

**Summary of Changes to  
IAFF, Local #127  
Collective Bargaining Agreement for 2015 – 2017**

**Duration:** January 1, 2015 – December 31, 2017

**Wages:** Effective January 2, 2015 2% across the board increase  
Effective July 1, 2016 2% across the board increase  
Effective December 1, 2016 2% across the board increase  
Effective January 1, 2017 2% across the board increase

- Effective January 1, 2015, increase team pay from \$10 per month to \$20 per month for employees who are members of the TEMS, Water Rescue, and Technical Rescue teams for being an active member.
- Effective May 20, 2016, provide Core team leader pay for water rescue (1) and technical rescue (1). Compensation of \$100 per month.
- Remove term of “House Security” from “Out of Rank Assignments” paragraph.
- New – Established Committees: All employees serving on an established committee shall be paid for one (1) hour, or actual hours worked, whichever is greater.
- New – Simultaneous Positions: No two (2) people can hold two (2) paid positions simultaneously, i.e. EMS Training, Engineer, Computer Trainer, Lieutenant and House Security. This provision shall not apply to Specialty Teams.

**Overtime** – Delete sentence referencing January 18, 1994.

**Clothing Allowance:**

- Beginning January 2016, there will be no minimum purchase requirement in even years.
- Add Fire Department approved jacket within uniform allowance.

**Medical Benefit Plan:** Removed language which is prohibited under Act 10.

- Effective July 1, 2016, change employee premium contributions as follows:
  - Delete monthly flat dollar premiums of Single - \$105/\$60, Limited Family - \$125/\$75, and Family - \$145/\$90
  - Change to employee paying a percentage of the monthly premium equivalent rate: 16% if not participating in the health risk assessment, and 8% if participating in the health risk assessment.
- Effective December 1, 2016, increase the 8% employee premium contribution rate to 9.5%.
- Effective January 1, 2017, increase the 9.5% employee premium contribution rate to 10.5%.

**Sick Leave**

- Add language regarding eligibility for sick leave accrual: Employee must receive pay from the City for a minimum of three (3) shift days or ten (10) day shifts in a calendar month in order to earn the monthly sick leave hours.
- Delete expired language relative to retirement between January 1, 2012 and June 30, 2013.

**Military Leave:** Amend the off set of wages for military leave to occur upon receipt of the employee’s military pay stub. Such military pay stub is due to Human Resources within 30 days from the date in which the employee returns to City employment.

**Bereavement:**

- Employees are required to provide documentation of death and funeral/proceedings for bereavement leave.
- Effective June 1, 2016, add “employee and spouse’s step-parent, step children, and foster children” to definition of Immediate Family.
- Effective June 1, 2016, add employee’s aunt or uncle to definition of Other Relative.

**DELETE – MOU #4, FLSA**

**NEW MOU #4 – FLSA**

Pay for actual hours worked, with overtime based on hours worked over 207 in a 27 day cycle. Implementation within one year following execution of the successor collective bargaining agreement. All three shifts shall utilize the same 27 day FLSA cycle. Recall pay for FLSA purposes is for actual hours worked. When working a light duty assignment, the employee will be paid at their platoon shift rate for actual hours worked. At the end of the payperiod Finance will make employee whole (if applicable) based on the employee’s regular work schedule for that payperiod. In the event of a work exchange the City will continue to pay the Firefighter scheduled to work, not the firefighter working the shift.

**DELETE – MOU #5- Assignment to EMS Trainer.**

**DELETE- MOU #6 – Paramedic Training**

**NEW MOU #6 – House Security.**

Position of House Security shall be removed from the Fire Department’s future table of organization. The removal shall occur after all three current incumbents have vacated such position. Until such time the three incumbents in the position of House Security shall maintain such classification and applicable pay rates as defined in the collective bargaining agreement.

**New Fire Calendars – 2015, 2016, 2017**

**Housekeeping** – Modification of dates, union board members, etc.