

Fire Collective Bargaining Contract

Wages and Benefits Projected Cost Analysis

FY 2010 - FY 2013

Wages and Benefits Costs	Proposed FY 2009-10	Proposed FY 2010-11	Proposed FY 2011-12	Proposed FY 2012-13	Total
Base Wage Increase	0.00%	3.00%	3.00%	3.00%	9.00%
Pension Increase	0.00%	1.00%	1.00%	*2.00%	4.00%
Pension Total	18.05%	19.05%	20.05%	22.05%	
Base Wage & Pension	\$0	\$3,816,607	\$7,772,201	\$11,938,305	\$23,527,113
Longevity - \$80	\$0	\$654,570	\$654,570	\$654,570	\$1,963,711
Total Wages and Benefits Cost	\$0	\$4,471,177	\$8,426,771	\$12,592,875	\$25,490,824

Year 1 - FY 2009-10: No base wage increase and no increase in pension.

Year 2 - FY 2010-11: 3.0% effective on the first pay period in FY 2010-11 to base wages and 1% increase in the City's contribution to the Fire pension system.

Year 3 - FY 2011-12: 3.0% effective on the first pay period in FY 2011-12 to base wages and an increase of 1% in the City's contribution to the Fire pension system. However, if the majority of the City's non-public safety employees receive a base wage increase of more than 3.0% for FY 2011-12, fire fighters covered by this agreement will receive the same increase if above 3%.

Year 4 - FY 2012-13: 3.0% effective on the first pay period in FY 2012-13 to base wages and an increase of 2% in the City's contribution to the Fire pension system (*1% of the 2% pension increase in FY 2012-13 will be effective on the 25th pay period of the fiscal year). However, if the majority of the City's non-public safety employees receive a base wage increase of more than 3.0% for FY 2012-13, fire fighters covered by this agreement will receive the same increase if above 3%.

Longevity pay: In FY 2010-11, longevity pay will increase from \$48 per year to \$80 per year for each year of service up to 25 years of service and shall be paid on an annual basis in a lump sum in the first regularly scheduled pay period after the fire fighter's anniversary date.