



# American Federal of State County and Municipal Employees (AFSCME 3657) Contract

## 16 Members

1. Sick Leave Accrual from 96 to 80 going forward for new hires to the union
2. Add new category for LT and Capt. To say LT paramedic and Capt. Paramedic. Roll the \$3500 into base pay
3. STD from \$600 to \$700

### Wages

a. 4 yr deal - \$372,796 (6 cents)

- Year 1: 3% wage increase with a \$ 2.00 per hour adjustment to move employees toward the average
- Year 2: 3% wage increase with a \$ 1.50 per hour adjustment Fire Captains
- Year 3: 3% wage increase with a \$ 1.00 per hour adjustment Fire Captains and \$.50 cent adjustment for Police Captains and LT to move employees toward the average
- Year 4: 3% wage adjustment

Year 1 cost: (3 cents)

|                  |               |
|------------------|---------------|
| • \$2 adjustment | \$92,714      |
| • Overtime       | 5,563         |
| • Raise          | <u>55,664</u> |
| Total            | \$153,941     |

Year 2 cost: (2 cents)

|                     |               |
|---------------------|---------------|
| • \$1.50 adjustment | \$18,179      |
| • Raise             | <u>57,880</u> |
| Total               | \$ 76,059     |

Year 3 cost: (2 cents)

|                           |                  |
|---------------------------|------------------|
| • \$1.00/\$.50 adjustment | \$20,525         |
| • Raise                   | <u>60,232</u>    |
| Total                     | <u>\$ 80,757</u> |

Year 4 cost: (1 cent)

|         |                  |
|---------|------------------|
| • Raise | \$ <u>62,039</u> |
| Total   |                  |

|             |           |
|-------------|-----------|
| Grand Total | \$372,796 |
|-------------|-----------|

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## AFSCME 93, Local 3657 – TA Summary

Clean up typos and extra spaces throughout CBA and amend dates as necessary.

### ARTICLE X: HOURS OF WORK AND OVERTIME

1. The normal work schedule shall be: Eight hours per day for five days each week for a Police Captain, Police Lieutenant assigned to patrol duty, Police Lieutenant assigned to detective duty, a Police Lieutenant assigned to Administrative Services, a Fire Administrative Officer, ~~a Fire Marshall~~, a Fire Inspector, or an Assistant Communications Supervisor; 24 hours on duty, followed by 72 hours off duty, (which may encompass more than one workday as defined in paragraph 2 of this section) for a Fire Captain or a Fire Lieutenant. The normal work schedule for the Fire Marshall will be eight hours per day for five days each week, unless a different five day per week schedule is set by the Fire Chief after receiving input from the Fire Marshall. As to the Deputy Fire Chief, his/her hours shall generally follow eight hours per day, five days per week, but may be modified in accordance with the requirements of the Fair Labor Standards Act governing exempt employees.

The Police Lieutenant assigned to Administrative Services, Detective Lieutenant, and Communications Supervisor will work Monday through Friday 0800 to 1600 hours unless otherwise mutually agreed upon.

Police Lieutenant's assigned to the Patrol Division will work the following schedule, except as may be mutually agreed related to assignments to the Special Investigation Unit:

First Shift assignment: Monday through Friday 0700 – 1500 hours

Second Shift assignment: Monday through Friday 1500 – 2300 hours

Third Shift assignment: Sunday through Thursday 2300 – 0700 hours

2. The workday is defined as 12:01 a.m. until 12:00 midnight. The workweek is defined as 12:01 a.m. on Sunday until 12:00 midnight on the subsequent Saturday.

3. The position of Deputy Fire Chief and Police Captain shall be FLSA exempt salaried employees. An Employee in that position shall work whatever additional hours are required to fulfill the responsibilities without earning additional compensation or compensatory time. All other Employees shall be paid 1.5 times their effective hourly wage for any hours worked in excess of their normal work schedules.

\*Remainder of paragraphs CCL.

### ARTICLE XI: WAGES

~~WAGES~~\*Re-numbered due to mistake in prior contract

\*All paragraphs CCL. See attached for wage information.

**ARTICLE XIV: EDUCATIONAL INCENTIVE**

Incorporate Paramedic stipend into base pay.

3. Employees of the Fire Department<sup>(SM1)</sup> shall receive the following increase in their base hourly wages based on their attainment of the required certification. The amounts reflected are not cumulative. Maintaining certification is required to receive the incentive.

|   | <b><u>40-Hour Workweek</u></b> | <b><u>42-Hour Workweek</u></b> |
|---|--------------------------------|--------------------------------|
| Haz Mat Technician – 925 per year                                     | \$ .45                         | \$ .43                         |
| Emergency Medical Technician - \$1,175 per year                       | \$ .57                         | \$ .55                         |
| Advanced EMT - \$1,175 per year                                       | \$ .57                         | \$ .55                         |
| <del>Paramedic – \$3,500 per year (Captain and Lieutenant Only)</del> | <del>\$1.68</del>              | <del>\$1.60</del>              |

5. College Courses and Seminars.

a. The Town shall pay on behalf of Employees for up to: 100% of the tuition relating to college courses within an approved degree program; 100% of tuition or registration fees relating to courses and seminars within an approved certificate program; and 100% of registration fees relating to professional seminars that are applicable to Employees' job functions.

b. To qualify for payment by the Town to the employee or the institution or agency relative to approved college courses, courses and seminars within certificate programs, and professional seminars, the Employee must sign a pre-authorized payroll deduction form for repayment to the Town of all payments made on behalf of the Employee or to the Employee to be processed in the event that the Employee does not complete said approved courses, or courses and seminars within certificate programs, with a grade of “C” (not C-) or better for undergraduate degree courses and “B” (not B-) or better for graduate courses, or “Pass” for “Pass/Fail” courses. The Employee must present to the Department Head within thirty (30) calendar days after completion; relative to a course or a seminar within an approved certificate program, a certificate of completion; relative to a professional seminar, a certificate of attendance; relative to courses for a degree program, evidence of completion. The degree program, the certificate program, and the professional seminar must be recognized by the Department Head as having relevance to the department's operations or the Employee's duties. Department Head approval must be obtained in writing prior to commencement of the course or the seminar, and the total payment to all Employees for both the Police and Fire Departments must not exceed \$17,000 for all courses and seminars completed during the fiscal year. Requests for Department Head approval of courses and seminars shall be considered in the order received.

c. Under no circumstances shall the Town on behalf' of an Employee pay more than 100% of the related tuition or registration fees. Payment shall be made for courses and seminars to be completed during the fiscal year and Department Head approval has been obtained prior to June 1.

**ARTICLE XVI: GROUP INSURANCE**

1. Remove Cadillac Tax Language and reinstate the Flexible Spending Account (\$2,000 limit)
4. Disability Insurance - Increase weekly benefit limit from \$600 to \$700. In line with other employee groups.

**ARTICLE XIX: UNIFORM ALLOWANCES**

1. An Employee of the Police Department, other than the Assistant Communications Supervisor, shall be reimbursed for up to \$900 of the cost of appropriate uniforms and uniform articles purchased during any fiscal year (July 1 through June 30). ~~Employees of the Police Department, other than the Assistant Communications Supervisor shall be responsible for replacement of protective vests.~~

\*All other paragraphs in this section CCL

**ARTICLE XX: DURATION OF AGREEMENT**

4 Year agreement