

**International Association of Firefighters, Local #127 (IAFF)
Summary of Changes to Collective Bargaining Agreement**

All changes are effective January 1, 2025, unless noted otherwise.

Term: three (3) year agreement – January 1, 2025 – December 31, 2027

Article 4: Medical Benefit Plan

Update language to reflect dates of new contract and information on new High Deductible Health Plan (HDHP) offering.

Article 8: Work Week

Added clarifying language that allows day shift workers to work overtime at the 112-hour platoon rate for any special events and shift overtime outside of normal scheduled duty.

Added one (1) *Stand Down Day* to be honored on Juneteenth.

Article 9: Bereavement Leave

Removed the requirement that members provided documentation of death and funeral proceedings to use bereavement leave, but added language that will allow the Fire Chief or designee to request documentation if an employee is under progressive discipline for attendance related matters.

Updated language under Priority Family to include coverage for miscarriages or stillborn birth.

Added clarifying language to the Immediate Family category.

Added clarifying language that will allow employees who are out on vacation while a death in their family occurs to switch from vacation to bereavement leave.

Article 10: Employee Sick Leave

Updated language to allow employees to use sick leave in eight (8), twelve (12) and twenty-four (24) hour blocks.

Added language to allow employees to use sick leave for their own bonafide illness or injury or their priority family member.

Added clarifying language that three consecutive shift days will apply to platoon or day shift with regard to sick leave and requirements for physician documentation.

Reduce day shift employee's personal business days from six (6) days to five (5) days of accumulated sick leave.

Reduce platoon employee's personal business days from 48 hours to 36 hours of accumulated sick leave.

Update the death benefit from thirty-nine (39%) to one hundred (100%) lump sum payment in the event the employee dies to the employee's estate.

Article 12: Military Leave of Absence

Update military leave provision to allow for up to four calendar weeks for 40-hour employees and twenty-four shift days for platoon employees.

Update language to allow weekend drills in the compensation offset.

Article 14: Wage and Salary Schedule

- 2025 4% increase effective January 3, 2025
- 2026 4% increase effective January 2, 2026
- 2027 4% increase effective January 1, 2027

Remove requirement for a Commercial Driver’s License (CDL).

Added a two (2%) percent Peer Support Coordinator specialty pay effective January 1, 2025.

Incorporated Res. 24-1152 for Short Notice Paramedic Acting Pay into contract.

Updated language to include a longevity pay step advancement at five (5) years.

Article 15: Vacation

Adjust vacation schedule to the following:

Current	Agreement
Year 1: 3 days	Year 1: 6 days
Year 3: 6 days	Year 3: 8 days
Year 7: 9 days	Year 7: 12 days
Year 14: 12 days	Year 14: 14 days
Year 20: 15 days	Year 16: 16 days
Year 26: 16 days	Year 20: 18 days
Year 28: 17 days	Year 26: 20 days
Year 30: 18 days	

Incorporated the Lateral Transfer Memorandum of Understanding into the CBA.

Article 17: Holidays

Remove Spring Holiday and New Years Eve as paid holidays (eliminating 24 hours of holiday pay).

Spring Holiday and New Years Eve will still be treated as holiday duty days per the contract.

Article 18: Clothing Allowance

Increase clothing allowance to \$800.00 per year.

Update language to allow new hires to receive their full uniform allowance on their first full paycheck after their date of hire.

Increase Class A uniform allowance for new hires to \$150 but they must order their Class A Uniforms within six (6) months of their date of hire.

Article 19: Recall/Call In Time

Added language to outline how a recall via a telephone call would be compensated.

Article 26: Training Opportunities and Employee Development

Added language on how time will be compensated for travel and training out of town.

Added language for a 96-hour consecutive work rule to apply to out-of-town training and returning to duty.

Article 30: Reasonable Suspicion Drug and Alcohol Policy and Procedures

Remove the random drug testing provision. The provision has not been implemented since added to the contract. All reasonable suspicion language remains.

Update Shift Commander title to Battalion Chief.

Update notification chain for Local #127 group when employee is requested to go to clinic for testing.

Remove former employee names from policy and replace with job titles.

Article 31: Entire Agreement

Update dates to be reflective of new agreement.