

2001-2003
Summary of Wage & Fringe Benefit Modifications
for
Un-represented, non-civilian fire management employees
("Chief Officers Association")

1. Base Salary – A 3.25% across-the-board increase Pay Period 1 of 2001, 2002 and 2003.
2. Pension Benefits – Eliminate the sunset on credit for military service.
3. Sick Leave – Effective for the Trimester 1, 2003, increase the sick leave control incentive payment to \$200.
4. Health Insurance –
 - a. Effectively January 1, 2001, increase the employee monthly contribution toward coverage under the basic plan to \$60 for single coverage and to \$120 for family coverage (formerly \$25sngl/\$50fam). Effectively January 1, 2002, increase such monthly employee contributions to \$100 single and \$190 family. Effectively January 1, 2003, increase such monthly employee contribution to \$136 single and \$249.22 family.
 - b. Effective January 1, 2002, increase the lifetime maximum under the major medical portion of the basic plan to \$500,000 (from \$250,000).
5. Funeral Leave – Effective upon approval by the Common Council, modify the definition of "Immediate family" to include mother-in-law, father-in-law, son-in-law, daughter-in-law and to exclude foster parents and foster children.
6. Recall Pay- Effective for calendar year 2003, employees in battalion chief and deputy chief classifications shall be eligible for an annual recall allowance of \$850.
7. Vacations – Effective for 2003 vacation (vacation earned from the employees' anniversary date in 2002 for use in 2003), reduce the required length of active service as follows:

for employees whose work week averages more than 40 hours per week

 - a. 18 hours per month for employees with at least 12 years but less than 20 years of active service.
 - b. 22 hours per month for employees with 20 or more years.

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 - c. 13 1/3 hours per month for employees with at least 12 years but less than 20 years of active service.
 - d. 16 2/3 hours per month for employees with 20 or more years.

Effective Pay Period 1, 2004, or earlier if administratively practicable, begin vacation accrual on a pay period basis.

7. **Uniform Allowance** – Effective for calendar year 2002 payments, increase the annual payment to \$300. Effective for calendar year 2003 payments, increase the annual payment to \$325.

8. **Educational Program** - Effective for payments for calendar year 2003, increase the annual payment at each level of educational attainment by \$25. Effective for calendar year 2003 payments, expand the list of fields of study for which educational program payments are made at the Bachelors and Masters Degree levels to include degrees in Public Administration, Business Administration/Management, Psychology, Nursing, Personnel Administration/Management and equivalent degrees, such equivalency being determined by the Department of Employee Relations.