



ADDENDUM TO AGREEMENT BETWEEN
THE CITY OF RIVIERA BEACH, FLORIDA
AND
PROFESSIONAL FIREFIGHTER/PARAMEDICS OF
PALM BEACH COUNTY, LOCAL 2928, IAFF, INC.
OCTOBER 1, 2008 – SEPTEMBER 30, 2009
FOR
CONTRACT YEAR 2007-2010



ARTICLE 10: WAGES

A. Salary Adjustment

Effective upon ratification, all bargaining unit employees whose anniversary date during the 2008/2009 fiscal year occurred on or before the date of ratification shall receive a five (5%) percent step increase or, if the employee is topped-out in the step plan, a lump sum payment in an amount equal to five (5%) percent of the employees annual base salary retroactive to the employee's anniversary date. For employees whose anniversary date occurs after the date of ratification, the five (5%) percent step increase or five (5%) lump sum payment shall take effect on the employee's anniversary date.

To be eligible for any retroactivity, an employee must be employed: 1. On the effective date of ratification; 2. On the date the agreement is fully executed by the parties; and 3. On the date of payment.

B. Salary Schedule

The Salary Schedule establishing base salary compensation for employees in the bargaining unit for fiscal year 2008/2009 shall be as set forth in Appendix B.

C. Step Increase

A five percent (5%) step increase will be given annually on the employee's anniversary date to all employees based on the provisions of Section D below, up to an including but not in excess of the maximum amount provided for in the salary schedule. If an employee's wage adjustment results in a wage increase exceeding the maximum salary schedule for the employee's classification, then the amount exceeding the maximum rate of pay for that particular classification will be paid to the employee in a lump sum payment.

D. Performance Reviews

The City and the Union agree that the Knowledge Point performance evaluation tool will be used to determine performance in step increases to employees receiving satisfactory or better.

Employees should be evaluated periodically by their immediate supervisors and reviewed at higher levels. Step increases in accordance with Section C will not be granted without a completed performance review.

Whenever possible, evaluations should be made by the immediate supervisor. If an employee was assigned to more than one supervisor during the rating period, then the evaluation shall be a collaborative process.

ARTICLE 10: WAGES: CONTINUED

Employees receiving a rating of satisfactory or better will receive a step increase in accordance with the provisions of Section C above.

Employees receiving a rating of unsatisfactory will not receive their step increase on their anniversary date, but will be eligible to receive their step increase if they improve their performance review to a satisfactory or better on their interim evaluation.

E. Paydays

Employees paydays will be biweekly, on Friday. Biweekly is defined as every two (2) weeks. In the event that a payday falls on a holiday, the City shall have the discretion to pay the employees on the day before or the day after the holiday. The City will provide the option of direct deposit to all employees.

F. Pay Increases

Any pay increases after September 30, 2009, are subject to the parties agreeing to same and if no agreement is reached, the employees' salaries will remain frozen at their September 30, 2009, rate until a re-opener agreement is reached.


IN WITNESS WHEREOF the parties have executed this MEMORANDUM OF

AGREEMENT this 2nd day of September, 2009.

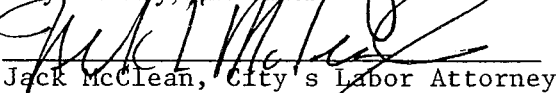
For the City:



Ruth C. Jones, City Manager



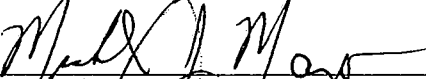
Troy F. Perry, Fire Chief



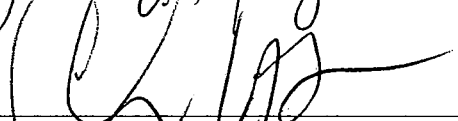
Jack McClean, City's Labor Attorney

Ratified by the City on the 2nd day of
September, 2009.

For Local 2928:




Michael J. Mayo, President




Charles C. Lupo, 1st Executive Vice
President

Ratified by Local 2928 on the 11th day of
September, 2009.

Attest:

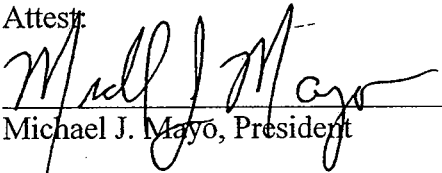


Thomas A. Masters, Mayor



Carrie E. Ward, City Clerk

Attest:



Michael J. Mayo, President

**APPENDIX B:
2008 - 2009 SALARY SCHEDULE**

Firefighter	Annual Pay	Bi-Weekly
STEP 0	\$ 37,051.92	\$ 1,425.07
STEP 1	38,904.52	1,496.33
STEP 2	40,849.74	1,571.14
STEP 3	42,892.23	1,646.70
STEP 4	45,036.84	1,732.19
STEP 5	47,288.68	1,818.80
STEP 6	49,653.12	1,909.74
STEP 7	52,135.77	2,005.22
STEP 8	54,742.56	2,105.48
STEP 9	57,479.69	2,210.76
STEP 10	60,353.67	2,321.30

Driver Engineer	Annual Pay	Bi-Weekly
STEP 0	\$45,036.84	\$ 1,732.19
STEP 1	\$47,288.68	1,818.80
STEP 2	\$49,653.12	1,909.74
STEP 3	\$52,135.77	2,005.22
STEP 4	\$54,742.56	2,105.48
STEP 5	\$57,479.69	2,210.76
STEP 6	\$60,353.67	2,321.30
STEP 7	\$63,371.36	2,437.36
STEP 8	\$66,539.92	2,559.23
STEP 9	\$69,866.92	2,687.19
STEP 10	\$73,360.27	2,821.55

Captain	Annual Pay	Bi-Weekly
STEP 0	\$52,135.77	\$ 2,005.22
STEP 1	\$54,742.56	2,105.48
STEP 2	\$57,479.69	2,210.76
STEP 3	\$60,353.67	2,321.30
STEP 4	\$63,371.36	2,437.36
STEP 5	\$66,539.92	2,559.23
STEP 6	\$69,866.92	2,687.19
STEP 7	\$73,360.27	2,821.55
STEP 8	\$77,028.28	2,962.63
STEP 9	\$80,879.69	3,110.76
STEP 10	\$84,923.68	3,266.30

Division Chief	Annual Pay	Bi-Weekly
STEP 0	\$60,353.67	\$ 2,321.30
STEP 1	\$63,371.36	2,437.36
STEP 2	\$66,539.92	2,559.23
STEP 3	\$69,866.92	2,687.19
STEP 4	\$73,360.27	2,821.55
STEP 5	\$77,028.28	2,962.63
STEP 6	\$80,879.69	3,110.76
STEP 7	\$84,923.68	3,266.30
STEP 8	\$89,169.86	3,429.61
STEP 9	\$93,628.36	3,601.09
STEP 10	\$98,309.77	3,781.15