

## Employee Group 03 Fire

Effective Date: March 28, 2020

Issued Date: 03/13/2020

Job Code & Description	Grade	Step	Hourly Rate (56 Hr/Wk)	Hourly Rate (40 Hr/Wk)
610511 EMERGENCY MEDICAL TECHNICIAN	028	1: Start		18.92
	028	2: 14 month (2400)		19.96
	028	3: 3 year (6240)		21.11
	028	4: 5 year (10,400)		22.37
	028	5: 7 year (14,560)		23.63
	028	6: 10 year (20,800)		24.89
	028	7: 15 year (31,200)		26.16
	028	8: 20 year (41,600)		27.32
610010 FIREFIGHTER TRAINEE	030	1: Start	15.97	22.35
610011 FIREFIGHTER	031	1: Start	20.89	29.24
	031	2: 14 month (2400)	21.99	30.80
	031	3: 3 year (6240)	24.06	33.65
	031	4: 5 year (10,400)	25.01	35.02
	031	5: 7 year (14,560)	25.68	35.94
	031	6: 10 year (20,800)	26.31	36.83
	031	7: 15 year (31,200)	27.76	38.86
	031	8: 20 year (41,600)	29.02	40.62
610110 FIRE EQUIPMENT OPERATOR	034	1: Start	21.55	30.17
	034	2: 14 month (2400)	23.76	33.25
	034	3: 3 year (6240)	25.98	36.34
	034	4: 5 year (10,400)	27.01	37.80
	034	5: 7 year (14,560)	27.73	38.81
	034	6: 10 year (20,800)	28.39	39.75
	034	7: 15 year (31,200)	29.97	41.96
	034	8: 20 year (41,600)	31.33	43.85
610510 EMERGENCY MEDICAL SERVICES COORDINATOR 610210 FIRE CAPTAIN 620110 FIRE TRAINING ASSISTANT	037	1: Start	23.54	32.95
	037	2: 14 month (2400)	25.96	36.31
	037	3: 3 year (6240)	28.35	39.68
	037	4: 5 year (10,400)	29.48	41.28
	037	5: 7 year (14,560)	30.28	42.37
	037	6: 10 year (20,800)	31.03	43.42
	037	7: 15 year (31,200)	32.75	45.81
	037	8: 20 year (41,600)	34.22	47.89

610610 FIRE ARSON INVESTIGATOR	039	1: Start	25.05	35.07
	039	2: 14 month (2400)	27.63	38.65
	039	3: 3 year (6240)	30.17	42.24
	039	4: 5 year (10,400)	31.39	43.95
	039	5: 7 year (14,560)	32.22	45.12
	039	6: 10 year (20,800)	33.02	46.23
	039	7: 15 year (31,200)	34.84	48.78
	039	8: 20 year (41,600)	36.44	50.97

**BENEFITS:**

**VACATION (40 HOUR EMPLOYEES)**

0 - 5 Years                    104 hours - 13 days (.0500)  
 After 5 Years                144 hours - 18 days (.0692)  
 After 15 Years               192 hours - 24 days (.0923)  
 After 25 Years               200 hours - 25 days (.0962)

**VACATION (56 HOUR EMPLOYEES)**

0 - 5 Years                    257.6 hours - (10 shifts, 17 hrs., 30 min.)\*  
 After 5 Years                313.6 hours - (13 shifts, 1 hr., 30 min.)\*\*  
 After 15 Years               380.8 hours - (15 shifts, 21 hrs.)\*\*\*  
 After 25 Years               392.0 hours - (16 shifts, 8 hrs.)\*\*\*\*

- \*            4.6 x designated work week
- \*\*           5.6 x designated work week
- \*\*\*        6.8 x designated work week
- \*\*\*\*       7.0 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 **December 31, 2007:**

40 hr/wk employees accrue sick leave at .0500 per hour (13 days per year)

Effective **July 1, 2013:**

56 hr/wk employees accrue sick leave at .0515 per hour (13.2 days per year)

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)

## **2020 HEALTH INSURANCE**

Effective **January 2020**, 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:**

2019 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2020, after any plan design changes; employees shall be responsible for the 2019 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2020, after any plan design changes.

Based on a 6.0% premium increase (3.7% + 2.3% HIT), this results in the following Employer contributions:

**Single:** \$652.44, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2019 Wellness Program).  
Employee share: \$12.82/month.

**Family:** \$1,530.64, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2019 Wellness Program).  
Employee share: \$206.10/month.

## **2020 HEALTH INSURANCE (Continued)**

### **Elect Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2020; 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.

Based on a 6.0% premium increase (3.7% + 2.3% HIT), this results in the following Employer contributions:

**Single:** \$619.18, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2019 Wellness Program).  
Employee share: \$0.00/month.

**Family:** \$1,530.64, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2019 Wellness Program).  
Employee share: \$86.46/month.

### **ACO Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2020; 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 6.0% premium increase (3.7% + 2.3% HIT), this results in the following Employer contributions:

**Single:** \$599.56, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2019 Wellness Program).  
Employee share: \$0.00/month.

**Family:** \$1,530.64, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2019 Wellness Program).  
Employee share: \$35.20/month.

### **Passport Copay Plan:**

Single: \$398.88 (Employee share: \$451.34/month)  
Family: \$748.22 (Employee share: \$1,481.98/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.

## 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 on or prior to July 10, 1990
- b. Has an accumulated balance of at least two thousand five hundred ninety (2,590) 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 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).

(3) 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).

## **SEVERANCE PAY (Continued)**

(4) 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).

## **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.

## **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.

Employees with fifteen (15) years of service in the Fire Department will be provided one additional 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 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.

## **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.

**5 Year Longevity = 13.4%**

**10 Year Longevity = 14.4%**

**15 Year Longevity = 15.4%**

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%**

### **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 (7.25%) of his/her regular base rate biweekly.

**5 Year Longevity = 9.25%**

Effective **January 1, 2019**, EMTA Premium will increase to 8.25%

### **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.

### **EMERGENCY MEDICAL TECHNICIAN - I/D**

Effective December 31, 2012, this premium was eliminated.

### **LONGEVITY PREMIUM**

Firefighters, Fire Equipment Operators, Captain EMT with five (5) consecutive years assigned to a paramedic engine company will receive a premium of two percent (2%) of his/her regular base rate. Article 31.5 shall not apply to this two percent (2%) differential.

Effective the first full pay period in 1996, employees shall receive a one percent (1%) premium for the maintenance of EMT Certification. Effective January 1, 2011, this premium has been combined with other premiums.