

Employee Group 40 Fire Supervisory Association

Effective Date: December 28, 2024

Issued Date: December 20, 2024

Job Code & Description	Grade	Step	Hourly Rate (56 hrs/week)	Hourly Rate (40 hrs/week)
	041	1: Start	28.69	40.13
	041	2: 6 month (1040)	30.07	42.12
	041	3: 1 year (2080)	31.59	44.20
	041	4: 2 year (4160)	32.84	45.99
	041	5: 3 year (6240)	34.50	48.31
	041	6: 5 year (10,400)	35.90	50.25
	041	7: 10 year (20,800)	38.87	54.40
	041	8: 15 year (31,200)	41.35	57.89
	041	9: 20 year (41,600)	43.57	61.00
	044	1: Start	30.55	42.75
	044	2: 6 month (1040)	32.07	44.88
	044	3: 1 year (2080)	33.63	47.10
	044	4: 2 year (4160)	34.99	49.00
	044	5: 3 year (6240)	36.76	51.47
	044	6: 5 year (10,400)	38.22	53.55
	044	7: 10 year (20,800)	41.39	57.97
	044	8: 15 year (31,200)	44.06	61.72
	044	9: 20 year (41,600)	46.42	64.96
	045	1: Start	31.11	43.53
	045	2: 6 month (1040)	32.63	45.66
	045	3: 1 year (2080)	34.24	47.94
	045	4: 2 year (4160)	35.58	49.85
	045	5: 3 year (6240)	37.39	52.36
	045	6: 5 year (10,400)	38.90	54.47
	045	7: 10 year (20,800)	42.12	58.99
	045	8: 15 year (31,200)	44.83	62.77
	045	9: 20 year (41,600)	47.24	66.12

610801 EMERGENCY MANAGEMENT SERVICES (EMS) CHIEF 610301 FIRE DISTRICT CHIEF 640101 FIRE EMERGENCY MANAGEMENT & COMMUNICATIONS CHIEF 620120 FIRE TRAINING OFFICER	046	1: Start	33.47	46.85
	046	2: 6 month (1040)	35.12	49.15
	046	3: 1 year (2080)	36.88	51.58
	046	4: 2 year (4160)	38.31	53.65
	046	5: 3 year (6240)	40.24	56.36
	046	6: 5 year (10,400)	41.86	58.64
	046	7: 10 year (20,800)	45.35	63.49
	046	8: 15 year (31,200)	48.27	67.57
	046	9: 20 year (41,600)	50.84	71.17
610401 DEPUTY FIRE CHIEF (U) 620130 DEPUTY TRAINING CHIEF (U) 740040 FIRE MARSHALL	049	1: Start	36.21	50.74
	049	2: 6 month (1040)	38.01	53.25
	049	3: 1 year (2080)	39.92	55.85
	049	4: 2 year (4160)	41.51	58.11
	049	5: 3 year (6240)	43.61	61.03
	049	6: 5 year (10,400)	45.36	63.46
	049	7: 10 year (20,800)	49.09	68.75
	049	8: 15 year (31,200)	52.28	73.15
	049	9: 20 year (41,600)	55.05	77.07

BENEFITS:

VACATION

Years of Service

1st year thru 5th year
6th year thru 15th year
16th year and beyond

40 Hour Employee

128 Hours - 16 days (.0616)
176 Hours - 22 days (.0847)
224 Hours - 28 days (.1077)

Years of Service

1st year thru 5th year
6th year thru 15th year
16th year and beyond

56 Hour Employee

252.0 Hours (10 shifts - 12 hrs.)*
313.6 Hours (13 shifts – 1.6 hrs.）**
393 Hours (16 shifts – 8 hours)***

- * (4.5 x designated work week)
- ** (5.6 x designated work week)
- *** (7.0 x designated work week)

For those employees who retire on/after **January 1, 2020** will no longer contribute unused vacation to a Post Employment Health Plan account. Unused vacation will be paid as a pay adjustment on the final paycheck.

VACATION SELL BACK

Employees may request compensation in case for up to four (4) days of unused vacation within each calendar year upon approval of Department Head and availability of funds. Such election must be made in writing on or before December 1st of each year.

Employees using vacation out of sick leave conversion in the payroll reporting year are not eligible for the vacation cash in.

2025 HEALTH INSURANCE

Effective **January 2025**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

Choice Passport Plan:

2024 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2025, after any plan design changes; employees shall be responsible for the 2024 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2025, after any plan design changes.

Based on an 8.5% premium increase, this results in the following Employer contributions:

Single: \$779.64, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2024 Wellness Program).
Employee share: \$39.78/month.

Family: \$1,862.94, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2024 Wellness Program).
Employee share: \$276.56/month.

Elect Plan/Vantage Plus ACO:

The lesser of the Employer's contribution for the Choice Passport Plan for 2025; or the actual cost of the Elect Plan/Vantage Plus ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on an 8.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$738.00, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2024 Wellness Program).
Employee share: \$0.00/month.

Family: \$1,862.94 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2024 Wellness Program).
Employee share: \$64.56/month.

Park Nicollet ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2025; or the actual cost of the Park Nicollet ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on an 8.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

2025 HEALTH INSURANCE (Continued)

Single: \$733.52, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2024 Wellness Program).
Employee share: \$0.00/month.

Family: \$1,862.94, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2024 Wellness Program).
Employee share: \$52.88/month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$648.54/month)

Family: \$748.22 (Employee share: \$1,999.26/month)

RESIDENCY

In accordance with Civil Service Rules

SICK LEAVE ACCRUAL

Effective January 1, 2010 the sick leave accrual rate will be 12 days per year (0.0462 for each hour on the payroll excluding overtime).

SICK LEAVE CONVERSION

If an employee has an accumulation of sick leave credits in excess of one thousand two hundred ninety-six hours (1296), he/she may convert any part of such excess to vacation at the rate of one-half days' vacation for each day of sick leave credit. No employee may convert more than ten (10) days of sick leave (five days' vacation) in each calendar year under this provision.

BEREAVEMENT

Employees who normally work a 40-hour work week shall be entitled to three (3) work days per calendar year for paid Bereavement Leave. Employees who normally work a 24-hour shift shall be entitled to two (2) work days per calendar year for paid Bereavement Leave. Paid Bereavement Leave may be used by an employee in the case death of the employee's mother, father, spouse, child, stepchild, brother, sister, mother-in-law, father-in-law, grandparent, grandchild or other person who is a member of the household.

The preceding paragraph specifies the maximum paid Bereavement Leave that may be used in a calendar year. Unused Bereavement Leave shall not carry over from year to year.

Additional time off in the event of death of an employee's mother, father, spouse, child, stepchild, brother, sister, mother-in-law, father-in-law, or other person who is a member of the household shall be charged to the employee's accrued sick leave. Any additional time off must be approved by the department head.

Bereavement Leave may only be used for those days when an employee has been previously scheduled to work during the requested leave time.

The Department reserves the right to request appropriate documentation relating to the death at issue prior to granting Bereavement Leave. Such request for documentation shall not be subject to the provisions of Article 6 (Grievance Procedure).

This Article supersedes any and all Civil Service Rules relating to utilization of paid leave for purposes stated in this article.

SEVERANCE PAY

Effective **January 1, 2023**: 800 hours accumulated sick leave credits at time of separation.

YEARS OF SERVICE WITH THE CITY AT LEAST:	MAXIMUM SEVERANCE PAY
20	\$ 10,000
21	11,000
22	12,000
23	13,000
24	14,000
25	15,000

If an employee has 20 or more years of service and ruled disabled and is receiving a disability pension and has two thousand six hundred forty (2,640) hours accumulated sick leave he/she is eligible for a severance benefit. Effective **January 1, 2025** = \$45,000.

Effective the signing date of the 2023 - 2025 collective bargaining agreement:

(1) Any employee who is a member of this bargaining unit who:

- a. Was hired by the City on or prior to July 10, 1990
- b. Has an accumulated balance of at least two thousand six hundred forty (**2,640**) hours of sick leave credits; and
- c. Has at least twenty-five (25) years of service at the time of his/her separation from service, or who separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20) years of service and begins drawing a disability pension

Effective **January 1, 2024** = \$40,000. Effective **January 1, 2025** = \$45,000.

(2) Any employee who is a member of this bargaining unit who:

- a. Was hired by the City between July 11, 1990 and June 4, 1996
- b. Has an accumulated balance of at least two thousand five hundred (**2,500**) hours of sick leave credits; and
- c. Has at least twenty-five (25) years of service at the time of his/her separation from service, or who separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20) years of service and begins drawing a disability pension

Effective **January 1, 2024** = \$40,000. Effective **January 1, 2025** = \$45,000.

(3) Any employee who is a member of this bargaining unit who:

- a. Was hired by the City between June 5, 1996 and December 31, 2007;
- b. Has an accumulated balance of at least two thousand two hundred ninety (**2,290**) hours of sick leave credits; and
- c. Has at least twenty-five (25) years of service at the time of his/her separation from service, or who separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20) years of service and begins drawing a disability pension

Effective **January 1, 2024** = \$40,000. Effective **January 1, 2025** = \$45,000.

(4) Any employee who is a member of this bargaining unit who:

- a. Was hired by the City on or after January 1, 2008;
- b. Has an accumulated balance of at least two thousand one hundred fifty (**2,150**) hours of sick leave credits; and
- c. Has at least twenty-five (25) years of service at the time of his/her separation from service, or who separated by reason of being ruled disabled and at the time of disability separation has at least twenty (20) years of service and begins drawing a disability pension

Effective **January 1, 2024** = \$40,000. Effective **January 1, 2025** = \$45,000.

SEVERANCE PAY (Continued)

Employees who qualify for a severance payment under Article 16, shall have their entire payment made during the month of February in the year following the year in which the employee separates his/her employment.

Effective **December 31, 2015**, the severance payout shall be made to a Post Employment Health Plan (PEHP) in one payout in February of the year following the year in which the employee separates his/her employment.

Employees must provide two (2) weeks' notice of intent of voluntary employment separation to be eligible for severance pay.

Employees are not eligible for the severance plans listed in City Ordinance No. 11490.

OVERTIME

Employees required to work in excess of their assigned tour of duty will be compensated at the rate of one and one-half (1.5) times the employee's normal rate. Such compensation shall be made in cash or in compensatory time at the option of the Employer.

MILEAGE

Employees shall be reimbursed at the IRS mileage reimbursement rate in effect.

INCAPACITATION

Regular, full-time employees injured during the course of employment:

Full wages not to exceed 12 months plus accumulated sick leave.

The 12 months shall be first utilized and then accumulated sick leave shall be used.

Regular, full-time employees who are disabled through injury or illness not during the course of employment:

Full wages for a period equal to accumulated sick leave plus six months.

Accumulated sick leave shall be utilized first before the six months.

PAID PARENTAL LEAVE

8 weeks of paid parental leave for eligible employees (See Article 14)

UNIFORM ALLOWANCE

Effective **January 1, 2018**, uniform allowances will be paid directly to the employee (payable in March of current year).

Effective January 1, 2025: \$799.79 (2.5% COLA)

LIFE INSURANCE

\$10,000

EMT PREMIUM

Effective **October 1, 2023** (or closest pay period) all employees in classifications covered by this agreement and who hold an Emergency Medical Technician (EMT) certification shall be eligible for an EMT differential.

October 1, 2023 (or closest pay period): 1% of the base rate

October 1, 2024 (or closest pay period): 2.5% of the base rate

October 1, 2025 (or closest pay period): 4.125% of the base rate