

## Employee Group 40 Fire Supervisory Association

Effective Date: April 4, 2015

Issued Date: 03/23/2015

Job Code & Description	Grade	Step	Hourly Rate (56 hrs/week)	Hourly Rate (40 hrs/week)
	041	1: Start	22.62	31.67
	041	2: 6 month (1040)	23.75	33.24
	041	3: 1 year (2080)	24.92	34.88
	041	4: 2 year (4160)	25.91	36.27
	041	5: 3 year (6240)	27.22	38.11
	041	6: 5 year (10,400)	28.32	39.64
	041	7: 10 year (20,800)	29.77	41.68
	041	8: 15 year (31,200)	30.99	43.38
	041	9: 20 year (41,600)	31.92	44.69
	044	1: Start	24.10	33.74
	044	2: 6 month (1040)	25.30	35.41
	044	3: 1 year (2080)	26.54	37.16
	044	4: 2 year (4160)	27.60	38.65
	044	5: 3 year (6240)	29.00	40.60
	044	6: 5 year (10,400)	30.16	42.23
	044	7: 10 year (20,800)	31.71	44.40
	044	8: 15 year (31,200)	33.02	46.22
	044	9: 20 year (41,600)	34.01	47.60
	045	1: Start	24.53	34.33
	045	2: 6 month (1040)	25.73	36.03
	045	3: 1 year (2080)	27.01	37.81
	045	4: 2 year (4160)	28.09	39.32
	045	5: 3 year (6240)	29.51	41.31
	045	6: 5 year (10,400)	30.69	42.97
	045	7: 10 year (20,800)	32.27	45.18
	045	8: 15 year (31,200)	33.59	47.02
	045	9: 20 year (41,600)	34.60	48.44

610301 FIRE DISTRICT CHIEF 640101 FIRE EMERGENCY MANAGEMENT & COMMUNICATIONS CHIEF 620120 FIRE TRAINING OFFICER	046	1: Start	26.40	36.96
	046	2: 6 month (1040)	27.70	38.78
	046	3: 1 year (2080)	29.07	40.70
	046	4: 2 year (4160)	30.23	42.33
	046	5: 3 year (6240)	31.76	44.47
	046	6: 5 year (10,400)	33.04	46.26
	046	7: 10 year (20,800)	34.74	48.63
	046	8: 15 year (31,200)	36.16	50.62
	046	9: 20 year (41,600)	37.24	52.13
610401 DEPUTY FIRE CHIEF (U) 620130 DEPUTY TRAINING CHIEF (U) 610520 EMERGENCY MEDICAL SERVICES CHIEF (U) 740040 FIRE MARSHALL	049	1: Start	28.59	40.02
	049	2: 6 month (1040)	30.01	42.00
	049	3: 1 year (2080)	31.49	44.08
	049	4: 2 year (4160)	32.74	45.84
	049	5: 3 year (6240)	34.40	48.15
	049	6: 5 year (10,400)	35.78	50.09
	049	7: 10 year (20,800)	37.62	52.66
	049	8: 15 year (31,200)	39.16	54.81
	049	9: 20 year (41,600)	40.33	56.47

## **BENEFITS:**

### **VACATION**

#### **Years of Service**

1st year thru 5th year  
6th year thru 15th year  
16th year thru 25th year  
26th year and beyond

#### **40 Hour Employee**

128 Hours - 16 days (.0616)  
176 Hours - 22 days (.0847)  
216 Hours - 27 days (.1039)  
224 Hours - 28 days (.1077)

#### **Years of Service**

1st year thru 5th year  
6th year thru 15th year  
16th year thru 25th year  
26th year and beyond

#### **56 Hour Employee**

252.0 Hours (10 shifts- 12 hrs.)\*  
308.0 Hours (12 shifts- 20 hrs.)\*\*  
375.2 Hours (15 shifts- 15 hrs 12 min.)\*\*\*  
386.4 Hours (16 shifts- 2 hrs 24 min.)\*\*\*\*

- \* (4.5 x designated work week)
- \*\* (5.5 x designated work week)
- \*\*\* (6.7 x designated work week)
- \*\*\*\* (6.9 x designated work week)

Effective November 15, 2006: any member of this bargaining unit, who retires from the City and has accrued but unused vacation will have all such time paid out into a PEHP if the member is eligible for and receives severance under Article 16 of the current agreement. PEHP contributions will be made at the time of retirement. (See Article 13.3; 2006-2007 Agreement).

**VACATION SELL BACK**

Employees may request compensation in case for up to four (4) days of unused vacation within each IRS payroll reporting year upon approval of Department Head and availability of funds. Such election must be made in writing on or before December 1<sup>st</sup> of each year.

Employees using vacation out of sick leave conversion in the payroll reporting year are not eligible for the vacation cash in.

**SEVERANCE PAY - 1/1/90:**

80 days accumulated sick leave credits at time of separation.

YEARS OF SERVICE WITH THE CITY AT LEAST:	MAXIMUM SEVERANCE PAY
20	\$ 5,000
21	6,000
22	7,000
23	8,000
24	9,000
25	10,000

If an employee is separated from the City on or after 1/1/92 and has accumulated a balance of at least 1,850 hours of sick leave credit and at least 25 years of service at the time of separation is eligible for a severance benefit of \$30,000.

If an employee has 20 or more years of service and ruled disabled and is receiving a disability pension and has 1,850 hours accumulated sick leave he/she is eligible for a severance benefit of \$30,000.

Payment shall be made in the three consecutive annual payments of \$10,000 each to a Post Employment Health Plan (PEHP).

Employees are not eligible for the severance plans listed in City Ordinance No. 11490.

**RESIDENCY**

In accordance with Civil Service Rules

**2015 HEALTH INSURANCE**

Single: The Employer will contribute \$398.88 - \$553.26 per month for the 2015 single insurance contribution depending on the employee's plan choice.

The City will contribute \$85 each month into a VEBA/HRA for full-time employees choosing the SINGLE Open Access Deductible plan. Enrollment is automatic. Three-quarter and half-time employees will receive pro-rated contributions.

Family: The Employer will contribute \$748.22 - \$1,300.53 per month for the 2015 family insurance contribution depending on the employee's plan choice.

The City will contribute \$45 each month into a VEBA/HRA for full-time employees choosing the FAMILY Open Access Deductible plan. Enrollment is automatic. Three-quarter and half-time employees will receive pro-rated contributions.

**SICK LEAVE ACCRUAL**

Effective January 1, 2010 the sick leave accrual rate will be 12 days per year.

**SICK LEAVE CONVERSION**

If an employee has an accumulation of sick leave credits in excess of one hundred and eighty days (180), he/she may convert any part of such excess to vacation at the rate of one-half days' vacation for each day of sick leave credit. No employee may convert more than ten (10) days of sick leave (five days' vacation) in each calendar year under this provision.

**OVERTIME**

Employees required to work in excess of their assigned tour of duty will be compensated at the rate of one and one-half (1.5) times the employee's normal rate. Such compensation shall be made in cash or in compensatory time at the option of the Employer.

**MILEAGE**

Employees shall be reimbursed at the IRS mileage reimbursement rate in effect.

**INCAPACITATION**

Regular, full-time employees injured during the course of employment:

Full wages not to exceed 12 months plus accumulated sick leave.

The 12 months shall be first utilized and then accumulated sick leave shall be used.

Regular, full-time employees who are disabled through injury or illness not during the course of employment:

Full wages for a period equal to accumulated sick leave plus six months.

Accumulated sick leave shall be utilized first before the six months.

Effective December 31, 2005 employees will no longer be eligible for off-duty Section 12.10 benefits.

**UNIFORM ALLOWANCE**

Effective January 1, 2010, uniform allowances (\$538.79) will be paid directly to the employee (payable in March of current year).

Uniform balances were frozen on December 31, 2008. Employees will be allowed to draw down the balance until December 31, 2010.

**LIFE INSURANCE**

\$10,000