

As authorized by City Personnel Policy B-3, this procedure outlines the compensation and benefits for non-represented employees which are not otherwise covered by other City Policies or written management procedures, but are addressed in labor agreements for represented employees within the same department.

POLICE

All Non-Represented Sworn Ranks:

Dry Cleaning Allowance - PBA
 Clothing Allowance - PBA
 Leather Allowance – PBA
 Use of Take-Home Vehicle - PBA
 Education Incentive Pay - State Program
 Sick Leave Bonus Program – PBA

Wages – MAPs except for sworn employees at the rank of Lieutenant or below shall be governed by the FOP or PBA agreement, as appropriate.

FIRE

All Non-Represented Sworn Ranks:

Clothing Maintenance - IAFF-DC
 Fitness Incentive - IAFF
 Paramedic Pay - IAFF
 Paramedic Incentive Bonus - IAFF-DC
 Executive Fire Officer Program Pay - IAFF-DC
 1st Issue of Uniform and Fitness Clothing - IAFF-DC
 Replacement of Uniform - IAFF-DC
 Education Incentive Pay - State Program
Workback Not Available

FIRE (Continued)

Risk Reduction Specialist

Clothing Maintenance - IAFF-DC
 Fitness Incentive - IAFF
 Paramedic Pay - IAFF
 Paramedic Incentive Bonus - IAFF-DC
 Executive Fire Officer Program Pay - IAFF-DC
 1st Issue of Uniform and Fitness Clothing - IAFF-DC
 Replacement of Uniform - IAFF-DC
 Education Incentive Pay - State Program
Workback Not Available

Computer Systems Analyst Benefit Level Defined By:

Fitness Incentive - IAFF

Senior Executive Assistant

Fitness Incentive - IAFF

GENERAL

CONFIDENTIAL ** (Regardless of actual job title and work location)

Special Assignment Pay - CWA

Out-Of-Class Pay - CWA

Wages – CWA

Equity Adjustments - MAPs

- ** Confidential employees are employees who assist in a confidential capacity a managerial employee who formulates, determines, or effectuates management policies in the field of labor relations, or regularly has access to confidential information concerning changes resulting from collective bargaining, regardless of actual job title or assigned department.

Effective Date: 04/21/03

Revised Date: 08/31/10

Revised Date: 02/16/12

Revised Date: 11/05/15