

## **SAPFFA June 24 Comprehensive Proposal Summary**

Article 3. Mgmt Rights. Union withdraws its proposals and agrees to City June 24 proposal to maintain CBA language.

Article 6. Union Leave. Union withdraws its proposals to permit carryover of union leave and adjust use increments. Union maintains proposal to increase from 3 to 6 leave hours per Police CBA.

Article 12. Labor Management. HOLD.

Article 13. Wages. HOLD.

Article 14. Overtime. Union withdraws its overtime proposals and does not agree to City proposal. Art 14 to remain as is.

Article 15. Hours. Union maintains current proposal. Need to incorporate schedule MOA.

Article 17. Vacation. Union agrees to City proposal to adjust FVS shifts (1 in Fire Suppression and 1 in EMS). But add the increase to Section 3(c) per City's May 1 proposal.

Article 18. Holidays. Union withdraws its proposal. Agree to City proposal to keep CBA as is.

Article 20. Uniforms. Union agrees to roll clothing allowance into base pay per City proposal. Union maintains proposal to adjust credit to \$660 and to increase annually per CPI-W. Union withdraws proposal to carry over unused credits.

Article 22. Union withdraws proposal to increase current incentive pays and add new certification pays. Union maintains proposal to adjust incentives annually per CBA percentage increase. Union maintains proposal to add Wildfire Team to special units (\$100 per month – 15 people). Union maintains proposal to merge paramedic pays.

Article 23. Union agrees to City June 24 proposal but also proposes to strike Section 4(b) sick check language.

Article 25. Union agrees to City's proposed IRS language but maintains proposal to set HSA contributions at 50% of the applicable deductible. Union agrees to City's proposal to change mental health and chiropractic charts. Union not agree to eliminate Tier 3.

Union not agree to Value Plan escalator of 10% per year. Proposes to increase by same percentage as annual raise, and if evergreen, to use the last CBA year raise.

Article 27. Parental Leave. Union agrees to City June 24 proposal but need to adjust form 160 to 168 hours to reflect work schedule.

Article 28. Fitness. Union agrees to withdraw proposal and continue as is.

Article 29. Drug Testing. Union proposes to eliminate TCHA testing for random but keep for post-accident and reasonable suspicion. Union agrees to City's TCHA process language except for last sentence. Union does not agree to leave testing levels for other drugs up to MRO at Section 5.

Article 30. Grievance. Agreed. Keep CBA as is.

Article 32. Promotions. Union proposes to keep CBA as is.

Article 33. Hiring. Union proposes to keep CBA as is.

Article 38. Duration. Union agrees to 3-year term with current 5-year evergreen.

Article 12. Union agrees to withdraw proposal, including 4<sup>th</sup> Shift, and keep CBA as is.

Article 13. Union agrees to City proposal, with the following percentages. Oct 1, 2024 – 11%.  
Oct 1, 2025 – 9%, Oct 1, 2026 – 7%.