

IAFF General Unit
3rd Year Reopener (FY 12)

ARTICLE 40

WAGES

40.1 A. ~~Effective upon ratification of this amendment to the October 1, 2009 – September 30, 2012 Agreement, all employees covered by this Agreement, including those who are in the Deferred Retirement Option Program (DROP), shall receive a one-time, lump sum payment equal to two percent (2%) of the employee's annualized base rate of pay, limited to two percent (2%) of the pay range maximum. The base rate used in calculating lump sums under this section (40.1A.) shall be that which any eligible employee was earning the pay period beginning October 10, 2011. Lump sums paid under this section (40.1A.) shall be pensionable. There shall be no pay increases after September 30, 2012 unless and until there is a new Agreement in effect providing for such increases.~~

Deleted: Upon ratification

Deleted: being paid

B. An employee entering the Deferred Retirement Option Program (DROP) may elect to forego receipt of any future general salary increases effective after entry into the DROP, for as long as the employee is participating in the DROP, as provided in Article VII, Division 3, of the Code of Ordinances:

Deleted: within the pay range of their appropriate classifications, shall have their individual rates of pay increased by one percent (1%) of their individual rates of pay effective with the first full pay period in October 2009, provided such increases shall not exceed the maximum pay rate for their classification. Effective the first full pay period in October 2009, the pay ranges shall be adjusted as reflected in Exhibit I.¶
. Either party may reopen this paragraph (40.1A) for negotiations at any time during the month of April of each contract year.

Deleted: 2010

A Consolidated Pension Plan member who has elected to receive Longevity payments rather than general increases (COLA) must, in order to enter and continue to participate in the Deferred Retirement Option Program (DROP), forego receipt of all general salary increases (COLA) effective after the member's entry into the DROP. This member must, in order to enter and continue to participate in the DROP, forego receipt of all merit increases after the member's entry into the DROP to the extent such increase would result in the member's base salary exceeding the top of the salary range of the regular classification the member was in, as it existed when the member entered the DROP. Such participants in the DROP remain eligible to receive a promotional increase, but subsequent merit increases would be limited as described above.

40.2 Merit or Performance – Based Increases

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A. Effective October 1, 2009 through September 30, 2010, there shall be no Merit Increases.

Firefighters – 0% of range maximum

Driver/Operators – 0% of range maximum

Fire Lieutenant – 0% of range maximum

Fire Inspector – 0% of range maximum

Fire Investigative Services Officer – 0% of range maximum

Fire Training Captain – 0% of range maximum

These merit increases within an established pay grade (see Exhibit I) shall be limited only by the range maximum based on satisfactory performance.

Either party may reopen this [section](#) (40.2.A.) for negotiations at any time during the month of April of each contract year. There shall be no Merit Increases after September 30, 2010 unless and until there is a new Agreement in effect providing for such increases.

Deleted: paragraph

B. For regular (non-probationary) employees, the review period is a one-year period from October 1 through September 30. Employees will continue to be reviewed, but there will be no Merit Increases associated with these reviews, unless and until there is a new Agreement in effect providing for such increases.

C. Employees may be eligible for Special Merit Awards as authorized under City Human Resources Policy – Performance-Based Merit Awards.

40.3 Twenty-four hour shift personnel who have been assigned to Fire Prevention shall receive compensation at the appropriate rate of pay.

40.4 Employees covered by this Agreement who work in a higher classification shall be paid ten percent (10%) above their current rate for each such full hour.

Under no circumstances shall the total amount of out-of-class pay that is paid exceed that attributable to the number of hours worked.

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- 40.5 A. Employees holding a current and valid State Paramedic Certification and holding current clearance from the System Medical Director shall receive supplemental paramedic pay at a rate of ten percent (10%) of their current base wages provided there shall be no decrease in paramedic pay for any cleared individual.
- B. Any paramedic who is not cleared shall not receive this monthly supplement, provided that he or she has had the opportunity to obtain cleared status on City time and at City expense.
- 40.6 Employees who are required to be paramedics, in accordance with 10.3 of Article 10, shall upon request be permitted to seek relief from said requirement from the Department Medical Director.
- 40.7 If the City Commission determines that fire inspections are to be performed on a department-wide basis by fire companies, fifty dollars (\$50.00) per month shall be re-instated for the duration of the current labor agreement. Company fire inspections will be conducted from 8:00 a.m. to 5:00 p.m., Monday through Friday, and Saturdays until 11:30 a.m.
- 40.8 Lieutenants while assigned to Training shall be paid five percent (5%) above their current rate.
- 40.9 All persons in the Fire Department in the classification of Fire Inspector holding a current and valid Police Officer certification shall be paid an incentive of five percent (5%) of his/her base wages while so employed.
- 40.10 Certified HazMat Technicians assigned to the HazMat team (currently assigned as Engine 2 and Tower 2) shall be paid an incentive of two and one-half percent (2½%) of their base wages for hours worked in this assignment.
- 40.11 A. The Fire Chief shall determine and authorize the number of HazMat Technicians and Technical Rescue Specialist positions, if any.
- B. Certified HazMat Technicians and Technical Rescue Specialists shall receive supplemental pay of one and one-half percent (1.5%) of their base wages bi-weekly provided there shall be no decrease (not less than thirty dollars bi-weekly) in supplemental pay for any certified individual.

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40.12 All employees shall be required to have and maintain a direct deposit account for the purpose of receiving their employment compensation.