

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

1. Base Salary
 - 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.
 - 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.
 - Effective Pay Period 1, 2009, after adding \$13.81 to all Pay Period 26, 2008, rates of pay for Pay Ranges 863 and 865, increase such rates of pay by 3.0%. (It is understood that the \$13.81 results from including in base salary \$200 of the annual CPR Pay, \$60 of Recall Pay and an additional \$100.) Effective Pay Period 1, 2009, a 0.0% increase for Pay Range 867.
 - Within sixty calendar days of execution of the Agreement, all employees shall participate in direct deposit of paychecks.
2. CPR Pay – Effective for calendar year 2008, CPR Pay shall be eliminated. No CPR payments shall be made after the payments for calendar year 2007 (paid in 2008).
3. Recall Allowance - Effective for payments for calendar year 2008, Recall Allowance shall be reduced by sixty (60) dollars. The annual Recall Allowance payment for calendar year 2008 (paid in 2009) and for each calendar year thereafter shall be \$790.
4. 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.
5. 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.

6. Educational Program

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

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

7. 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 Firefighter 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.