

IAFF WAGE & BENEFIT CONCESSIONS

JUNE 29, 2010

Supervisory / Non-Sup	Article 17 - Wages	Description	Savings
Both	a. COLA	FY11 = 0	2,000,000
		FY12 – Re-opener (COLA, salary schedules)	
Both	b. STEPS	FY11 - 50% reduction (current employees)	450,000
		FY12 - 50% reduction (current employees)	450,000
		FY11 – reduce Step #1 by 5% (New Employee)	
Both	c. PERS	FY11 – future PERS above 37% subject to contribution split for Supervisory, already in Non-Supervisory Unit	

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Supervisory / Non-Sup	Article	Description	Savings
Both	23 - UNIFORMS	FY11 – waive all payments	900,000
		FY12 – Re-opener	
Both	22 - MEDICAL	FY11 - \$360 per pay period/eliminate 2 pay periods	1,800,000
		FY12 – Re-opener	
Non-Sup	28 - EMS COMP	FY11 – reduce by 50% – document pay	450,000
		FY12 – reduce by 100% (450,000 to elimination)	450,000
Non-Sup	32 - STAFFING	(Rovers) – Increase to 8%	
Both	38 - DURATION	Two year agreement with re-openers	

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Supervisory / Non-Sup	Article	Description
Both	SOP	Battalion Chiefs(BCs) Staffing SOP change to agree that for any of the suppression BC's who are going to be on leave for longer than three shifts that the Fire Chief will use a 40 hour BC to fill in for them.
Both	EMS STUDY	City will not solicit or otherwise seek a request for proposal studying the privatization of Emergency Medical Services through and including June 27, 2012.
Both	ADMINISTRATIVE	The "brownout" schedule would be retracted, however, the Chief would be able to initiate a brown out when administratively necessary due to overtime issues and understaffing.
		The City Manager would restore portions of the Fire budget using the concessions gained in the new agreement sufficient to avoiding scheduled brownout for 1 year.

SUMMARY

GROUP	FY11-GOAL	OFFER	DIFFERENCE
LVCEA	16.7M	0	16.7M
IAFF	8.8M	5.6M	3.2M
LVPOA	3.1M	0	3.1M
LVPPA	1.1M	.9M	.2M
	<u>\$29.7M</u>	<u>\$6.5M</u>	<u>\$23.2M</u>

IAFF - FY12 CONCESSIONS =
\$900,000 plus RE-OPENERS