

City/IAFF Negotiations – FYE11
City Proposal Article 29
Presented 100410

ARTICLE 29

INCENTIVE PAY

Section 1. Effective July 1, 1992, employees of the bargaining unit shall receive incentive pay for the attainment of the following college accredited degree programs:

<u>Approved College Accredited Program</u>	<u>Salary Increment Per Month</u>
Fire Science Certificate	\$ 35.00
Associate Degree - Fire Protection Technology	\$ 70.00
Associate Degree - Municipal Fire Protection	\$ 70.00
Associate Degree - Emergency Medical Technology	\$ 70.00
Associate Degree - Business Administration	\$ 70.00
Associate Degree - Public Administration	\$ 70.00
Bachelor's Degree - Business Administration	\$ 90.00
Bachelor's Degree - Liberal Studies	\$ 90.00
Bachelor's Degree - Public Administration	\$ 90.00
Bachelor's Degree - Fire Related Field	\$ 90.00
Bachelor's Degree - Fire Protection and Safety	\$100.00

Employees who were being paid Incentive Pay for accumulation of college credit hours under the Incentive Pay Program in effect under the City/IAFF Contract during FY92 shall continue to be paid \$1.00 per credit hour per month to a maximum of \$70.00 per month for appropriate college credit hours attained through June 30, 1992 until such time those employee are eligible for the "Salary Increment Per Month" for any of the Degree programs outlined above. College credit hours earned after June 30, 1992 by any employee shall not be eligible for the incremental \$1.00 per month payment.

Section 2. At the discretion of the Fire Chief or any internal board of inquiry, a firefighter placed on disciplinary probation may be excluded from the college incentive pay program. After successful completion of the disciplinary probationary period, the firefighter may reapply for inclusion into the program.

~~Section 3.~~ Employees shall receive an EMT allowance of seventy dollars (\$70) per month (\$840 annually) during FYE 09 and an EMT allowance of one hundred dollars (\$100) per month (\$1,200 annually) during FYE 10 if they are current state certified Emergency Medical Technicians.

~~Section 4.~~ Employees shall receive one hundred dollars (\$100) per month (\$1,200 annually) for being Hazmat certified and remaining active in the Department Hazardous Materials

Program (per Appendix K):

Section 3. Employees shall receive stated incentive pay for the following certifications:

<u>Approved Certification Program</u>	<u>Monthly Certification Payment</u>
<u>Emergency Medical Technician - Basic</u>	<u>\$100</u>
<u>Emergency Medical Technician – Intermediate</u>	<u>\$115</u>
<u>Emergency Medical Technician – Paramedic</u>	<u>\$125</u>
<u>Hazmat Technician (per Appendix K)</u>	<u>\$100</u>
<u>Car Seat Technician</u>	<u>\$ 10</u>

Section 4. At the discretion of the Fire Chief and with approval of the City Manager, the maximum number of employees eligible for the certification payment incentives listed in Section 3 above shall be established and that limitation number communicated to the employees and Union. If the maximum number of employees are receiving a specific incentive payment at any time based on a certification payment limitation number being reached or exceeded, no further employees shall be eligible to be added to receive said incentive or allowance until the number of employees receiving the allowance drops below that maximum limitation number. It is understood by the parties that no employee shall be removed from a certification payment allowance they are already receiving due to this Section, even if that results in exceeding the maximum limitation set by the Fire Chief.

Section 5. If more employees would be eligible to receive an incentive certification payment under Section 3 (based on being qualified by holding the appropriate certification) than the maximum number established by the Fire Chief, eligible employees shall be placed into the certification payment based on department seniority, with any ties involving hiring dates established through a random lottery (seniority lottery) conducted jointly by the parties. The same seniority based system shall be offered and utilized for employees as concerns any additional training opportunities if an insufficient number of employees hold the appropriate certification. For FYE11, certification payments falling under these maximum numbers set by the Fire Chief shall include the following incentives:

- (1) Hazmat Technician
- (2) Car Seat Technician

Additionally, individuals holding EMT-I or EMT-P and not willing to utilize their certifications as specified by Fire Department procedures set forth by the Fire Chief under individual protocol standards, shall not be eligible for the higher level (EMT I or P) EMS certification incentives, but shall remain in EMT – B level certification payment. Emergency Medical Technician certification incentive payments shall not be cumulative, as employees shall receive only one level of EMT

Explanation: The following Article 25 proposal is a revision/reduction of the impact of the City's last wage proposal provided to IAFF Local #2067 and is based on continuing revenue and budgetary reviews of the City. Originally, the consultation proposal of the City on May 5, 2010 to the Union was for the equivalent of the one furlough day per month which was requested of or implemented for all other City employees during FYE 11. Per the City's request in that May consultation (per Article 2 f and Article 6), that approximately equivalent action would have been four (4) shifts or ninety six (96) hours for IAFF members. The City is revising/reducing that consultation proposal to sixty-four (64) hours and Management is willing to meet separately on that issue if the Union desires.

The contractual proposal below again involves the City's objective to either reach agreement via consultation processes (which is still the City's preference) of the parties for furloughs or agree to contractual language to reduce wages by an equivalent wage and savings impact amount.

In lieu of the issue of employee furloughs being agreed to by the Union, the City proposed in May 2010 to reduce IAFF wages by the equivalent pay and cost impact to other employees of 4.61% effective July 1, 2010. The City now modifies that proposal so that the Fire Department sworn employee's wages would be adjusted/reduced effective November 1, 2010, lessening the pay impact as compared to the prior proposal to approximately 3% on an annualized (FYE 11) basis.

The contractual language within Article 25 is proposed to read as follows:

ARTICLE 25

WAGES

Section 1. Effective July 1, 2010 ~~08~~ and 2009 all employees covered by the terms of this Agreement shall be paid on an hourly basis in accordance with the pay plan attached to this Agreement as Appendix A-1. For FY 2010/2011 (FYE 11), the pay rates within Appendix A-1 reflect those pay rates in effect on June 30th, 2010. The Appendix A-1b pay rates would be effective on November 1, 2010 and reflects a percentage reduction across the board to all base pay rates of -4.6% as compared to the FYE 10 wage rates. Those employees who are signed up for Plan B retirement prior to or on November 1, 2010 shall have their wage rates maintained at the Appendix A-1 rates of pay.

Section 3. The parties agree that effective July 1st, 2010 through June 30th, 2011, merit increases (step raises) for employees who would be potentially eligible for such increases shall not be processed due to City of Norman economic and financial conditions.