

ELIMINATING 4% MINIMUM MANNING REDUCTION

IMPLEMENTING BANK DAYS

DEFINITIONS:

- “Float” days are available to members with at least 15 years of service.
- “Bank” days are available to all members regardless of years served. These are vacation days which the Member chooses not to schedule as a “Drawn” day.
- “Drawn” days are days placed into available vacation slots during initial vacation draw.

VACATION DRAW

Members may draw all accrued vacation days during the initial vacation draw. ***The agreement would require the administration to maintain the current number of available vacation slots for the purposes of vacation draw.*** Any unused days, at the end of the year will be placed into the member’s bank. Once all members have completed the vacation draw, all vacant spots will remain. Throughout the year, members may choose to move drawn days into any open slot. Available slots will remain open until 14 calendar days prior, at which time they will be deleted from the roster.

BANK DAYS EXPLAINED

Any firefighter, regardless of years served, may choose to place vacation days into a “bank” instead of drawing them. Banked days may be used as needed and placed into open vacation slots. The “bank” must have a balance of at least 17 days before the firefighter may begin cashing out days. The number of days cashed out cannot bring the “bank” balance below 17 days. **Exception:** Entire bank balance, regardless of days accrued, **may** be cashed out at the end of this contract period or may be carried into a successor agreement. The minimum balance of 17 days does not apply in this case.

Any more than 17 days in the “bank” balance will be automatically paid out in February of the subsequent year. (34 days for 40 hour members).

All payments will be made in February of the following year based on member’s applicable rank and rate as of 12/31 of the previous year.

EXAMPLE #1: Firefighter X has banked 12 days in 2014. In 2015 Firefighter X banks 9 additional days. Throughout the year Firefighter X draws 2 banked days, leaving his “bank” balance with 19 days. Firefighter X may choose to cash out up to 2 banked days at the end of 2015.

19 banked days - 17 days needed to keep minimum “bank” balance = 2 days which can be cashed out

FLOAT DAYS EXPLAINED

Firefighters with a current balance of “float” days can draw any or all of those days in 2015. However, beginning in 2015, “float” days will no longer carry over into the following year.

Five "Float" days will continue to be awarded to firefighters with at least 15 years of service. Minimum manning has no impact on a Member's ability to schedule a "float" day. Each year there will continue to be a specific number of slots reserved on the vacation roster for "float" days. A firefighter may draw float days according to current policy guidelines, but "float" days not drawn by the end of each year will be automatically transferred to the vacation "bank".

QUALIFICATIONS

Remove the current 4% language from Article 19 Section 5. Then replace it with: If the department averages more than 3.7 firefighters off sick for the month, the chief will reserve the right to adjust the manpower to accommodate the loss in the subsequent month up to 4%.

-Members cannot be forced to use banked days for sick time or long term injury

- The City shall provide the union with an estimate of the net savings associated with the implementation of this agreement, as well as an annual estimate of the deferred financial liability to the city.-The agreement would require the administration to maintain the current number of vacation slots for the purpose of vacation draw.

-The first available payout for "banked" days would be February, 2017.

-The (1) contractual benefit that would be traded or "given up" for the 4% manning would be the ability of a member with 15 years or greater seniority to float days to the following year. All other benefits and abilities are subject to policies and guided by the fire administration, including a Member's ability to move days during a calendar year.

-This proposed agreement shall terminate on December 31, 2016 unless, on or before said date, the terms of this agreement are incorporated into a successor collective bargaining agreement. In the event of such termination, all unused banked vacation days shall be immediately due and payable in February, 2017 at the Member's rate of pay as of December 31, 2016.