

## Employee Group 40 Fire Supervisory Association

Effective Date: January 7, 2017

Issued Date: 01/31/2017

Job Code & Description	Grade	Step	Hourly Rate (56 hrs/week)	Hourly Rate (40 hrs/week)
	041	1: Start	23.77	33.27
	041	2: 6 month (1040)	24.95	34.92
	041	3: 1 year (2080)	26.18	36.64
	041	4: 2 year (4160)	27.22	38.11
	041	5: 3 year (6240)	28.60	40.04
	041	6: 5 year (10,400)	29.76	41.65
	041	7: 10 year (20,800)	31.27	43.79
	041	8: 15 year (31,200)	32.55	45.57
	041	9: 20 year (41,600)	33.54	46.96
	044	1: Start	25.32	35.44
	044	2: 6 month (1040)	26.58	37.21
	044	3: 1 year (2080)	27.88	39.04
	044	4: 2 year (4160)	29.00	40.61
	044	5: 3 year (6240)	30.47	42.66
	044	6: 5 year (10,400)	31.68	44.37
	044	7: 10 year (20,800)	33.31	46.65
	044	8: 15 year (31,200)	34.70	48.56
	044	9: 20 year (41,600)	35.73	50.01
	045	1: Start	25.76	36.07
	045	2: 6 month (1040)	27.04	37.85
	045	3: 1 year (2080)	28.37	39.73
	045	4: 2 year (4160)	29.50	41.31
	045	5: 3 year (6240)	31.00	43.40
	045	6: 5 year (10,400)	32.24	45.14
	045	7: 10 year (20,800)	33.90	47.47
	045	8: 15 year (31,200)	35.29	49.41
	045	9: 20 year (41,600)	36.34	50.89

610301 FIRE DISTRICT CHIEF 640101 FIRE EMERGENCY MANAGEMENT & COMMUNICATIONS CHIEF 620120 FIRE TRAINING OFFICER	046	1: Start	27.73	38.83
	046	2: 6 month (1040)	29.10	40.74
	046	3: 1 year (2080)	30.54	42.76
	046	4: 2 year (4160)	31.76	44.47
	046	5: 3 year (6240)	33.37	46.72
	046	6: 5 year (10,400)	34.71	48.61
	046	7: 10 year (20,800)	36.49	51.10
	046	8: 15 year (31,200)	37.98	53.19
	046	9: 20 year (41,600)	39.12	54.77
610401 DEPUTY FIRE CHIEF (U) 620130 DEPUTY TRAINING CHIEF (U) 610520 EMERGENCY MEDICAL SERVICES CHIEF (U) 740040 FIRE MARSHALL	049	1: Start	30.03	42.05
	049	2: 6 month (1040)	31.52	44.13
	049	3: 1 year (2080)	33.08	46.31
	049	4: 2 year (4160)	34.40	48.16
	049	5: 3 year (6240)	36.14	50.58
	049	6: 5 year (10,400)	37.59	52.62
	049	7: 10 year (20,800)	39.52	55.33
	049	8: 15 year (31,200)	41.14	57.58
	049	9: 20 year (41,600)	42.37	59.33

## 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.

### **2017 HEALTH INSURANCE**

Single: The Employer will contribute \$398.88 - \$611.67 per month for the 2017 single insurance contribution depending on the employee's plan choice.

The City will contribute \$75 each month into a VEBA for full-time employees choosing the SINGLE Open Access Deductible plan (plus an additional \$75 per month in a VEBA for completion of the 2016 Wellness Program).

Family: The Employer will contribute \$748.22 - \$1,426.52 per month for the 2017 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 (plus an additional \$75 per month in a VEBA for completion of the 2016 Wellness Program).

### **RESIDENCY**

In accordance with Civil Service Rules

### **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.

### **SEVERANCE PAY:**

640 hours accumulated sick leave credits at time of separation.

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

**SEVERANCE PAY (Continued):**

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. Separation from City employment on/after January 1, 1992
  - 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).

If an employee has 20 or more years of service and ruled disabled and is receiving a disability pension and has two thousand five hundred ninety (2,590) hours accumulated sick leave he/she is eligible for a 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 the severance plans listed in City Ordinance No. 11490.

**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, 2017**, uniform allowances (\$597.79) will be paid directly to the employee (payable in March of current year).

**LIFE INSURANCE**

\$10,000