

IAFF Tentative Agreement
Anticipated Operational Costs and Savings for Fiscal Year 2015 through Fiscal Year 2017
June 16, 2015

Economic Issue	Old Provision	New Provisions	Anticipated Costs/(Savings)
Overtime	Overtime earned after Employee works 144 hours in 21 day cycle	Overtime earned after Employee works 159 hours in 21 day cycle	(\$854,100)
Lower Starting Salary for Entry Level	Firefighter, Fire Inspector I, Paramedic/Firefighter: \$49,462.40-\$72,321.60 (40 hr. wk.) Firefighter, Paramedic/Firefighter: \$49,470.72- \$72,359.04 (48 hr. wk.)	Add 3 steps (2.5% between steps) to the beginning of the pay range for Firefighter, Fire Inspector I and Paramedic/Firefighter	(\$75,200)
General Wage Increase*	No Provision in Current Agreement	<ul style="list-style-type: none"> • 0.5% increase effective first full pay period after ratification • 1.7% increase effective first full pay period in October 2015 • Increase equal to CPI (but no less than 0.5% or more than 3.75%) effective first full pay period in October 2016 	\$530,800
Additional Step	No Provision in Current Agreement	Effective October 2016, an additional 2.0% step above pay step G for all bargaining unit pay ranges based on 15 years of continuous service	\$328,800
Health Insurance	City Contribution of \$602 per month for each eligible employee participating in the City's health plan	Increase City Contribution to \$668 per month effective January 2016, and \$702 per month effective January 2017	\$519,400
Pension	3.38% multiplier; 81% maximum payout; 2 years average of final pay; 10 year vesting; 60% joint and survivor benefit formula	For new hires: 3% multiplier; 75% maximum payout; 5 year average of final pay; 10 year vesting; 10 year certain and life benefit formula	(\$356,000)

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Chapter 175 funds	Share plan, where additional premium tax revenues, as defined by state statute, are placed in individual employee accounts based on credited service in the relevant plan year	Funds retained shall be equal to the per capita amount of police premium tax revenues currently used to offset the City's pension contributions	(\$961,100)
Take Home Vehicles	No reimbursement program for take-home vehicles	Reimbursement Rates based on residence locations (\$0/\$20/\$60/\$75)	(\$28,300)
Total Cost/(Savings)			(\$895,700)

* These calculations do not include the impact of the general wage increase scheduled for Fiscal Year 2017, as that will be based on a future Consumer Price Index (CPI) calculation.