

EXECUTIVE SUMMARY
TENTATIVE AGREEMENT BETWEEN
THE CITY OF MINNEAPOLIS and
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 82

Fire Fighters Local 82, Expired 12/31/014

Base description: 377 members; \$ 26,967,000/year (wages only)

Business Lines: fire suppression; emergency medical service; Titles: Fire Fighter, Fire Motor Operator, Fire Captain, Fire Staff Captain, Fire Investigator

Market: Competitive?; **Recruitment:** No issues; **Retention:** No issues; **Performance management impediments in the CBA:** None identified; **Issues/Concerns:** None identified

Duration: Two contracts:

Contract 1: One year (1/1/2015 – 12/31/2015)

Contract 2: Three years (1/1/2016 through 12/31/2018)

Economic Issues:

2015: Effective January 1

2.25% increase on all steps for all job classes

2016: Effective January 1

2.75% increase on all steps for FMO and Captain

*Firefighter schedule to be adjusted as follows:

Current step 5 increased by 2.75% and relabeled as Step 6. Lower steps to be set at rate that is 5% less than the next highest step (results in expansion of wage schedule from 5 to 6 steps, but only impacts firefighters hired after 1/1/15). See below for impact of changes to Firefighter wage schedule

2017: Effective January 1

3.00% increase on all steps for FMO and Captain

*Firefighter schedule to be as follows:

Step 6 increased by 3.00%. Lower steps to be set at rate that is 4% less than the next highest step.

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2018: Effective January 1

2.00% increase on all steps for all job classes

Effective July 1

0.75% increase on all steps for all job classes

Longevity Pay and Selection Premium: Adjusts consistent with across the board wage increases (1/1/15 – 2/25%; 1/1/16 – 2.75%; 1/1/17 – 3.00%; 1/1/18 – 2.00%; and 7/1/18 – 0.75%)

Non-Economic:

- Promotional Exams: Allows Local 82 to have an observer/resource person during certain components of the promotional exams
- Community EMS. Allows for direct hire of qualified candidates from the EMS Academy; limited to no more than 30% of hires if there is an eligible list formed from general applications; City indemnifies Local 82.
- Maximum Medical Improvement. Allows for release of employees permanently unable to perform the essential functions of the job prior to use of all accrued leave time.
- Health Club. Converts to 100% reimbursement plan for employee; employee is responsible for family plan difference, if applicable. Effective August 1, 2016.
- Bereavement Leave. Standardize language
- Health Plan Model Language.
- Sick Leave per State Law.
- Election of Remedies.
- New Pilot Program: Allows 72 consecutive hours of “on-duty” time; Sunset – 12/31/17
- Injury-On-Duty. Add language from prior Civil Service Rule to Labor Agreement. No change to the benefit.