

Unit 5 MOU 2024

PROPOSAL

U17

Tentative Agreement:

CURRENT

Article, Section,
Sub-section

Article 3, Section 3-1

NEW

Article, Section,
Sub-section

Current Language:

- 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.

New Language or Change:

- A. **The city of Phoenix set a goal of making members/employees of unit 5 the highest paid firefighters in the state through a pay and compensation study in 2023. To complete this goal:**
- ~~The economic value of ongoing total compensation increases will equal 4.5%. This will be paid out as follows:~~
- **On July 1, 2024 an additional pay step will be created at the top of every job classification in Unit 5. Consistent with the pay plan this step will be 5% higher than the current top step of every job classification.**
 - **The Firefighters, Engineers, and Captains, of all classifications, at the highest occupied step in the pay plan on July 1, 2024 shall be moved to the step created above (top step). Every other member shall be placed accordingly stepping down one step for every salary review date they are behind the top step.**
 - **On July 1, 2025 a 5% increase will be applied to Firefighter, Engineer, and Captain base wages.**

- ~~2. A **0.82%** base wage increase effective the first full pay period in July **2023**.~~
- ~~3. A **\$5.00/hr. "Nightwork Pay"** (see Section ~~3-1J~~).~~
- ~~4. **An increase in the monthly contribution to the Employee Benefit Trust Fund** (see Section ~~5-10~~).~~
- ~~5. **An expansion of the Tuition Assistance Program benefit** (see Section ~~5-7~~).~~

B. Additionally, Unit 5 employees will receive a non-continuous payment of \$5,000.00 for each Unit 5 employee to be paid out on the first full pay periods in August of 2024 and August 2025. 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 June 30, 2025 and communicate the consultants findings to members/employees. The City will complete a classification and compensation study before December 31, 2023.

Intent or problem to be resolved:

Wages Proposale

Example(s) of how new language/change will be applied

(Perhaps as opposed to previous language):

Tentative Agreement:

 Union Chief Spokesperson

 City Chief Spokesperson

 Date

Unit 5 MOU 2024

PROPOSAL

U18

Tentative Agreement:

CURRENT

Article, Section,
Sub-section

Article 3, Section 3-1

NEW

Article, Section,
Sub-section

Current Language:

J. Effective the first full pay period in July 2023, Unit 5 employees shall be paid Nightwork Pay of \$5.00 per hour on all hours actually worked between 2200 hours and 0600 hours. No employee shall receive the hourly Nightwork Pay while on paid leave.

New Language or Change:

J. ~~Effective the first full pay period in July 2023,~~ Unit 5 employees shall be paid Nightwork Pay of ~~\$5.00~~ **\$8.00** per hour on all hours actually worked between ~~2200~~ **2000** hours and 0600 hours. No employee shall receive the hourly Nightwork Pay while on paid leave.

Intent or problem to be resolved:

Wages Proposale

Example(s) of how new language/change will be applied

(Perhaps as opposed to previous language):

Tentative Agreement:

Union Chief Spokesperson

City Chief Spokesperson

Date

Unit 5 MOU 2024

PROPOSAL

U19

Tentative Agreement:

CURRENT

NEW

Article, Section,
Sub-section

Article 3, Section 3-1

Article, Section,
Sub-section

Current Language:

A. In November of each calendar year and June of each calendar year, employees who have completed at least 7 years of continuous full-time service and who meet the additional qualifications specified in Section 3-1A of Article 3 shall be paid \$80.00, pro-rated and included each pay period in the qualifying unit member's/employee's regular pay check throughout the year, for each full year of continuous full-time service in excess of 5 years, up to a semi-annual maximum of \$2,000.00, annual maximum of \$4,000.00 at 30 years.

New Language or Change:

A. In November of each calendar year and June of each calendar year, employees who have completed at least 7 years of continuous full-time service and who meet the additional qualifications specified in Section 3-1A of Article 3 shall be paid \$80.00, pro-rated and included each pay period in the qualifying unit member's/employee's regular pay check throughout the year, for each full year of continuous full-time service in excess of 5 years, up to a semi-annual maximum of ~~\$2,000.00~~ **\$3,000.00**, annual maximum of ~~\$4,000.00~~ **\$6,000.00** at 30 years.

Intent or problem to be resolved:

Wages Proposale

Example(s) of how new language/change will be applied

(Perhaps as opposed to previous language):

Tentative Agreement:

 Union Chief Spokesperson

 City Chief Spokesperson

 Date

Unit 5 MOU 2024

PROPOSAL

U21

Tentative Agreement:

CURRENT

NEW

Article, Section,
Sub-section

Article 3, Section 3-3

Article, Section,
Sub-section

Current Language:

1. An employee that has between 1 – 1,259 hours of sick leave remaining in their sick leave bank at the time of retirement, or the 40 hour equivalent, shall be eligible for payment of an amount of compensation equal to his/her base wage for 50% of their hours.
2. An employee who has accumulated a minimum of 1,260 qualifying hours or more of accrued and unused sick leave at the time of retirement, or the 40 hour equivalent, shall be eligible for payment of an amount of compensation equal to his/her base hourly rate for 65% of their sick hours.
3. An employee who has accumulated a minimum of 1,800 qualifying hours or more of accrued and unused sick leave at the time of retirement, or 40 hour equivalent, shall be eligible for payment of an amount of compensation equal to his/her base hourly rate for 80% of their sick hours.
4. An employee who has accumulated a minimum of 2,400 hours, or the 40 hour equivalent, or more of accrued and unused sick leave at the time of retirement shall be eligible for payment of an amount of compensation equal to 100% of his/her base hourly wage for all hours.

New Language or Change:

5. An employee that has between 1 – 1,259 hours of sick leave remaining in their sick leave bank at the time of retirement, or the 40 hour equivalent, shall be eligible for payment of an amount of compensation equal to his/her base wage for ~~50%~~ **60%** of their hours.
6. An employee who has accumulated a minimum of 1,260 qualifying hours or more of accrued and unused sick leave at the time of retirement, or the 40 hour equivalent, shall be eligible for payment of an amount of compensation equal to his/her base hourly rate for ~~65%~~ **75%** of their sick hours.
7. An employee who has accumulated a minimum of 1,800 qualifying hours or more of accrued and unused sick leave at the time of retirement, or 40 hour equivalent, shall be eligible for payment of an amount of compensation equal to his/her base hourly rate for ~~80%~~ **100%** of their sick hours.
- ~~8. An employee who has accumulated a minimum of 2,400 hours, or the 40 hour equivalent, or more of accrued and unused sick leave at the time of retirement shall be eligible for payment of~~

an amount of compensation equal to 100% of his/her base hourly wage for all hours.

Intent or problem to be resolved:

Wages Proposale

Example(s) of how new language/change will be applied

(Perhaps as opposed to previous language):

Tentative Agreement:

Union Chief Spokesperson

City Chief Spokesperson

Date

Unit 5 MOU 2024

PROPOSAL

U22

Tentative Agreement:

CURRENT

Article, Section,
Sub-section

Article 3, Section 3-3

NEW

Article, Section,
Sub-section

Current Language:

A. The City shall contribute an amount equal to 4.42% of each employee’s biweekly gross pay to the City’s 401(a) Defined Contribution Plan. Pension contributions will be made by both the City and the employee on the contributions.

New Language or Change:

A. The City shall contribute an amount equal to ~~4.42%~~ 6% of each employee’s biweekly gross pay to the City’s 401(a) Defined Contribution Plan. Pension contributions will be made by both the City and the employee on the contributions.

Intent or problem to be resolved:

Wages Proposale

Example(s) of how new language/change will be applied

(Perhaps as opposed to previous language):

Tentative Agreement:

Union Chief Spokesperson

City Chief Spokesperson

Date