

SAPFFA's August 6, 2024 Comprehensive Proposal

Article 6 and 17 - Union Leave. Union maintains its 6/24 proposal to increase from 3 to 6 leave hours per year in parity with Police CBA.

Article 14 - Overtime. Union rejects City's 6/24 proposal and proposes current contract language.

Article 15 - Hours. Union maintains its 6/24 proposal.

Article 17 - Vacation. Union maintains its 6/24 proposal to adjust FVS shifts (1 in Fire Suppression and 1 in EMS), but to place the increase at Section 3(c) per City's May 1 proposal.

Article 20 - Uniforms. Union maintains its 6/25 proposal. Only issue is whether to adjust annually per CPI-W.

Article 22 – Incentive Pay. Union maintains its 6/25 proposal.

Article 23 – Sick Leave. Union maintains its 6/25 proposal. Only issue is Section 4(b) sick check language.

Article 25 – Health Benefits. Union maintains its 6/24 proposal.

Article 27 - Parental Leave. Union maintains its 6/24 proposal. Only issue is 160 versus 168 hours.

Article 29 - Drug Testing. Union maintains its 6/24 proposal.

Article 32 - Promotions. Union counterproposal to institute Leadership Development Program.

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

Article 38 - Duration. Tentative agreement on 3-year term with 5-year evergreen.

Article 13 - Wages. Union agrees to City's 6/25 proposal, EXCEPT for the amount of the annual raise percentages: Oct 1, 2024 – 11%, Oct 1, 2025 – 8%, Oct 1, 2026 – 6%.