

IAFF/CBJ Contract Negotiations  
Tentative Agreement Summary of Major Changes  
Effective July 1, 2022 through June 30, 2025

Coversheet	<p>\$500 lump sum payment to each full time IAFF member employed on October 20, 2022 prorated for part-time and seasonal members.</p> <p>Wage study request for RFP LOA with the following terms:</p> <ul style="list-style-type: none"> <li>a. The wage study RFP will be in accordance with CBJ purchasing code and Department of Finance procurement rules</li> <li>b. Job classes to be included are Firefighter/EMT I/II/III, Firefighter Paramedic, Firefighter/Paramedic, Firefighter Captain</li> <li>c. CBJ will seek input for consideration from IAFF when drafting the solicitation</li> <li>d. IAFF may select one member and one alternate member to participate on the vendor selection committee</li> <li>e. Solicitation to be posted by January 31, 2024</li> <li>f. CBJ will provide a copy of the final report to IAFF</li> <li>g. A Labor Management committee will be formed to discuss the outcome of the market study</li> </ul>
Article 2 – Recognition	2.1 Addition of Community Assistance Response and Emergency Services (CARES) job classes into the contract (Sobering Center and Mobile Integrated Health EMT’s and Paramedics)
Article 10 – Uniforms, Tools, and Equipment	<p>10.1 – New language to identify items included in employer provided uniforms for CARES staff, annual uniform inspection and replacement or repair to be at the Fire Chief discretion.</p> <p>10.7 – Modernized language from “manned” stations to “staffed stations”. Added language regarding providing space for lactating members in accordance with federal law.</p>
Article 11 – Hours of Work	<p>11.1 - Added language regarding 24 hour members experiencing pregnancy or temporary disability will not be included in minimum staffing or take a spot on the leave calendar.</p> <p>11.2 - Incorporated work rules from the CARES letter of agreement regarding standard workweeks for non-24 hour shifts.</p>

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	<p>11.3 – Incorporated CARES employees into shift trade language, added language that limits 12 hour CARES employees to no more than 16 continuous hours worked and articulates trades are only allowable within their job class.</p> <p>11.4 C – Clarified that CARES members are excluded from mandatory overtime.</p>						
<p>Article 12 – Training</p>	<p>12.3 – Added language to allow text books and training materials to remain the property of the employee for employer provided training.</p> <p>12.6 – New language added that articulates the conditions under which a CARES employee is permitted to volunteer as a Volunteer Firefighter and prohibits them from volunteering for EMS calls unless assigned and paid at the appropriate rate of pay.</p> <p>12.7 – New language added regarding the Paramedic Education Program that clarifies the existing process of the CBJ’s commitment to funding the completion of the program for an employee selected to participate who is meeting all program requirements.</p>						
<p>Article 13 – Pay Rates and Pay Days</p>	<p>13.1 – Pay Schedule: Increases to the pay schedules as described below:</p> <table data-bbox="512 873 751 935" style="margin-left: 20px;"> <tr> <td style="padding-right: 20px;">FY23</td> <td style="padding-right: 20px;">FY24</td> <td>FY25</td> </tr> <tr> <td style="padding-right: 20px;">5.5%</td> <td style="padding-right: 20px;">2%</td> <td>2%</td> </tr> </table> <p>Lump sum payment of \$500 to be prorated for employees in less than full FTE equivalent.</p> <p>13.4 – Clarified language regarding the probationary period.</p> <p>13.6 – Incorporated overtime language from the CARES work rule LOA.  Added new language that CARES employees must be authorized to respond to “all call” incidents and when authorized they will be paid for a minimum of one hour if they respond.  New language added that salaried employees are not eligible for overtime.  New language added to clarify that CARES employees are excluded from the OT rules for employees engaged in fire suppression.</p>	FY23	FY24	FY25	5.5%	2%	2%
FY23	FY24	FY25					
5.5%	2%	2%					

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	<p>13.7 – New language added that provides for non-56 hour employees compensatory leave balance may not exceed 100 hours at the beginning of the pay period.</p> <p>New language added that employees may not split a shift between compensatory time and overtime.</p> <p>13.8 – added language to clarify that that acting status under this article is for fire suppression members only. Language added to clarify acting shifts for duration and eligibility must be consecutive.</p> <p>13.9 - Changed language around Standby Pay to include cell phones, phone call or text and to include CARES operating procedures for response in addition to Fire SOP.</p> <p>13.11 – Changed payday language to reflect current practices.</p> <p>13.13 – Professional Pays</p> <p>Added language that employees are only eligible for professional pays that are within their assigned position and job class except educational professional pays.</p> <p>Added language that the EMS officer is eligible for base wage adjustment professional pays with approval of the Fire Chief.</p> <p>Base Wage Adjustments (BWA) Professional Pay</p> <ul style="list-style-type: none"><li>• Added language clarifying that an employee may not receive educational professional pay if it is a minimum qualification of their position.</li><li>• Team Coordinator retitled and expanded to Coordinator pay. Added clarifying language that must be coordinating training for rope and water, Hazmat, ARFF or Fire training: Increased from 2% to 5%</li><li>• Technical Rescue Team Rope or Water combined into Rope AND Water team, added clarifying language to define that an employee must be an active member, and on both rope and water to receive professional pay: 1.5%</li></ul>
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- EMS Supply Coordinator retitled and expanded to Supply Coordinator: Increased from 1% to 2%
- Peer Fitness Trainer 1% eliminated
- Volunteer Station Manager 2% eliminated
- EMT III expanded scope 1% eliminated

As Assigned (AA) professional pay

- Medevac Flight Pay retitled to Flight Pay and language added to provide clarification of definition of flight pay.

13.16 – Added language to the Paramedic Retention bonus to allow for any position at CCFR that requires a paramedic license (CARES) to be eligible.

Added language that if an employee voluntarily demotes they would have to pay back the bonus.

Deleted language that an employee who takes a position in a different job class where a paramedic license is not required would have to pay the bonus back.

Housekeeping to remove language specific to 2019 bonus implementation.

Added language that a paramedic may be eligible to receive the bonus again if they have fulfilled the terms of their first bonus and the list of eligible members who have not accepted is exhausted and there are still bonuses left to claim.

Added language that members who have received the bonus, but have transferred or promoted out of the paramedic job class shall remain on the mandatory overtime list in the paramedic job class in lieu of repayment, so long as they maintain current licensure for the duration of the agreement, otherwise they are subject to the terms of the repayment agreement.

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Article 14 – Holidays	14.1 - Incorporated language from the CARES work rules letter of agreement that in lieu of holidays they receive an increased leave accrual.
Article 15 - Leave	<p>15.1 E. - Added language to provide additional leave accrual of .92 for Firefighter Engineers owing to minimum staffing requirements.</p> <p>15.1 F - Incorporated language from the CARES Work Rules letter of agreement to provide additional leave accrual in lieu of holidays.</p> <p>15.1 G – Added clarifying language that this section applies to firefighters in seasonal and long term temporary positions.</p> <p>15.4 – Added new language that probationary employees serving their initial probation who are unable to use their minimum leave requirement may request a waiver through the Fire Chief.</p> <p>15.20 – Changed language for leave cash-in’s to increase the amount an employee can cash in from 15 to 21 days and increase the required minimum balance from 21 to 27 days.</p> <p>Added new language to allow the Fire Chief to approve a leave cash-in in excess of 21 days for demonstrated hardship as long as the minimum balance is maintained.</p>
Article 16 – Health Benefits and Employee Wellness	<p>16.1 B - Updates</p> <p>Employer Contribution Amounts</p> <p>FY23: Employer contribution is increase from \$1460 to \$1533, approximately 5%</p> <p>FY24: Employer contribution is increase to \$1610, approximately 5%</p> <p>FY25: Employer contribution is increase up to \$1690, approximately 5%</p>

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Article 17 – Retirement	Incorporated the Medical Expense Reimbursement Plan (MERP) letter of agreement from appendix B.  Housekeeping changes to add headers and spell out the title of the MERP.
Article 20 – Promotions, Special Team Appointments & Voluntary Demotions	20.1 Added language to clarify this section only applies to firefighters.  Added new language to clarify that nothing the Article prevents the Fire Chief from recruiting without creating a promotional list as long as it is announced in the job posting.  20.2 Added language to clarify this section only applies to firefighters.  Added language that employees not meeting training requirements will be removed from active duty status for special team appointments.
Article 25 – Duration of Agreement	Three-year agreement

Terms: Community Assistance Response and Emergency Services (CARES)