



Legislation Details

**File #:** TMP-3402    **Version:** 1    **Name:**  
**Type:** Action Item    **Status:** Miscellaneous  
**File created:** 7/8/2019    **In control:** Board of Fire Commissioners  
**On agenda:** 7/16/2019    **Final action:**

**Title:** Presentation on District and Union proposals offered during labor negotiations. This item is intended only to introduce proposals and costs associated with those proposals, seek clarification (if needed) and take public comment on new proposals received from the Non-Supervisory Unit of IAFF Local 2487 proposals for:

- Changes to the medical plan by requiring a High Deductible Plan with an HSA and a PPO Option with defined deductibles for the PPO, an HSA deposit of 75% of deductible at beginning of plan year, and defining the process for assigning Training Captain
- District counter offer for a .5% COLA July 1, 2019 (pursuant to the CBA, the District absorbs full increase of 2% to PERS); 2% July 1, 2020; Re-opener salary only 2021; \$1,000 per year for employees with a bachelor's degree in fire science or management; Wet Team incentive pay of 3% for 24 employees total; cap number of employees receiving HazMat incentive pay at 24; for a total estimated additional cost of \$171,377.

AND

A package proposal received by the Supervisory Unit of IAFF Local 2487 for:

-A 5% COLA July 1, 2019; 3% July 1, 2020; 3% July 1, 2021

-Additional incentive pays:

- 3% Division Supervisor Pay
- 3% Type III IC Fire
- 1.5% Fire Officer III
- 1.5% Associate's Degree
- 3% Bachelor's Degree
- Cap on all Incentive Pays of 12%

-Longevity Increase to .5% of base per year of District Seniority, cap of \$15,000

-Sick leave payout to PEHP (Post Employment Health Plan) at retirement:

- 25 years - 100%
- 24 years - 95%
- 23 years - 90%
- 22 years - 85%
- 21 years - 80%
- 20 years - 75%

-\$2500 per employee to a PEHP

For a total Estimated cost of all Supervisory Unit increases - \$654,465

There will be no discussion on this item. (All Commission Districts)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Item #13 Negotiation Proposal Presentation Staff Report, 2. Item #13 Supervisory Labor Union Economic Proposals

Date	Ver.	Action By	Action	Result
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