

**2018 CITY OF SAN JOSE - IAFF NEGOTIATIONS  
TENTATIVE AGREEMENT**

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IAFF PROPOSAL 9(R) – Administrative Assignment Incentives - Revised  
IAFF Proposed Language

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 forty (40) hour per week positions.~~ This pay is non-pensionable. This pay is included in the calculation of FLSA overtime pay. **Employees on administrative assignments will no longer be eligible for Special Operations Pay.** Employees on administrative assignments will continue to receive all other incentive and premium pays for which they are qualified, including but not limited to Paramedic Pay, Bilingual Pay, **Support Paramedic Pay** and Educational Incentive Pay.

5.5.1 The Administrative Assignment Incentive Pay for employees who hold the rank of Fire Prevention Inspector shall be two percent (2%) of base pay per pay period in addition to the salary established for the class to which the employee is assigned.

5.5.2 The Administrative Assignment Incentive Pay for all other employees assigned to forty (40) hour per week positions shall be ten percent (10%) of base pay per pay period in addition to the salary established for the class to which the employee is assigned.

*This term is proposed as a component of a package agreement.*