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**BENEFITS:**

**VACATION (40 HOUR EMPLOYEES)**

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* 2.6 x designated work week
** 3.6 x designated work week
*** 5.0 x designated work week

**VACATION (56 HOUR EMPLOYEES)**

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* 4.8 x designated work week
** 5.8 x designated work week
*** 7.2 x designated work week

Effective January 1, 2007: Vacation accrual for all employees covered by this bargaining unit shall be based on the employment date with the City.

Effective January 2007: Employees covered by this bargaining unit will have three (3) hours of vacation deducted from his/her balance to establish a Union Release Bank. See Article 16 of the Agreement.

**VACATION CASH IN**

Employees may request compensation in cash for up to four (4) days (96 hours for 56-hour week employees; 32 hours for 40-hour week employees) of accrued, unused vacation within each calendar year. Payment will be at the discretion of the Department Head and additionally, limited by the availability of funds in the Department’s Budget. Such election must be made in writing on or before December 1 of each calendar year. Invoking the use of sick leave conversion will prohibit the use of vacation cash in. (See Article 16.6)

**RESIDENCY**

In accordance with Council File No. 279643 (12/30/82).
SICK LEAVE ACCRUAL
Effective January 1, 2015:
40 and 56 hr/wk employees will accrue sick leave at the same rate of .0462 (12 days per year)

SICK LEAVE CONVERSION
162 days or over - maximum days to convert (10 days sick = 5 days’ vacation).
Effective January 1, 2015: Must maintain a balance of 162 days of accrued sick leave or more to convert.
Effective January 1, 2015: Employees hired after December 31, 2007 who convert sick leave to vacation must maintain a balance of 162 days (1296 hours of sick leave) and will have the amount deposited to a PEHP. (See Article 19)

BEREAVEMENT LEAVE
Employees who normally work a 40-hour week shall be entitled to three (3) work days per calendar year for paid Bereavement Leave. Employees who normally work a 24-hour shift shall be entitled to two (2) work days per calendar year for Bereavement Leave. Paid Bereavement Leave may be used by an employee in the case of death of the employee’s mother, father, spouse, child, brother, sister, mother-in-law, father-in-law, grandparent, grandchild or other person who is a member of the household.
Unused Bereavement Leave shall not carry over from year to year.
Additional time off in the event of the death of those listed shall be charged to the employee’s accrued sick leave. Additional time off must be approved by the Department Director.
Bereavement Leave may only be used for those days when an employee has been previously scheduled to working during the requested leave time. (See Article 35)

2022 HEALTH INSURANCE
Effective January 2022, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

Choice Passport Plan:
2021 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2022, after any plan design changes; employees shall be responsible for the 2021 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2022, after any plan design changes.
Based on a 3.5% premium increase, this results in the following Employer contributions:

Single: $691.46 plus $225 per quarter to be deposited in a VEBA account (plus an additional $225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: $21.08 /month.

Family: $1632.66, plus $135 per quarter to be deposited in a VEBA account (plus an additional $225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: $227.72 /month.

Elect Plan:
The lesser of the Employer’s contribution for the Choice Passport Plan for 2022; or the actual cost of the Elect Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer’s monthly contribution.
2022 HEALTH INSURANCE (Continued)

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

**Single:** $663.26, plus $225 per quarter to be deposited in a VEBA account (plus an additional $225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: $0.00/month.

**Family:** $1632.66 plus $135 per quarter to be deposited in a VEBA account (plus an additional $225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: $99.58/month.

**ACO Plan:**
The lesser of the Employer’s contribution for the Choice Passport Plan for 2022; or the actual cost of the ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer’s monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

**Single:** $642.26, plus $225 per quarter to be deposited in a VEBA account (plus an additional $225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: $0.00/month.

**Family:** $1632.66, plus $135 per quarter to be deposited in a VEBA account (plus an additional $225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: $44.70/month.

**Passport Copay Plan:**
- **Single:** $398.88 (Employee share: $511.88/month)
- **Family:** $748.22 (Employee share: $1640.80/month)

**OVERTIME**
Overtime paid at the rate of one and one-half (1.5) in case or compensatory time at the option of the Employer.

Employees working a voluntary overtime shift shall be paid at the rate of one and one-half (1.5) times the base rate plus any applicable premiums according to Article 31 for the work being performed, regardless of the employee’s certified title. (Special events excluded, ie: State Fair, Xcel, etc.) (See Article 11.1(a))

**PAID TIME OFF FOR NEGOTIATIONS**
The number of employees permitted to attend contract negotiations shall be limited to two (2) at any one meeting without loss of pay. Employees need to give notice and receive approval of their designated supervisor.

**CALL BACK**
Employees required to report for work by the Employer during scheduled off-duty time shall be compensated at the rate of one and one-half (1.5) times the employee’s base rate plus any applicable premiums according to Article 31 and Article 9 for the work being performed. The minimum payment will be four (4) times the employee’s hourly rate.
SEVERANCE PAY

Effective January 1, 2020:
100 days (800 hours) of accumulated sick leave credits at time of separation.

YEARS OF SERVICE
WITH THE CITY          MAXIMUM SEVERANCE PAY
AT LEAST    20        $10,000
            21        $11,000
            22        $12,000
            23        $13,000
            24        $14,000
            25        $15,000

OR

Employees with 25 years of service and at least 1,850 hours of accumulated sick leave credits will be eligible for $30,000 severance pay.

Employees with 20 years of service who is ruled disabled and is receiving a disability pension and who has 1,850 hours of accumulated sick leave shall be allowed the maximum severance benefit of $30,000.

Effective December 31, 2015, the $30,000 severance payout shall be made to a Post Employment Health Plan (PEHP) in one payout in February of the year following the year in which the employee separates his/her employment.

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

Effective December 2014 (MOA signed changing severance threshold conversion – sick leave amounts):
(1) Any employee who is a member of this bargaining unit who:
a. Was hired by the City between July 11, 1990 and June 4, 1996
b. Has an accumulated balance of at least two thousand four hundred fifty (2,450) hours of sick leave credits; and
c. Has at least twenty-five (25) years of service at the time of his/her separation from service, or who
   separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20)
   years of service and begins drawing a disability pension
Shall be granted severance pay in the amount of thirty thousand dollars ($30,000).

(2) Any employee who is a member of this bargaining unit who:
a. Was hired by the City between June 5, 1996 and December 31, 2007;
b. Has an accumulated balance of at least two thousand two hundred forty hours (2,240) of sick leave credits; and
c. Has at least twenty-five (25) years of service at the time of his/her separation from service, or who
   separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20)
   years of service and begins drawing a disability pension
Shall be granted severance pay in the amount of thirty thousand dollars ($30,000).

(3) Any employee who is a member of this bargaining unit who:
a. Was hired by the City on or after January 1, 2008;
b. Has an accumulated balance of at least two thousand one hundred hours (2,100) of sick leave credits; and
c. Has at least twenty-five (25) years of service at the time of his/her separation from service, or who
   separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20)
   years of service and begins drawing a disability pension
Shall be granted severance pay in the amount of thirty thousand dollars ($30,000).
COURT TIME
Employees required to appear in court during off-duty time will be compensated at a rate of one and one-half (1.5) times their normal hourly rate for a minimum of four (4) hours.

Employees required to stand-by for court appearances during off-duty time will be compensated for a minimum of two (2) hours based on their normal hourly rate for each day required to stand-by.

TOUR OF DUTY HOLIDAY
Fire Equipment Operators, Fire Captains, Emergency Medical Services Coordinators, Fire Training Assistants and Fire/Arson Investigators will receive 1 Tour of Duty Holiday.

Firefighters with a minimum of three (3) years of service in the Fire Department will be provided the tour of duty holiday.

Employees with fifteen (15) years of service in the Fire Department will be provided one additional Tour of Duty Holiday. Effective January 1, 2022 Firefighters with 15 years of service will receive a second Tour of Duty Holiday.

Employees in the classification of Firefighter with three (3) or more years of service will receive one Tour of Duty Holiday.

INCAPACITATION
Firefighters, Fire Equipment Operators, Fire Captains who have previously held one of these titles with the Employer injured during the course of employment and rendered incapable of performing job duties shall receive full wages during the period of incapacity, not to exceed the period equal to twelve (12) months plus accumulated sick leave. The twelve (12) months shall first be utilized and only when same is exhausted shall accumulated sick leave be applicable.

Firefighters, Fire Equipment Operators, Fire Captains disabled through injury or sickness other than during the course of employment, shall receive wages for a period equal to accumulated sick leave plus six (6) months as provided herein. Accumulated sick leave shall be first utilized before the six (6) months shall be applicable.

Employees who are declared unable to return to work by a physician will be allowed to maintain this benefit for a maximum of sixty (60) days following the determination.

Employees injured or incapacitated by illnesses in the line of duty shall be entitled to reinstatement at any time within five (5) years from date of injury provided they are physically capable of resuming their job.

UNIFORM ALLOWANCE
January 1, 2022: $742.93
New Employees:
January 1, 2022: $488.20
PREMIUMS

PARAMEDIC
Effective January 1, 2011, any employee who is assigned to the Advanced Life Support Unit as a Paramedic shall be paid a differential of eleven and four-tenths percent (11.4%) of his/her regular base rate. Only employees who have satisfactorily completed all required Paramedic training shall be eligible for such assignment and pay differential.

Effective January 1, 2019, Paramedic Premium will be increased to:
5 Year Longevity = 14.4%
10 Year Longevity = 15.4%
15 Year Longevity = 16.4%

Effective January 1, 2022, Unassigned Paramedic Premium shall apply to employees certified as a paramedic but who are not assigned to an advanced life support unit.
5 – 10 years: 10.4%
10 – 15 years: 11.4%
15 years +: 12.4%

EMERGENCY MEDICAL TECHNICIAN - ASSIGNED
Effective January 1, 2011, any employee who is assigned to an Advanced Life Support Unit or Basic Life Support Unit as an Emergency Medical Technician Assigned (EMTA) shall be paid a differential of seven percent and one-quarter percent (8.25%) above his/her regular base rate biweekly.

EMERGENCY MEDICAL TECHNICIAN
Effective January 1, 2011, any employee who is certified as an Emergency Medical Technician but who is not assigned to an ambulance unit shall receive a differential of four and one-eighth percent (4.125%) above his/her regular base rate. Only employees who have satisfactorily completed all required EMT training shall be eligible for such assignment and pay differential.

HAZARDOUS MATERIALS/FIRE TRAINING ASSISTANT
Effective January 1, 2011, any employee who is assigned to a designated hazardous materials response unit or who is permanently appointed as a Fire Training Assistant shall be paid a differential of nine and three-tenths percent (9.3%) over his/her regular base rate biweekly.

Effective January 1, 2021: Premium Pay for Arson Investigation – any employee who is a certified Arson Inspector and is assigned as the designated Arson Inspector, shall be paid a differential of three (3.0%) percent of his/her base rate. This premium is in addition to the Hazardous Materials premium.

EMERGENCY MEDICAL TECHNICIAN - I/D
Effective December 31, 2012, this premium was eliminated.

LONGEVITY PREMIUM
Effective January 1, 2022: Firefighters, Fire Equipment Operators, Captain EMT’s with five (5) consecutive years assigned to a paramedic engine company, shall be paid a differential of ten and one quarter percent (10.25%) of his/her base rate. Article 31.5 shall not apply to this ten and one quarter percent (10.25%) differential.