

## IAFF CBA EDUCATIONAL OUTLINE

### Simple Breakdown of Proposed Changes

#### ARTICLE 1: RECOGNITION

**What Changed:**

- Language clean-up only.

#### ARTICLE 2: PAYROLL DEDUCTION OF DUES

**What Changed:**

- Language clean-up only.

#### ARTICLE 4: PREVAILING RIGHTS

**What Changed:**

- Language clean-up.
- Removed Provision 4.3.

#### ARTICLE 5: POLICIES

(Formerly “Rules and Regulations”)

**What Changed:**

- Article renamed from “Rules and Regulations” to “Policies.”
- Added protection for Department Policy 103.4.
- Added union right to bargain any new policy impacting Wages, hours and terms and conditions of employment
- Added HR policy language to protect right to bargain over wages, hours and terms and condition of employment.
- Removed outdated Appendix IV references.

#### ARTICLE 6: WAGES

**Wage Increases**

**Raises:**

- 4% effective January 1, 2026
- 4% effective October 1, 2026
- 4% effective October 1, 2027

**Additional Changes**

**What Changed:**

- Removed proposed \$1,000 one-time premium payment.
- Added wage re-opener clause for FY28 based on property tax values.
- Rescue assignment pay no longer excluded from 27% incentive cap. Now *INCLUSIVE* of rescue assignment.
- Added language protecting base salary during lateral shift/non-shift moves.

- Educational incentive remains percentage-based for current employees.
- City removed proposed educational incentive reductions for future hires.
- Longevity structure changed from 18-year top out to 16-year top out.

## ARTICLE 7: OVERTIME

### What Changed:

- Sick leave used immediately before/after OT may convert OT to straight time.
- Exceptions:
  - Mandatory overtime
  - Approved FMLA
- Members cannot create OT from their own vacation usage.
- OT distribution process cannot be changed without mutual agreement.

## ARTICLE 8: CALLBACK PAY

### What Changed:

- Fire Prevention Officers performing early inspections paid hour-for-hour if contiguous to shift.
- Fire Prevention Officers assigned on-call receive one hour comp time per on-call day.

## ARTICLE 9: SICK LEAVE

### What Changed:

- Minimum sick leave usage = 3 hours.
- Added clearer abuse language.
- Added occurrence definition.

### Occurrence Definition:

- Consecutive shifts for same illness/event count as ONE occurrence.

### Example:

- Missing 2 shifts for same illness = 1 occurrence.

### Sick Leave Sell Back Added

#### What Changed:

- Members can sell back:
  - Up to 24 hours after 13 pay periods with no sick leave usage
  - Maximum 48 hours annually

#### Requirements:

- Must maintain minimum 288-hour sick bank.

## ARTICLE 10: UNUSED SICK LEAVE

### What Changed:

- Language clean-up only.

## ARTICLE 11: SHIFT EXCHANGE

### What Changed:

- Language clean-up only.

## ARTICLE 14: VACATIONS

### What Changed:

- Clarified wording from “in excess” to “more than.”

## ARTICLE 15: WORKERS’ COMPENSATION / SUPPLEMENTAL COMPENSATION

### What Changed:

- Members reaching MMI and unable to perform duties must apply for disability retirement within 14 days to continue supplemental compensation.

## ARTICLE 18: HOURS OF WORK / KELLY DAY

### What Changed:

- Fire Chief may require emergency callback availability during large-scale emergencies.
- Added 48-hour consecutive work limit.
- Members must have 12 hours off after 48 consecutive hours worked.

## ARTICLE 19: PROMOTIONS & PROMOTIONAL PROCEDURES

### What Changed:

- Promotional advance information reduced:
  - 180 days → 120 days
- Certification list timeline reduced:
  - 45 days → 30 days
- Removed Procedures Manual hard-copy requirement.

## ARTICLE 20: SAFETY & HEALTH

### What Changed:

- Annual NFPA 1582 wellness physicals now mandatory.
- Added contagious disease exposure reporting protections.

## ARTICLE 22: MANAGEMENT RIGHTS

### What Changed:

- Added language clarifying retained management rights.
- Clarified City does not waive rights by not exercising them.

## ARTICLE 23: GRIEVANCE PROCEDURE & ARBITRATION

### What Changed:

- Employees can grieve disciplinary actions.
- Non-dues paying members may process grievances individually.
- Arbitration decisions binding on both union and employee.

## ARTICLE 24: SEVERABILITY CLAUSE

(Formerly Savings Clause)

### What Changed:

- Article renamed.

## ARTICLE 27: SPECIAL LEAVE

### What Changed:

- Provision 27.5 moved to another article.

## ARTICLE 28: PENSION PLANS

### Pension Improvements

### What Changed:

- Tier 1 multiplier:
  - 3.2% → 3.4%
- Tier 2 multiplier:
  - 3.3% → 3.4%
- Retirement eligibility reduced:
  - 23 years → 21 years
- Contribution increases:
  - Tier 1 → 9.85%
  - Tier 2 → 11.35%

## ARTICLE 30: UNIFORMS

### What Changed:

- “And Linens” removed from title.
- Added ability for shift personnel to request two jumpsuits.
- “Dress shirt” changed to “polo shirt.”
- Removed wristwatch reference.

## **ARTICLE 31: HEALTH & WELLNESS PLAN**

### **What Changed:**

- Added biometric screening definition.
- PEHP removed after City unable to match required contributions.

## **ARTICLE 32: DISCIPLINARY ACTION**

### **What Changed:**

- Discipline charging timeline increased:
  - 45 days → 90 calendar days

## **ARTICLE 34: EMERGENCY RESCUE SERVICES & RESCUE ASSIGNMENT PAY**

### **What Changed:**

- Base salary protected during line-to-bureau moves.
- Memorialized 5% incentive for non-shift assignments.
- Added SWAT Medic stipend:
  - \$1,000 annually
- Added FTO stipend:
  - \$1,000 annually

## **ARTICLE 36: EXPENSE ALLOWANCE**

### **What Changed:**

- Language clean-up only.

## **ARTICLE 39: SERVICES TO THE UNION**

### **What Changed:**

- “Rules and Regulations” changed to “Policies.”

## **ARTICLE 42: TUITION REIMBURSEMENT**

### **What Changed:**

- Reimbursement at standard state rate.
- Books now eligible for reimbursement.

## **ARTICLE 43: TIME OFF FROM DUTY**

### **What Changed:**

- City withdrew proposed reduction to personal leave.
- Personal Leave remains at 72 hours.
- Added emergency leave procedures.
- Unscheduled leave creating OT may be denied.

## **ARTICLE 44: CAREER LADDERS**

### **What Changed:**

- Added practical exam requirement.
- Added experience requirements and incentive points.
- Added Fire Prevention transfer process.
- Added Task Book completion requirement for FPO II.

## **ARTICLE 46: DRUG-FREE & ALCOHOL-FREE WORKPLACE POLICY**

### **What Changed:**

- Added references to HR Drug-Free Workplace and Driving policies
- Added effective dates to preserve bargaining rights on future changes.

## **ARTICLE 48: PROBATIONARY PERIOD**

### **What Changed:**

- New article created.
- Establishes standard one-year probationary period.
- Clarifies probation extensions/suspensions.

## **ARTICLE 49: DURATION OF AGREEMENT**

### **What Changed:**

- Agreement dates updated:
  - 2025 → 2028