

### Summary of Local 22 2013-2017 Award

Term	7/1/13 – 6/30/17
Wages	3% effective 7/1/13 3% effective 7/1/14 3.25% effective 7/1/15
Reopener	Reopener in 2016 to determine the amount of the wage increase effective 7/1/16 and the amount of the lump sum contribution to the Retiree Trust Fund for FY17
Premium Pay	<ul style="list-style-type: none"> <li>Premium pay increases from 3 hours per week to 3.5 hours per week effective 7/1/13</li> <li>Effective 1/1/15, premium pay included in pensionable earnings up to 6% of pay</li> </ul>
Health Care	<ul style="list-style-type: none"> <li>Health Fund required to adopt aggressive wellness and disease management programs like LEHB does</li> <li>Health fund is responsible for the first \$15 million in expenses after 2/1/15. Thereafter, City pays the cost of the benefits and administration.</li> <li>Employees and spouses can qualify for annual financial incentives for participation in wellness programs</li> <li>Special one-time \$800 financial incentive for completing additional wellness activities by 12/31/15</li> </ul>
Wellness Fitness Program	<ul style="list-style-type: none"> <li>Implementation of comprehensive, mandatory bi-annual medical examinations</li> <li>Hepatitis C fund money to be used for wellness initiatives approved by the Wellness Fitness Committee to a minimum of \$350,000 balance in the fund</li> <li>Hep C fund money can be authorized by the Wellness Fitness Committee to engage a physician to serve as Fire Department Medical Officer</li> </ul>
Discipline	<ul style="list-style-type: none"> <li>Discipline code issued</li> <li>Employees who are arrested for off-duty felonies (other than Part 1) will be placed on administrative leave for up to one year or until bound over for trial. While on administrative leave, employees can use any available paid vacation or holiday time. If the employee is not convicted, they will not receive back pay or reinstatement of paid leave used.</li> </ul>
Grievance and Arbitration	<ul style="list-style-type: none"> <li>Creation of expedited arbitration procedure for discharge and suspension cases</li> <li>Clean up of grievance and arbitration language from prior awards</li> </ul>
Comp Time for Commanders	<ul style="list-style-type: none"> <li>Effective 1/1/15, Battalion Chiefs and Deputy Chiefs earn comp time at 1.5X for filling in for the same rank</li> <li>Effective 1/1/15, Battalion Chiefs and Deputy Chiefs can accumulate an additional 100 hours of comp time and sell back an additional 40 hours of comp time each year</li> </ul>
Vacation	Employees hired on or after 7/1/14 hires not guaranteed summer vacation for first two years after graduation, then only guaranteed one week for next three years.
Retiree Medical Fund	<ul style="list-style-type: none"> <li>\$2.65 million within 60 days</li> <li>\$2.65 million 7/1/15</li> </ul>
Clothing Allowance	Increase \$100 per employee 7/1/14

Heart & Lung	Procedure for replacing arbitrators on the panel during an annual window
Night Shift Differential	\$1.50/hr differential for paramedics permanently assigned to steady night shift for hours worked on the night shift effective 1/1/15
Paramedic preceptor	<ul style="list-style-type: none"> <li>• Paramedics receive out of class pay when assigned to serve as a preceptor effective 1/1/15</li> <li>• Volunteers for preceptor assignments sought first then mandate in reverse order of seniority if necessary</li> </ul>
Transfers	Process for selection of candidates for voluntary transfers including consideration of seniority
Legal Services Fund	<ul style="list-style-type: none"> <li>• \$1 million contribution within 60 days</li> <li>• Increase \$2 PMPM effective 7/1/14</li> <li>• Increase \$3 PMPM effective 7/1/15</li> </ul>
Sick leave	Effective 7/1/15 employees who use uncertified sick leave will not be permitted to work voluntary overtime for the two weeks following their return to work
Minimum pension	Increase the minimum pension for retirees with 20 or more years of service or receiving a service-connected disability pension from \$600/month to \$1000/month
Life Insurance	Increase contribution for life insurance for active employees to \$18.25 PMPM effective 1/1/15
Residency	<ul style="list-style-type: none"> <li>• Employees in DROP or eligible for DROP not required to live in the City 3/1/15</li> <li>• Employees with 5 or more years of service not required to live in the City 1/1/16</li> <li>• Employees must continue to live in the Commonwealth of PA</li> </ul>
Points on Promotional Examinations	Define degrees for which employees will receive points and process for adding additional degrees
Educational Reimbursement	Define degree programs for which employees will be eligible to seek reimbursement and process for adding additional degree programs