

2007-2009
Wage and Fringe Benefit Modifications
for
Un-represented, non-civilian fire management employees
("Chief Officers Association")
CC file # 080516

1. Base Salary
 - o Effective Pay Period 1, 2007, a 3.0% increase in the Pay Period 26, 2006 rates of pay for Pay Ranges 863 and 865 and a 2.0% increase for Pay Range 867.
 - o Effective Pay Period 1, 2008, a 3.25% increase in the Pay Period 26, 2007, rates of pay for Pay Ranges 863 and 865 and a 2.0% raise for Pay Range 867.
 - o Effective Pay Period 1, 2009, a 0.0% increase.
 - o Within sixty calendar days of execution of the Agreement, all employees shall participate in direct deposit of paychecks.

2. Sick Leave Control Incentive Payments – Effective Trimester 1 of 2009, eliminate the \$200 lump sum payment and implement in place of it an incentive payment equivalent to 8 hours of pay at the base salary hourly rate of a top step firefighter in effect on the last day of the trimester for which the payment was earned.

3. Uniform Allowance – Effective for the calendar year 2009 payments, increase the annual maintenance allowance for members of the Honor Guard by \$10 (to \$60).

Effective June 1, 2008, employees promoted to the rank of battalion chief shall upon regular appointment to such rank be provided with one dress coat, one eight-point dress cap, one pair of dress trousers and one dress overcoat. It is understood that these items shall be provided on a one-time only basis.

4. Educational Program

Effective for payments for calendar year 2009, an employee with a Bachelor's degree or a Master's degree in Public Health, Chemical Engineering, Training and Development, Physical Education/Health Education, and Physician Assistant shall be eligible for Educational Pay under the existing terms and conditions of Chapter 350-149.

Effective for payments for calendar year 2009, degrees from institutions accredited by the following agencies shall be eligible for Educational Pay under the existing terms and conditions of Chapter 350-149:

North Central Association of Colleges and Schools
Middle States Association of Colleges and Schools
New England Association of Schools and Colleges, Inc.

Chief Officers Association Summary of 07-09 W&FB Modifications

Northwest Association of Colleges and Schools
Southern Association of Colleges and Schools
Western Association of Schools and Colleges

5. Terminal Leave - Effective for retirements occurring on and after January 1, 2008, the following terminal leave benefit shall be provided in lieu of the existing terminal leave benefit:

One 24-hour work day's base salary pay for each 11 work days (24-hour work days) of accumulated, unused sick leave rounded down to the nearest multiple of eleven. Sick leave accumulated on an eight-hour basis shall be converted to 24-hour day work days based on the existing practice (i.e. one 8-hour work day equals .467 of a 24-hour work day). Employees who have fewer than forty 24-hour work days of accumulated, unused sick days shall not be eligible to receive any terminal leave benefit.

Example 1 Battalion Chief retires with 201 accumulated, unused sick days.
Terminal leave benefit = $201/11$ work days rounded down = 18 work shifts.

Example 2 Battalion Chief retires with 140 24-hour accumulated, unused sick days and 132 8-hour days. $132 \text{ 8-hour days} \times .467 = 61.64$ twenty-four hour days. Total sick days after conversion = $140 + 61.64 = 201.64$. Terminal leave benefit = $201.64 \text{ days} / 11$ rounded down = 18 work shifts.

Summary of W&FB 07-09
Labr/firemgmt