

*TA Jim Joy 9/6/12*  
*TC Patricia Wood 9/6/12*

185683

1. All tentative agreements made to date.
2. Four-Year Contract, July 1, 2012 – June 30, 2016.
3. Schedule A adjusted on July 1<sup>st</sup> of each year by cost of living increases based on the current formula; minimum increase of 1%, maximum increase of 5%. The COLA for July 1, 2012 is 3.3%. The COLA for 2012 will be paid retroactive to July 1, 2012.
4. Continue current health insurance premium share at 95% / 5% for the term of the agreement.
5. Article 7: Effective January 1, 2014, Section C – 12-hour vacation payback (Work Week Reduction) will be eliminated.
6. Article 8
  - a. Section C 10) Marine Operations – Water-based. Effective July 1, 2013, Harbor Pilots will receive a 6% over their base wage rate.
  - b. Section C (new) - Effective July 1, 2013, certified paramedics up to and including the rank of Captain who is assigned to divisions other than Emergency Operations will receive a 3% premium on top step Fire Fighter.
  - c. Section C (new) - Effective July 1, 2013, any Fire Inspector who has the Fire Inspector II certification will receive a premium of 3% of his/her base wage rate. This will not apply to battalion chiefs.
  - d. Section H Pay for Acting Officers. Effective July 1, 2013, personnel serving as acting officers in a higher classification for a minimum of 4 hours will be placed on the step of the higher classification that represents at least a 3% increase over his/her regular rate of pay.
  - e. Section K, Other Compensation. Effective with the ratification of the Labor Agreement, employees in assignments that require replacement when an employee is absent shall be paid at the applicable overtime rate. Employees in such assignments who have accrued compensatory time may continue to use this accrual until June 30, 2016. Effective on June 30, 2016, employees in such assignments who have accrued compensatory time shall be paid in cash for any remaining compensatory time.

7. Education benefit (Article 17) will become effective July 1, 2012.
8. Union Release Time (Article 23) will become effective July 1, 2012.
9. Article 25 D 3) Payroll Banking will be reduced to 23 hours effective July 1, 2013, and to 21 hours effective January 1, 2014.
10. Public Information Officer Compensation. Effective July 1, 2013:
  - A. The primary and backup sworn PIO assignments may be filled by any sworn personnel.
  - B. The primary PIO and backup PIO will be assigned by and serve at the discretion of the Fire Chief or designee.
  - C. The primary PIO assignment will be compensated at the rate of Senior Inspector. The Primary PIO must carry a pager and generally be available for callback outside of his/her normal day, from the end of his/her first shift of the week through the start of the last shift of his/her week.
  - D. The backup PIO assignment will receive five (5) hours of overtime at their regular rate of pay as compensation for standby on a regular weekly schedule. Standby and call-back compensation will be paid at the forty (40) hour rate regardless of the employee's regular schedule.
  - E. The backup PIO assignment will receive five (5) hours of overtime for 'standby' schedule, not to exceed four 24 hour shifts. 1.25 hours overtime will be paid for each additional day served.