

STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

CLEARWATER FIRE FIGHTERS ASSOCIATION,
INC., LOCAL 1158, IAFF,

Charging Party,
v.

Case Nos. CA-2006-055
CA-2006-061

CITY OF CLEARWATER, FLORIDA,

Respondent.

SETTLEMENT AGREEMENT

The Charging Party, Clearwater Fire Fighters Association, Inc., Local 1158, IAFF, and Respondent, City of Clearwater, Florida, hereby enter into this Agreement on this 21st of November, 2006, in settlement of the Charges filed in these actions and in an effort to enhance the labor-management relationship, and agree as follows:

1. Neither party admits wrongdoing in these matters.
2. Approval of requests for union leave time will not be unreasonably withheld. The City will provide a legitimate reason for any denial. The Fire Chief shall delegate authority to approve union leave time requests to the Division Chief of Operations (or in his absence the Deputy Fire Chief), who shall act upon such requests.
3. The City will not counsel or discipline employees for not making union leave time requests in accordance with the Collective Bargaining Agreement.
4. The City will not interfere with, restrain, or coerce

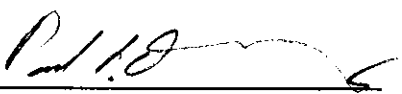
public employees in the exercise of any rights guaranteed to them by Chapter 447, Part II, Florida Statutes and Article 1, § 6 of the Florida Constitution.

5. The City shall pay the Charging Party the sum of \$4,576.28 in full settlement of it's fees and costs in this matter. Said sum shall be paid to the Trust Account of Donnelly & Gross, P.A.

6. The parties shall request that the Hearing Officer recommend that the Public Employees Relations Commission approve this Settlement Agreement, cancel the hearing currently set for November 30th, 2006, and dismiss these cases based upon the execution of the Settlement Agreement. The parties agree not to file Exceptions to the Hearing Officer's recommendation approving this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by the undersigned as duly authorized.

FOR CHARGING PARTY:



Paul A. Donnelly
Attorney for Charging Party
Donnelly & Gross, P.A.
P.O. Box 1308
Gainesville, Florida 32602-1308
(352) 374-4001 Telephone
(352) 374-4046 Facsimile
Florida Bar No. 813613

FOR RESPONDENT:

Leslie K. Dougall-Sides
Assistant City Attorney
City of Clearwater
P.O. Box 4748
Clearwater, Florida 33758-4748
(727)562-4010 Telephone
(727)562-4021 Facsimile
Florida Bar No. 320706