



4-YEAR CONTRACT TERMS



COMPENSATION

- **“Pay-for-24” increases pay on average up to \$21,216 per year** without any change in working requirements, guaranteeing 4 hours of overtime pay each 24-hour shift worked (or 416 overtime hours per year)
 - **Increase REMHOL from 100 to 144 hours**
 - **Revise seniority progression from \$0.50 to \$0.65 every six months, which amounts to a 30% increase above the current progression value***
 - **\$1,000 lump sum** upon ratification*
- *If the contract is not ratified by 4:00 p.m. on Thursday, May 30, this item is deemed withdrawn and will not be offered again in the future.*



GENERAL WAGE INCREASES

Inspectors:

YEAR	AMOUNT
2024	3.0% GWI
2025	3.0% GWI
2026	3.0% GWI
2027	3.0% GWI

Non-Inspectors:

YEAR	AMOUNT
2025	2.0% GWI
2026	2.0% GWI
2027	2.0% GWI



D SHIFT

- **Established “D” Shift**, which creates additional lieutenant positions, with Monday and Thursday work days



RETIREMENT & HEALTHCARE

- **Maintain existing Boeing 401(k) plan**, which features a **4%** automatic company contribution each year and company match of 75% on first 8% of pay
- **Maintain** existing medical, dental, and vision plans for you and your family



OTHER HIGHLIGHTS

- Job classification restructure that allows for **more promotional opportunities**
 - **\$1 promotion** for current firefighters to new Firefighter I classification
 - **\$2 promotion** for current driver-operators who meet the Firefighter II qualifications
 - Including any current lieutenant, maintenance technician, fire inspector or fire inspector II, subject to the maximum of their current classification
- **Addition of one bereavement day** each calendar year for 24-hr shift employees
- **Addition of three consecutive bereavement days** each calendar year for non-24-hr shift employees
- **Increase** in footwear allowance from \$300 to **\$450** every three years

For full details of changes to the contract, please review redlined contract. Every effort has been made to ensure the accuracy of this summary information. In the event of a conflict between this summary and the collective bargaining agreement, the terms of the collective bargaining agreement will control.