

Tentative Agreements
City of Appleton & IAFF Local 257
August 19, 2022

ARTICLE 10 – VACATIONS

- A. Fire Operations personnel shall be eligible for vacations on the following basis:
1. Three (3) working days vacation after one (1) year of service.
 2. Six (6) working days vacation after two (2) years of service.
 3. Ten (10) ~~Nine (9)~~ working days vacation after eight (8) years of service.
 4. Twelve (12) working days vacation after twelve (12) years of service.
 5. Sixteen (16) ~~Fifteen (15)~~ working days vacation after twenty (20) years of service.

ARTICLE 11 – LEAVES OF ABSENCE

- A. Banked Sick Leave:

1. Severance Pay: Accumulated and unused sick leave not to exceed 720 hours shall be paid to an employee or their beneficiary at their retirement or death at their base rate of pay at the time of such retirement or death as follows:

In Event of Retirement,

If the City offers a PEHP the employee will be eligible for 50% of the eligible sick leave to be paid to PEHP. The remaining amount will be paid in cash.	
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2020	10% of eligible amount paid to PEHP. The remaining amount will be paid in cash.
2021	20% of eligible amount paid to PEHP. The remaining amount will be paid in cash.
2022	25% of eligible amount paid to PEHP. The remaining amount will be paid in cash.

ARTICLE 12 – HEALTH AND DENTAL INSURANCE

Health Insurance

Provided the employer offers a Health Plan, employees shall pay the same contribution as non-represented employees on plans offered by the City to non-represented employees.

Dental Insurance

Provided the employer offers a Dental Plan, employees shall pay the same contribution as non-represented employees on plans offered by the City to non-represented employees.

ARTICLE 13– POST EMPLOYMENT HEALTH PLAN

Provided the employer offers the Post Employment Health Plan, the employer shall contribute for each Eligible Employee the amount of \$10 per month. Additionally, upon retirement, 100% of the Eligible

Employee's earned vacation and holiday balance, that would have otherwise been paid to the Eligible Employee, had the Employer not participated in the Plan, shall be contributed to the Plan. The parties further agree that annually, 100% of the Eligible Employee's earned and unused PTO shall be contributed to the Plan.

ARTICLE 17 – PROMOTIONS (side letter incorporated into the contract, whereas promotions to Captain are offered to best qualified vs. senior qualified)

The Fire Department will train on departmental seniority basis Fire Operations Fire fighters from each shift to fully assume the duties of Driver-Engineer and will maintain a list of those Fire fighters who have successfully completed a training program as attested by the Training Officer and the Chief. Seniority will not prevail if an employee is found unable to adapt and apply him or herself in a manner applicable to the standards of handling and operating Fire Department apparatus.

All positions within the Fire Department other than that of Fire Fighter and Captain shall be promotional and shall be offered to qualified existing employees on the basis of seniority. Qualifications for each position shall not be arbitrary or capricious, shall be reasonably related to the work involved, shall be in writing, and copies of said qualifications shall be supplied to the Union as and when qualifications are established or changed. Only in the event that such promotion is refused by all qualified employees, shall the City hire a new employee to fill such vacancy or newly created position.

Vacancies for Captain shall be promotional and shall be offered to the best qualified employee based on the City's promotional process for Captain. Changes to this promotional process shall be agreed to by both Management and the Union.

ARTICLE 36 – LONGEVITY PAY (elimination of longevity pay)

~~All employees with a minimum of 10 years of service hired prior to 6/9/2015 shall receive \$200 annually in bi-weekly payments.~~

ARTICLE 37 – ADVANCED LIFE SUPPORT (ALS) ENGINE (new to the contract)

ALS Engines:

1. Each frontline emergency response vehicle, engines, and ladders, with the exception of 9300, will be staffed with a minimum of one paramedic and one Emergency Medical Technician (EMT) under the ALS Engine Company EMS Plan.
2. The Fire Department will need a minimum of 30 paramedics to ensure coverage 24/7/365.
 - a. Note: The State of Wisconsin Department of Health Services allows for a two-year phase in period. ALS Engines can begin with less than 30 paramedics and build up to that number over time.

All locally offered courses required by Medical Control to maintain a paramedic license will be sponsored utilizing on- and off-duty hours. Off duty training will be paid in accordance with the labor agreement. Any out-of-town training course will be considered on a case-by-case basis and should not be the primary source of recertification course work.

Once the Fire Department exceeds the minimum number of paramedics (30). A paramedic may choose to be removed from the active paramedic pool (process outlined below). Open Fire Fighter/Paramedic positions will be filled by the most senior Fire Fighter/Paramedic in the Fire Fighter ranks.

Fire Fighter/Paramedics that choose to drop their paramedic designation must maintain an EMT license. To drop their status, the employee will provide a written request to the Deputy Chief of Operations by July 31st of each calendar year. The Fire Chief or designee will determine if staffing allows the change from active status. Approvals will be made based on the number of active status years as a paramedic first, followed by department seniority. Any approved changes will take place the following January during shift alignments. The employee's pay will be reduced to the appropriate pay scale.

A Fire Fighter/Paramedic may request immediate withdrawal from active status if there is a Fire Fighter/Paramedic that can fill the future opening and the Fire Chief approves.

EXHIBIT A – WAGES

- 2023 = 2.25% increase on 12/1/23
- 2024 = 1% increase on 7/1/24
- 2024 = 2% increase on 12/1/24
- 2025 = 2.50% increase on 12/1/25
- Paramedic pay 2.75% over Fire Fighter/EMT

ADDITIONAL ITEMS:

- Management/union joint reviewed of contract. Administrative and cleanup changes were made.
- Side Letter Agreement Related to Specialties was incorporated into the contract.
- Side Letter Agreement Related to Hours of Work was incorporated into the contract.
- Side Letter Vacation Selection was incorporated into the contract.