

**STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION**

**CLEARWATER FIRE FIGHTERS
ASSOCIATION, INC., LOCAL 1158, IAFF,**
Charging Party,

vs.

CASE NO. CA-2006-038

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 27th of July, 2006, in settlement of the Charge filed in this action and in an effort to enhance the labor-management relationship, and agree as follows:

1. Neither party admits wrongdoing in this matter.
2. The City agrees not to deny requests for union leave time for arbitrary and capricious reasons, and agrees that it will provide a legitimate reason for any denial.
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.

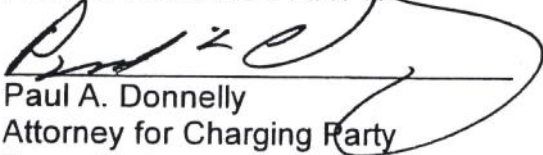
5. The previous counselings [referred to in the Charge] shall not be considered in any subsequent actions under the Performance and Behavior Management System and shall be considered invalid.

6. The City shall pay the Charging Party the sum of \$7230.00 in full settlement of its fees and costs in this matter. Said sum shall be paid to the Trust Account of Donnelly & Gross.

7. The parties shall request that the Hearing Officer recommend that the Public Employee Relations Commission approve this Settlement Agreement and dismiss this action based upon the execution of the Settlement Agreement. The parties agree not to file Exceptions.

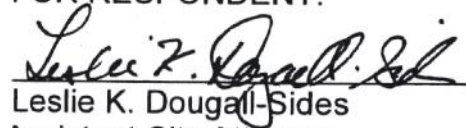
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by the undersigned as duly authorized.

FOR CHARGING PARTY:



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Attorney for Charging Party
Donnelly & Gross
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FOR RESPONDENT:



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