

## 2024 Negotiations – IAFF Local 493/Unit 5

PROPOSAL

M-12 Revision 1

Tentative Agreement: \_\_\_\_\_

CURRENT

Article, Section,  
Sub-section

Section 3-1.A – C

NEW

Article, Section,  
Sub-section

### Current Language:

#### Section 3-1. Wages

- A. The economic value of ongoing total compensation increases will equal 4.5%. This will be paid out as follows:
1. A 0.82% base wage increase effective the first full pay period in July 2023.
  2. A \$5.00/hr. "Nightwork Pay" (see Section 3-1.J)
  3. An increase in the monthly contribution to the Employee Benefit Trust Fund (see Section 5-10)
  4. An expansion of the Tuition Assistance Program benefit (see Section 5-7).
- B. Additionally, Unit 5 employees will receive a non-continuous payment of \$3,979.00 for each Unit 5 employee to be paid out on the first full pay period in August of 2023.
- C. The City will complete a classification and compensation study before December 31, 2023.

The City will evaluate the American Rescue Plan Act and will provide a (non-specified) percentage of premium pay as allowed by the legislation and deemed appropriate by the City Council, balancing the needs of the community and employees in their development of a strategic plan for the ARPA funds. The strategic plan will follow guidelines provided by the Department of Treasury. This language will expire at the conclusion of the 2021-2023 MOU.

### New Language or Change:

#### Section 3-1. Wages

- A. ~~The economic value of ongoing total compensation increases will equal 4.5%. This will be paid out as follows:~~ **Unit 5 employees will receive a non-continuous payment equal to the economic value of 2.5% of their base wage to be paid out on the first full pay period in August of 2024.**
- ~~1. A 0.82% base wage increase effective the first full pay period in July 2023.~~
  - ~~2. A \$5.00/hr. "Nightwork Pay" (see Section 3-1.J)~~
  - ~~3. An increase in the monthly contribution to the Employee Benefit Trust Fund (see Section 5-10)~~

~~4. An expansion of the Tuition Assistance Program (see Section 3-1).~~

~~B. Additionally, Unit 5 employees will receive a non-conflictive payment of \$5,000.00 for each Unit 5 employee to be paid out on the first full pay period in August 2023. Limited Reopener for FY 2025-2026: If the City projects revenues will exceed \$1,750,000,000 for Fiscal Year 2025-2026 in the forecast that is presented to City Council in February 2025, the parties may reopen Section 3-1 of this agreement for the sole and limited purpose of Meeting and Conferring, in February 2025, over base wage increases, if any. Unless held invalid by operation of law or by a final judgment of any tribunal of competent jurisdiction, all other terms and conditions of this MOU shall remain in full force and effect during any such reopener and throughout the duration of this MOU.~~

~~C. The City will complete a classification and compensation study before December 31, 2023.~~

~~The City will evaluate the American Rescue Plan Act and will provide a (non-specified) percentage of premium pay as allowed by the legislation and deemed appropriate by the City Council, balancing the needs of the community and employees in their development of a strategic plan for the ARPA funds. The strategic plan will follow guidelines provided by the Department of Treasury. This language will expire at the conclusion of the 2024-2023 MOU.~~

**Intent or problem to be resolved:**

The revenue number is based on the baseline revenue forecast for FY2025-26 used in the GF Multi-Year Forecast presented to City Council on 02/27/24, plus the estimated losses for Residential Rental Sales Tax and State Shared Income Tax.

Remaining subsections under Sec 3-1 will be renumbered accordingly.

**Example(s) of how new language/change will be applied (perhaps as opposed to previous language):**

N/A

**Tentative Agreement:**

\_\_\_\_\_  
Union Chief Spokesperson

\_\_\_\_\_  
City Chief Spokesperson

\_\_\_\_\_  
Date

\_\_\_\_\_  
Time