Tentative Agreement
Between
The Council Bluffs Association of Professional Firefighters, Local 15
and
The City of Council Bluffs, Iowa

A. **Article 3–Removal of the entire Dues Check Off Article.**

B. **Article 6– Overtime language changes consistent with the attached Overtime SOP, and including:**
   - Once an employee is forced to take overtime, their name will remain on the overtime list, but they will be protected from being forced to take overtime again until after everyone else of their rank on the overtime list has been forced to take overtime;
   - Five (5) protected 4-day sets and the ability to protect all vacations;
   - The parties agree to meet to develop the particulars of the Overtime SOP;
   - Overtime protection to include the parameters of Union Business and Department Training; and
   - In the event that the only available members on the overtime list have already been forced and the remainder of said overtime list is protected the city will call up the next ranked list to fill the overtime.

C. **Union Article 14 – Vacation changed as follows:**

Section 4 - Vacation Choice (56 Hours Personnel)

Vacation periods are to be granted and scheduled by each Assistant Chief, taking into consideration the shift's work units, workload, and the employee's request and seniority. By December 1, the Assistant Chiefs shall begin contacting members of their respective shifts, in order of seniority, for the purpose of selecting their vacation choices. ~~in work week increments (3 consecutive tours for 56 hour personnel).~~ Each employee, in order of seniority, shall denote his/her choice of vacation period to the Assistant Chief. The Assistant Chief shall contact the next ranking employee by seniority until all have denoted their choices. Employees can

select one day or up to their full annual accrual amount as long as they are taken consecutively. ~~two (2) or more vacations at a time as long as they are consecutive.~~ Consecutive vacation selections, regardless of the number of days, will count as one vacation selection. All employees must have made their choices by December 15 or forfeit their seniority rights for the purpose of choosing vacation periods. The employee can commit any portion of their accrued leave up to their total annual accrual during this process. An employee who has bid a vacation period may decide not to utilize this vacation pick (including optional vacation day provided for in Section 5) by notifying the Chief in writing a minimum of 2 weeks in advance of the first day of the vacation pick. The Chief shall provide a standard form for this purpose. ~~Once all of the vacations have been selected, an employee has the option to break up one vacation set into individual days.~~

Section 6 - Use of Accrued Vacation

During the year, employees may use accrued vacation in 24 increments starting at 7: a.m. or in 12-hour increments starting at either 7:00 a.m. or 7:00 p.m. provided that, at the time of selection, there was an opening in one of the first four vacation slots ~~it can be reasonably assumed that the request will not result in overtime~~. The request must be made no earlier than thirty calendar days prior to the leave and no later than seven calendar days ~~the last day worked~~ prior to the requested day off. In cases where two absence requests are received the same day, preference will be given to the most senior employee based on seniority.

D. Article 16–Funeral Leave changed as follows:

The Chief may grant 24 additional hours off for any of the family listed in the paragraph above. If the employee granted such additional leave has accumulated sick leave, such accumulation shall be charged on an hour for hour basis for the additional hours off. If the employee has not accumulated sick leave, then the additional leave shall be charged to accumulated vacation or shall be without pay.

The Chief may grant 24 hours of vacation leave for the death of a loved one not listed in the first paragraph.

E. Article 19–Insurance changed as follows:

The Public Safety Benefits Committee may designate a person to attend the IGHCP annual board meeting along with the Director of Human Resources. That person, if scheduled to be on duty, will be given time off to attend the one-day annual IGHCP meeting. In addition, the life insurance policy for employees shall be increased from $25,000 to $50,000.

F. **Article 21–Rates of Pay changed as follows:**

Employees shall receive either $1.25 per hour or 5% per hour added to base pay for hours employees are assigned to the Medic Unit.

G. **Article 22–Longevity changed as follows:**

After 5 years of continuous service	~~$15.00~~ $20.00 bi-weekly
After 10 years of continuous service	~~$25.00~~ $30.00 bi-weekly
After 14 years of continuous service	~~$35.00~~ $40.00 bi-weekly
After 18 years of continuous service	~~$45.00~~ $50.00 bi-weekly
After 22 years of continuous service	~~$50.00~~ $60.00 bi-weekly
After 26 years of continuous service	~~$60.00~~ $70.00 bi-weekly

H. **Article 32–Wages:**

A 2.75% across-the-board wage increase for year one, a 2.75% across-the-board wage increase in year two and a 3.25% across-the-board wage increase in year three.

I. **Article 37—On-The-Job Injury or Illness is changed as follows:**

In the event an employee is deployed on an Urban Search and Rescue (USAR) mission or call out and suffers an accidental injury or illness in the course of performing functions in the scope of that deployment, it is understood that said employee is an agent of the City of Council Bluffs, IA while under orders for said deployment.

J. **New Article—A 22 Year Step shall be established to the wage scale.**

This will establish a 22-year step for all personnel in year three of the contract. This shall be a 1.5% increase of the 18-year step for all ranks and certification levels.

K. **Length of Agreement:**

A three-year contract with the ability to extend to five years upon mutual agreement with wages being the only article available to open. July 1, 2022 shall be the deadline for both parties to come to the mutual agreement to extend the contract to five years.

Items not listed above are intended to remain as stated in the existing collective bargaining agreement. This tentative agreement is dated this 18th day of January 2020.

Jon Finnegan
City of Council Bluffs

John Sauser
Council Bluffs Association
of Professional Firefighters, Local 15