, 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.

ORLANDO 75801.1 - PLH

ARTICLE 26

INCENTIVE COMPENSATION

The parties acknowledge that all of Article 26, Incentive Compensation, pages 42-44 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 after 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 75803.1 - PLH

ARTICLE 27

MANDATORY LEVELS OF EMPLOYMENT

The parties agree that effective the first full pay period after October 1, 1994, existing Article 27, Mandatory Levels of Employment, pages 45 and 46, 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 three levels of Firefighter/EMT and three levels of Firefighter/ Paramedic. Mandatory training requirements for the firefighter levels I, II and III will be the same regardless of the level of medical certification.

All newly employed firefighters will be classified as Firefighter I. To move to Firefighter II, such employees must successfully complete the Equipment Operator/Pump Operator Program and the Company Fire Inspector Program. The initial pay for Firefighter I/EMT is Grade 112, Step A on the Pay Plan, or \$7.22 per hour or \$21,037 annually (minimum). The initial pay for Firefighter I/Paramedic is Grade 115, Step A on the Pay Plan, or \$8.36 per hour or \$24,353 annually (minimum).

An employee classified as Firefighter II must successfully complete the Hazardous Materials Program and High Rise and Special Rescue Program before advancement to the next level. The initial pay for Firefighter II/EMT is Grade 113, Step A on the Pay Plan, or \$7.58 per hour or \$22,089 annually (minimum). The initial pay for Firefighter II/Paramedic is Grade 116, Step A on the Pay Plan, or \$8.78 per hour or \$25,579 annually (minimum).

The initial pay for Firefighter III/EMT is Grade 114, Step A on the Pay Plan, or \$7.96 per hour or \$23,193 annually (minimum). The initial pay for Firefighter III/Paramedic is Grade 117, Step A on the Pay Plan, or \$9.22 per hour or \$26,849 annually (minimum).

Employees classified as Firefighter I and Firefighter II shall have twelve (12) months from their first work day in such classification to complete the necessary training programs to move to the next level. Completion of such training programs and moving to the next level shall be a condition of further employment. Failure to complete such training programs and to move to the next level as required by this Article shall be conclusive grounds for termination of employment. The City may, at its sole discretion, grant an additional six (6) months to complete such training programs and to move to the next level, if the City believes special circumstances exist justifying such extension. Normally, such circumstances will be limited to an affected employee not having had, due to illness or injury, the full twelve (12) months within which to complete the required training programs.

ORLANDO 75810.1 - PLH

ARTICLE 29

PARAMEDIC COMPENSATION

The parties agree that effective the first full pay period after October 1, 1994, existing Article 29 of the Agreement, Paramedic Compensation, page 48, 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:

Firefighter I/Paramedic, Grade 115

Firefighter II/Paramedic, Grade 116

Firefighter III/Paramedic, Grade 117

Fire Engineer/Paramedic, Grade 118

Firefighter III/Field Training Paramedic, Grade 118

Fire Engineer/Field Training Paramedic, Grade 119

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 75814.1 - 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 75815.1 - 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 Haines
Secretary

ORLANDO 75816.1 - PLH