

CITY OF STEVENS POINT

PERSONNEL COMMITTEE AGENDA

Monday, July 8, 2019 – 6:00 p.m.

Stevens Point Police Department – 933 Michigan Avenue

[A quorum of the City Council may attend this meeting]

Discussion and possible action on:

1. 2019 – 2021 tentative agreement with IAFF Local 484 (Firefighters).
2. Adjournment.

Any person who has special needs while attending this meeting or needs agenda materials for this meeting should contact the City Clerk as soon as possible to ensure a reasonable accommodation can be made. The City Clerk can be reached by telephone at (715) 346-1569 or by mail at 1515 Strongs Avenue, Stevens Point, WI 54481.

Copies of ordinances, resolutions, reports and minutes of the committee meetings are on file at the office of the City Clerk for inspection during normal business hours from 7:30 a.m. to 4:00 p.m.

Tentative Agreement Between
The City of Stevens Point &
IAFF Local 484 (Fire Union)

1. The tentative agreement is a 3 year agreement (1/1/2019 – 12/31/2021)
2. 2.5% across the board increases 1/1/2019; 1/1/2020 and 1/1/2021.

3. Article 7 – Hours of Work (New Recruits)

~~**New Recruits.** New recruits shall be allowed an orientation period, Monday through Friday, for a period of not more than five (5) weeks. The working day shall begin at 8:00 o'clock A.M. and shall end at 4:30 o'clock P.M. Subject to prior notification, hours may be adjusted to allow for job-related training opportunities.~~

New Recruits- New recruits shall be allowed an orientation period, 1st week will be Monday thru Friday from 8:00 A.M. until 4:30 PM. After the 1st week the new recruit will be assigned a shift and will work 15-18, 24-hour shifts. Subject to prior notification, hours may be adjusted to allow for job-related training opportunities.

4. Article 8 – Overtime

A. ~~**Emergency Call Back Pay:** Employees called back to work for emergency purposes shall receive a minimum of two (2) hours pay at the double time overtime rate. This shall not apply to shift extensions.~~

Emergency Call Back Pay: Employees called back to work shall receive a minimum of three (3) hours pay at the double time overtime rate. This shall not apply to shift extension. Employees shall be released by the shift commander when the task for which they were called back is completed unless an intervening additional emergency transfer or other emergency event requires their continued service. Non-emergent out-of-county transfers will be considered individual events and shall not result in continuation of emergency call back service otherwise subject to release.

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~~B. **Off Duty Ambulance Runs:** Pay based on 100% Fire Fighter Paramedic annual salary (2080 hours/year). Paid at time and one half with three (3) hours minimum for each off-duty ambulance run. An employee reporting to work no sooner than twenty (20) minutes before scheduled time of an off-duty ambulance run, will receive pay at time and one half with three (3) hours minimum if off-duty ambulance run is canceled.~~

C. ~~**Training:** Pay based on annual salary and 2080 hours/year.~~

~~Voluntary training paid at straight time.~~

~~Mandatory training paid at time and one-half.~~

B. Training Pay: All training will be paid at the double time overtime rate, effective 8/1/2019.

5. Article 10 – Holidays

~~**Holidays for Recruits.** Holidays for new recruits will be calculated on the basis of one (1) holiday for every thirty six (36) calendar days of employment after completion of the orientation period.~~

6. Article 12 – Bereavement Leave

A domestic partnership is defined under Wisconsin Statutes Chapter 770 Domestic Partnership.

7. Article 14 - Family Emergency Leave

A domestic partnership is defined under Wisconsin Statutes Chapter 770 Domestic Partnership.

8. Article 18 – Uniform Allowance

~~B. The City shall provide each member of the Union, upon request by the Union, by January 31st of each year, an allowance of three hundred fifty dollars (\$350) per annum. On January 1, 2003 an additional one hundred dollars (\$100); on January 1, 2004 an additional one hundred seventy five (\$275; effective 1/1/2010) is available on a calendar year basis upon the submission of receipts to the Chief, substantiating the purchase of approved uniform pieces. Reimbursements will be in increments no less than twenty-five dollars (\$25), with the exception of the last payment.~~

9. Article 19 – Salaries

F. Instructor Pay.

... **Instruction While Off-duty:** those members of the Department who are appointed by the Chief for instruction while off-duty for any amount of time will be compensated with overtime (**Article 8, Section B. Overtime**) for the hours of instruction. Instruction overtime shall be logged into the normal overtime tracker.

Examples of training courses that would be compensated either off-duty or on-duty are PALS, ACLS, technical rescue, Fire Officer, Fire Inspector and CPR but not limited to.