

## **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%.