

2004-2006  
Summary of Wage & Fringe Benefit Modifications  
for  
Un-represented, non-civilian fire management employees  
("Chief Officers Association")  
CC file # 051472

1. Base Salary - A 3.0% across-the-board increase effective Pay Period 1 of 2004, 2005 and 2006.
2. Tuition and Textbook Reimbursement – Effective January 1, 2006, increase the maximum reimbursement amount to \$1,200 (from 1,000). A maximum of \$600 may be used for memberships in professional organizations related to fire-fighting.
3. Uniform and Clothing Allowance – Effective for calendar year 2006 payments, members of the Honor Guard shall receive an Honor Guard uniform maintenance allowance of \$50 per year.
4. Educational Program – Effective for calendar year 2006 payments, licensed registered nurses whose education is less than a B.A. or B.S. shall be eligible for payment at the associate degree level.
5. Funeral Leave – Effective upon Common Council approval of the file, include step-children and step-parents in definition of immediate family. Leave for step-children is limited to step-children by virtue of an employee's current spouse. Leave for step-parents is limited to one step-father and one step-mother during an employee's career.