

Amendment To Collective Bargaining Agreement:

This letter memorializes certain amendments to the Collective Bargaining Agreement (hereinafter "Agreement"), between the City of Coral Gables (hereinafter "City") and the International Association of Firefighters, Local 1210 (hereinafter "IAFF"), for the period October 1, 2008 through September 30, 2011, as follows:

1. All employees covered by the Agreement shall receive no across-the-board wage increase for October 1, 2009 through September 30, 2010, which is reflected in the attached Article 6 Addendum to the IAFF salary schedule below.
2. Commencing October 1, 2009, merit increases shall be two and one-half percent (2.5%) for eligible employees until the maximum of the pay range of the employee is reached (maximum not to include loyalty steps). It is understood that such merit increases shall not exceed the pay range cap for each classification and that a final merit increase of less than two and one half (2.5%) may be in order in some instances. This amendment will terminate on September 30, 2011 and revert back to the five percent (5%) merit system.
3. Commencing October 1, 2009, Article 15 will be amended to incorporate Battalion Time, and administered according to the attached document titled Battalion Time. The Fire Chief reserves the right to evaluate Battalion Time after the first 30 days of implementation, and at any time thereafter, to determine its effectiveness. If it is determined by the Fire Chief that Battalion Time is a cost to the City, the Fire Chief may reduce the daily staffing under Article 11 to no less than twenty-eight (28) battalion personnel. When the Agreement terminates on September 30, 2011, routine daily staffing shall revert to thirty-two (32).
4. For the duration of this Agreement, there shall be no layoffs of bargaining unit employees. When this Agreement terminates on September 30, 2011, this Amendment shall have no effect.

Attest:

THE CITY OF CORAL GABLES

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Walter Foeman  
City Clerk

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Patrick G. Salerno  
City Manager

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Daniel J. Thornhill  
Secretary / Treasurer

LOCAL NO. 1210, IAFF

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Michael Chickillo  
President

Approved as to form and legal sufficiency:

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Elizabeth M. Hernandez, Esquire  
City Attorney

## ADDENDUM TO ARTICLE 6

PAY GRADE	CLASSIFICATION TITLE	JULY 1, 2007		OCTOBER 1, 2009	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
20F	Firefighter Recruit	44,440.17	62,569.76	44,440.17	62,569.76
21F	Firefighter	46,662.56	65,698.44	46,662.56	65,698.44
24F	Lieutenant	58,042.06	81,720.17	58,042.06	81,720.17
27F	Captain	67,191.63	94,601.54	67,191.63	94,601.54
27F*	Battalion Chief	70,551.20	104,298.19	70,551.20	104,298.19

\*In each of the first two years, the Battalion Chief shall receive an additional 5% above the base rate.

### Battalion Time

The purpose of Battalion Time is to maintain the daily staffing of thirty-two (32) battalion personnel each day. Battalion Time will commence on October 1, 2009 and terminate on September 30, 2011. Battalion Time will be as follows:

- In order to maintain the daily staffing of thirty-two (32), Battalion Time will be mandatory with the exception of any battalion personnel on k-day or any type of leave.
- Battalion Time will be filled by the off going shift with the rank/skill needed and the lowest hours in that classification.
- Battalion Time will be accrued at time and a half.
- The Battalion Chiefs will maintain Battalion Time logs.
- Requests to use Battalion Time will be granted under the terms of unscheduled annual leave. Bargaining Unit members will have forty-five (45) days to utilize this time at their request. If, after forty-five (45) days personnel have not used their Battalion Time, the Battalion Chief shall mandate when they must take their time under the terms of unscheduled annual leave.
- The above procedure may be modified by the mutual agreement of the Fire Chief, with the consent of the City Manager, and the Local 1210 President in order to accomplish the objectives of paragraph 3 of Article 15 of the Collective Bargaining Agreement, as amended on \_\_\_\_\_, 2009.

ACCEPTED AND AGREED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2009:

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Walter Reed  
Fire Chief, CGFD

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Michael Chickillo  
President, Local 1210