

# **SYNOPSIS OF PROPOSED FIRE CONTRACT CHANGES 2009 – 2010**

## **ARTICLE 6 – SALARIES**

**Section 1** – Updates language and is implied there is a 0% increase for 2009.

**Section 2** – Deletes language that the Fire Department shall mail payroll stubs to the employee's home.

**Section 7** – Adds language that employees who complete probation after August 20, 2009 will be paid in accordance with pay range F07 (Paramedic's classification).

## **ARTICLE 7 – PROMOTIONS/VOLUNTARY DEMOTIONS**

**Section 8** – Anytime a list of candidates for Fire Inspector I becomes necessary, that list shall remain in effect for 2 years.

## **ARTICLE 15 – MILAGE**

**Section 6** – Deletes language that authorized travel mileage payments be made in cash.

## **ARTICLE 21 – COMMITTEES**

**Section 3** – Updates department name, changes name to Lincoln Fire & Rescue.

## **ARTICLE 22 – PRE-DISCIPLINARY HEARING PROCEDURES**

**Section 8** – Deletes language and adds that either party shall have the right to record the pre-disciplinary hearing.

## **ARTICLE 23 – DISCIPLINARY ACTION**

**New Section 6** – New language on special disciplinary procedures for employee loss of/restriction of driver's license.

## **ARTICLE 28 – HEALTH CARE PLAN AND LIFE INSURANCE**

**Section 1** – Increases single health coverage from 98.5% to 100% and 2/4, family coverage from 84% to 94% (based on comp).

**Section 2** – Increases single dental coverage from 97.5% to 100% and 2/4, family coverage from 85.5% to 94% (based on comp).

## **ARTICLE 29 – LEAVE PROVISIONS**

**Section 1 – Unused Sick Leave –** Increases sick leave payout upon retirement from 50% to 60% and eliminated the cap on payout.

## **ARTICLE 37 – DRUG AND ALCOHOL TESTING PROGRAM AND POLICY**

Deletes language that the policy will be available at all fire stations.

## **ARTICLE 38 – TERM**

One year agreement.