

IAFF L2487- SUPERVISORY CBA PACKAGE PROPOSALS

Proposal	Detail	Justification
1 5% Increase in base pay year #1 & 3% COLA in year #2 & year #3 of the CBA.	Base pay adjustment due to CPI & District revenues outpacing past years salary adjustments. Pay in future years to adjust for cost of living increases.	Inflation
2 Incentive Pay Increase: 3% ILS, 6% ALS, 3% DIVS, 3% Hazmat Tech, 3% Type III IC, 3% Fire Officer III, 1.5% A.S., 3% B.S. A.S. +B.S. = 4.5% Employees capped at maximum 12% incentives	Continue existing incentives and add additional options. Additional options include Division Supervisor qualification, Type III IC, Fire Officer III, Haz Mat Technician, Associates degree, Bachelors degree, etc.	Other regional CBA's include additional incentives for various certifications, including education. Including additional incentives and placing a cap on the maximum allowed is consistent with regional parity.
3 Longevity pay increase	Adopt longevity pay of .5% of base pay for each year of District seniority, capped at \$15,000.	Consistent with non-supervisory longevity pay change, with increased cap due to higher salaries in supervisory unit.
5 Sick leave balance cash out adjustment.	Cash out unused sick leave balances at scale agreed to with non-supervisory CBA.	Consistent benefits to all District employees that do not change based on promotion.
6 Language change to define health insurance benefits and increase contribution into the HRA account to \$2500 for those employees who have an HRA plan.	Language change to define health insurance benefits and increase contribution into the HRA account to \$2500 for those employees who have an HRA plan.	Consistent with non-supervisory proposed language.

****All PERS compensable payments include a 42.5% PERS contribution amount****