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MEMORANDUM

TO: City Council

CC: Steven Hume, Safety-Service Director

FROM: Brian D. Butcher, Director/Regional Manager
Clemans Nelson & Associates

DATE: December 2, 2014

SUBJECT: Tentative Agreement

Below you will find the tentatively agreed to package resulting from the City of London and IAFF, Local 3509 wage re-opener. The increase of three percent (3%) is consistent with what other bargaining units have agreed to. Please consider this package to satisfy Section 4117.10 (B) of the Ohio Revised Code. Action is required within thirty (30) days of receiving this package. Should City Council fail to act within that thirty (30) day window, the package will be deemed accepted. A clean copy of the Article is also provided below.

**AMENDMENT TO CONTRACT
CITY OF LONDON
&
LONDON FIREFIGHTERS, IAFF, LOCAL 3509**

**ARTICLE 16
WAGES**

Section 16.1. Employees' hourly rate shall be based on 2756 hours per year.

Section 16.2. Effective January 1, 2014, bargaining unit members shall receive wages as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Firefighter								
1/1/2014	\$14.04	\$14.73	\$15.45	\$16.24	\$17.32	\$17.67	\$18.02	\$18.38
Firefighter/Paramedic*								
1/1/2014	\$14.74	\$15.47	\$16.22	\$17.05	\$18.19	\$18.55	\$18.92	\$19.30
Lieutenant								
1/1/2014	\$18.04	\$18.95	\$19.33	\$19.72	\$20.11			
Lieutenant/Paramedic*								
1/1/2014	\$18.94	\$19.90	\$20.30	\$20.71	\$21.12			

* Paramedics shall remain at non-paramedic pay rate until ALS duties begin.

Effective January 1, 2015, bargaining unit members shall receive a three percent (3%) increase and wages as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Firefighter								
1/1/2015	\$14.46	\$15.17	\$15.91	\$16.73	\$17.84	\$18.20	\$18.56	\$18.93
Firefighter/Paramedic*								
1/1/2015	\$15.18	\$15.93	\$16.71	\$17.56	\$18.74	\$19.11	\$19.49	\$19.88
Lieutenant								
1/1/2015	\$18.58	\$19.52	\$19.91	\$20.31	\$20.71			
Lieutenant/Paramedic*								
1/1/2015	\$19.51	\$20.50	\$20.91	\$21.33	\$21.75			

All firefighters in Step 5 on January 1, 2011 will have a new anniversary date of January 1st.

All Lieutenants in Step 2 on January 1, 2011 will have a new anniversary date of January 1st.

Effective January 1, 2016, the parties agree to re-open Article 16 in accordance with R.C. 4117.

Section 16.3. All new firefighters shall begin at Step 1 wage rate except that an experienced firefighter can be hired and placed in a Step commensurate with his/her experience. The Step 1 to Step 2 increase will not occur before 6 months after date of hire.

The increase from Step 2 to Step 3 shall occur no earlier than 6 months after the prior Step increase. All other Step increases shall occur no earlier than 12 months after a prior Step increase.

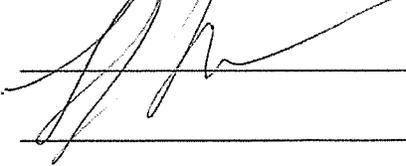
In order to proceed to subsequent pay steps, bargaining unit members must receive one (1) performance evaluation that recommends advancement. Such evaluations shall be conducted at least once per year. Denial of a Step increase is subject to the grievance and arbitration procedure contained in this Agreement.

Section 16.4. Bargaining unit employees shall be paid for one hundred twelve and three tenths (112.3) hours per biweekly pay period provided they are in active pay status during the entire pay period. This pay shall include one hundred six (106) hours at straight time and six and three-tenths (6.3) hours FLSA at the overtime rate. The intent of this Section is to properly compensate bargaining unit employees as a result of the 120, 113, 103 hour schedule. For example, so long as an employee covers his or her scheduled hours with paid leave the employee will receive FLSA overtime.

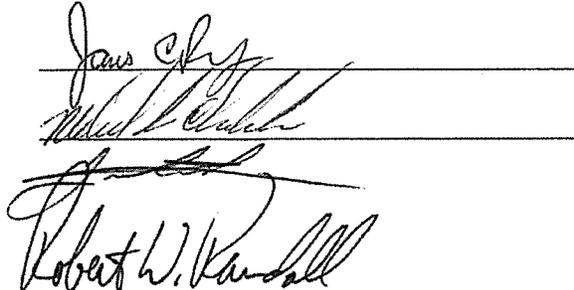
If bargaining unit employees work overtime, other than shift overtime, they shall be paid for such additional work in accordance with Article 21. If a bargaining unit employee is in an unpaid status during a pay period, his pay shall be reduced accordingly.

Nothing in this Agreement shall be construed to limit the City's ability to restructure work schedules based on operational needs or to limit overtime pay.

FOR THE CITY:



FOR THE UNION:



Robert W. Randall