

# **IAFF LOCAL 135 PROPOSED CONTRACT INFORMATIONAL SHEET**

## **CONTRACT VOTE**

**Union Hall: 428 N. St Francis**

**Tuesday, October 4, 7PM (At the conclusion of our regularly scheduled monthly meeting)**

**Wednesday, October 5, 0630 to 1100**

**Thursday, October 6, 0630 to 1100**

## **CONTRACT PROPOSAL SUMMARY DETAILS:**

1. 3 year contract – retroactive to December, 2010 and runs through December, 2013.
2. 0% Pay increase for 2011 (Pay steps awarded)  
2.5% pay increase for all members in 2012 (Pay steps frozen for eligible employees)  
2.5% pay increase for all members in 2013 (Pay steps frozen for eligible employees)  
Pay steps are unfrozen in 2014
3. Daily Minimum Staffing Clause (effective upon approval)
  - a. This sets the daily minimum staffing of 24 hour emergency response personnel at 117. This includes the positions of Battalion Chief, Captains, Lieutenants, and Firefighters. For practical purposes the current minimum staffing level is 115 with Squads 3, 5, and 7 off track and counts the Shift Commander. The language does not include the Shift Commander and adds 3 additional personnel to the current minimum staffing levels, which under the current manning configuration places squad 3, 5 and 7 permanently on track. However, the language is not unit specific. The language does state that any one unit fire station will be staffed with 4 personnel, any multi-unit response station will maintain 3 personnel on Engines/Quints/Trucks and 2 personnel on squads. The minimum staffing clause is not mandatory but the language states to be “safe and effective” the staffing needs to be maintained at 117 personnel.
4. Kelly Day Cash Option (effective 2012 payroll year)
  - a. For 24 hour personnel there are two options for Kelly Days. Personnel may chose to draw all Four Kelly Days per current practice or take cash payment for all four Kelly Days. Personnel will declare either the cash option for all four Kelly Days or time off for all four Kelly Days in October. The cash option payment would be made on the second pay period of the new payroll year.

## **EXAMPLES**

2012 Top Pay Captain Cash Option

$\$23.5496(2012 \text{ Hourly Rate}) \times 24 \text{ hours} \times 4 \text{ days} = \$2,260.76$  (less payroll taxes)

2012 Top Pay Lieutenant Cash Option

$\$21.2398 (2012 \text{ Hourly Rate}) \times 24 \text{ hours} \times 4 \text{ days} = \$2,039.02$  (less payroll taxes)

2012 Top Pay Firefighter Cash Option  
\$19.2177 (2012 Hourly Rate) X 24 hours X 4 days = \$1,844.90 (less payroll taxes)

5. Well Day Payment (effective 2012 payroll year)
  - a. Earned Well Days will no longer be awarded with time off. In lieu of time off, personnel that earn a well day(s) will be paid at their current rate in the second pay period of the new payroll year. There is no option to take time off for well days earned. The earning of well day(s) is per current contract.
6. Acting Pay (effective upon approval)
  - a. Acting pay would be counted by the individual hour for the length of the promotional list. For 24 hour personnel the first 96 hours (64 hours for 40 hour personnel) acting pay will not be paid. Upon reaching the 96/64 hour threshold individual personnel will be paid for every hour of acting. Currently acting pay is not paid until the actor has acted more than 12 hours during one shift and resets every shift. This accomplishes hour for hour acting pay upon reaching the 96 hour threshold during a promotional list. Upon the establishment of a new promotional list all hours of acting are reset to zero.
7. Pay Steps Upon Promotion (effective upon approval)
  - a. If an employee is promoted within 120 days of their anniversary date an additional pay step will be given. Currently promoted personnel are moved back one step on their promoted position pay scale no matter the date of the promotion. Current contract states that the additional step is at the discretion of the Fire Chief to award if promoted with 120 days. This language makes the step mandatory if promotion occurs with 120 days of the employee's anniversary date.
8. Associates' Degree Pay (effective 2012 payroll year)
  - a. Personnel that have an associates' degree in fire science will be paid \$25 per month. It is likely that there are degrees in Applied Sciences, however if the transcript reflects a fire science curriculum the personnel are eligible for the \$25 per month. Associates' Degrees in other fields will not be eligible for payment.
9. Clothing Allowance
  - a. 2011 Clothing Allowance - \$600
  - b. 2012 Clothing Allowance - \$625
  - c. 2013 Clothing Allowance - \$650
10. Increase in Airport Safety Personnel Accrual rates (effective 2012 payroll year)
  - a. This increases the rate of accrual for airport personnel only. These personnel will earn vacation and sick leaves based upon a 15 hour day and earn holiday pay based upon a 17 hour day.
11. Payroll Check Stubs
  - a. This language change only affects those personnel that receive a "hard" payroll check. It does not affect personnel that have direct deposit. The language change allows for the City to move away from actually cutting "paper checks." The City will create a "debit" account for those employees that chose not to have direct deposit no paper checks would be issued. Currently the City has no plan in place to move away from cutting

paper checks, but this language does allow for the movement away from issuing paper checks in the future.

12. Deletion of the Garrity Warning and addition of eligibility to be assigned to Arson or investigations
  - a. The proposal deletes the Garrity language from the contract
  - b. The proposal adds language for the purposes of being eligible for an Arson or investigator position. The language states “Due to the risk that impeachment may have a significant adverse affect on a criminal prosecution, no employees who have been disciplined for any form of discriminatory behavior, including harassment, or who has been found to have been untruthful in any internal investigation or in any way related to their employment, can be assigned to the positions in investigations or arson.”
  
13. There are other minor miscellaneous language changes in the contract that were negotiated that include the posting of seniority list, recruit orientation, the updating of the language that reads the City’s Human Resources Policy Manual, the removal of theft insurance on personally owned microwave ovens and televisions, the clean-up of grievance language, and the clean-up of damage to city owned equipment.

#### SUMMARY

The Negotiating Team met a total of seven times with members of management over a 3 month period. The management team consisted primarily of Phil Murphy (Employee Relations Officer), Sarah Gilbert (Director of Human Resources), Division Chief Schuler, Division Chief Snow, and Battalion Chief Anderson. A Federal Mediator attended all negotiating sessions to assist with the process. The Local 135 Negotiating Team is comprised of the following Local 135 members:

Rocky Bumgarner  
Tim Carr  
Matt Schulte  
Chuck Peaster  
Ryan Hall  
Mark Misek  
Fred Person

If you have any questions regarding the contract proposal contact a member of the negotiating team.

The Negotiating Team unanimously recommends approval of the contract proposal.

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