

CITY PROPOSAL TO IAFF – SPECIAL OPERATIONS

City Proposed Language:

5.2 Special Operations.

5.2.1 Definitions

5.2.1.1 “Assigned Personnel” have the relevant required training specified by EOPP and/or UOPP and have been designated by Assignment Order, either permanently or temporarily, to either the HIT or USAR primary apparatus (or cross-staffed apparatus), or HIT or USAR task force Engine Company.

5.2.1.1.1 An employee is “Assigned Personnel” only when the employee is assigned via current Department Assignment Order to HIT /or USAR duties, and must be so assigned for the duration of time that he/she receives the Special Operations Premium Pay under Article 5.2.

5.2.1.1.2 An employee cannot serve concurrently in two positions, and thus an employee cannot be “designated by Assignment Order” to more than one position at a time unless otherwise agreed to by both the City and the Union. At any given time, an employee’s assignment for purposes of Articles 5.2.1.1 and 5.2.2.1 is determined solely by the most current Assignment Order in effect.

5.2.1.1.3 An employee serving in an administrative assignment cannot be considered “Assigned Personnel” for the purposes of Article 5.2 related to the Special Operations Premium Pay and is thus not eligible to receive Special Operations Premium Pay. Any ability, right, or eligibility for an employee to return to his/her Special Operations assignment after his/her administrative assignment ends does not render him/her eligible to receive the Special Operations Premium Pay during his/her administrative assignment.

5.2.1.2 “Alternate Personnel” have the relevant required training specified by EOPP and/or UOPP but are not designated by Assignment Order to either the HIT or USAR primary apparatus

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(or cross-staffed apparatus), or the HIT or USAR task force Engine Company.

5.2.2 HIT and USAR Personnel Pay

5.2.2.1 All Assigned Personnel shall be paid an amount equivalent to a one (1) step increase under the biweekly pay plan, or approximately five percent (5.0%), during each biweekly pay period of such assignment.

5.2.2.2 All Alternate Personnel shall be paid \$25.00 anytime they are assigned to a HIT or USAR primary apparatus (or cross-staffed apparatus) or task force Engine Company for four (4) or more hours during one 24 (twenty-four) hour shift. This includes overtime shifts and shift trades.

5.5 Administrative Assignment Incentive Pay. The City and Union acknowledge that certain employees represented by the Union are needed to staff forty (40) hour per week assignments and that, while assigned to such duties, these employees are limited in their ability to work Minimum Staffing, are not eligible for FLSA overtime based on their regular work schedule and do not receive the work schedule advantages afforded to those employees on twenty four (24) hour shift assignments. Therefore, the City agrees to provide Administrative Assignment Incentive Pay in the amount of \$36.00 per pay period to those employees assigned to a forty (40) hour per week ~~positions~~ assignment. Pursuant to Section 5.2 above, employees assigned to a forty (40) hour per week assignment and receiving the Administrative Assignment Incentive Pay are not eligible for the Special Operations Premium Pay.