

CITY OF APPLETON AND  
APPLETON FIRE FIGHTERS LOCAL #257

LIST OF TENTATIVE AGREEMENTS

October 24, 2013

1. ARTICLE 5 - OVERTIME

A. 3.a. Employees who are required by the City to attend training or whose attendance at such training is mandatory to maintain their position, shall be paid for reasonable travel time at ~~their regular straight time~~ **the 56 hours overtime** rate in lieu of any mileage reimbursement. This provision shall not apply to training held within the boundaries of the Appleton School District or at the Neenah Campus of F.V.T.C.

3. b.3 Add: Employees who cannot reasonably be expected to return to Fire Station #1 by 2200 hours or earlier following training shall be granted the first 12 hours off if they are scheduled to work the next day.

2. ARTICLE 9 – PENSION FUND CONTRIBUTIONS

Effective the first full pay period in January, 2014 employees agree to pay three percent (3%) contribution for funding benefits under the Wisconsin Retirement Fund. Effective the first full pay period in July, 2015 employees agree to pay the same contribution as general municipal employees for funding benefits under the Wisconsin Retirement Fund.

3. ARTICLE 10 – HOLIDAYS

A. Operations Employees:

3. Add to end of paragraph: Holiday conversions for the fourth slot cannot be submitted for a date after November 14<sup>th</sup>.

“Selection of these days, shall be in accordance with the provisions of Article 11 (E) (4) a-ed, and shall be made...”

4. ARTICLE 11 – VACATIONS

E.4. Fire Operations personnel shall pick their vacation on the basis of three (3) working day blocks, not to exceed the number of working days each person has accrue in accordance with paragraph B. ~~Personnel must pick a minimum of one three (3) day block (with the exception of personnel that have only three (3) days accrued).~~

E.4.b. and 5.a & b. Delete and renumber

E.8. During convention time, and PFFW officers meeting on years where there is no convention, only two (2) from each shift for a total of six (6) can be on vacation at one time.

E.9.c. The requirements of 5a and 8 above do not pertain to this section.

5. ARTICLE 12 – LEAVES OF ABSENCE

F. For those employees eligible for 3 PTO Days-PTO days shall be pro-rated in the year of termination/resignation/as follows:

January-April	0
May-August	1
September-December	2

For those employees eligible for 2 PTO Days-PTO days shall be pro-rated in the year of hire/termination/resignation as follows:

	Hired	Leaving
January-June	1	0
July-December	0	1

G. For those employees eligible for 4 PTO Days-PTO days shall be pro-rated in the year of termination/resignation as follows:

January-March	0
April-June	1
July-September	2
October-December	3

Delete-“Support employees hired after 1/1/11 shall receive 3 PTO days each year until January 1 following the year said employee obtains top step Civilian Fire Inspector (2 years and over step). On January 1 following that year the employee will receive 4 PTO days each year to be used as paid time off. Any PTO days not used as of December 31<sup>st</sup> will be paid pursuant to Article 14 – Post Employment Health Plan. PTO days shall be prorated during the initial year of hire.”

Add:

At the time of retirement employees who qualify for an annuity under the Wisconsin Retirement fund shall receive their full unused balance of PTO pursuant to the PEHP.

Delete language under Article 12 A. Sick Leave #2.

“Support employees hired after 1/1/11 shall receive four (4) hours per month until January 1 following the year said employee qualifies for top step Civilian Fire Inspector (two years and over step). On January 1 following that year the employee will receive 5.33 hours accumulation per month.”

6. ARTICLE 13 – HEALTH AND DENTAL INSURANCE

~~The City shall provide health benefits as outlined in Addendum A. Selection of the carrier shall rest solely with the City provided that the Union is given 30 days notice of an impending change in carrier and further provided that the coverage shall be identical to or better than the present coverage.~~

~~The City shall provide a flexible spending account to permit employees to pay deductibles and co-insurance with pre-tax money, in accordance with the Internal Revenue Code.~~

~~Employees and family members are encouraged to use in-network providers. Utilization of in-network and/or non-network providers shall be an employee and/or family choice.~~

~~Open enrollment will be every other year.~~

Note: Retirees cannot stay on the City plan after they are eligible for Medicare. Retirees will be offered a group plan, but not necessarily the same plan as active employees.

Health Insurance

Effective 1/1/14, provided the employer offers a Health Reimbursement Account Plan, employees shall pay 15% of the COBRA rate.

Effective 1/1/14, provided the employer offers a Health Savings Account Plan, employees shall pay 0% of the COBRA rate.

Effective 1/1/15, employees shall pay the same contribution as non-represented employees on plans offered by the City to non-represented employees.

Dental Insurance

Effective 1/1/14, employees shall contribute \$10 per month toward a single premium and \$20 per month toward a family premium for the same dental plan offered by the City to non-represented employees.

Addendum A – Attached to contract

7. ARTICLE 24 – MILITARY LEAVE

“...but not to exceed **twenty (20)** ~~fifteen (15)~~ days, ~~excluding Sundays and holidays~~, in the calendar year...”

8. EXHIBIT B

A.2. Change reference from blood alcohol to breath alcohol

9. SIDE LETTERS:

Agreement related to Protective Service Inspectors

Delete: Dan Dibbs

Agreement related to Specialties

\*Note-Change reference to LT. Thomson to Capt. Thomson

Letter of Understanding-Sick Leave Bank

Delete: William Van Hoorn

Use of Tobacco Products – Renew

CMV Safety Act – Renew

Haz Mat Outreach Program-Renew

Travel Time for Attending Training-Eliminate

NFPA Physicals –Renew

Use of Tobacco – Renew

Vacation Language- Eliminate

Alternate Response Unit – Renew

Light Duty Work Injury – Renew

Longevity- Renew

Agreement Related to Hours of Work – Add Either party could terminate agreement with notice of 30 days. – Renew

PEHP Agreement – Renew

Remove Addendum A

10. WAGES

1/1/14 – 3%

1/1/15 – 2.5%

7/1/15 – 1%

1/1/16 – 2%