

IAFF, LOCAL #468
ECONOMIC AGREEMENTS SUMMARY
April 6, 2020

The City and the Union are currently negotiating the labor contract for the period January 1, 2020 – December 31, 2021. The following summarizes the proposed agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
COLA on base salary	2020: 0.95% 2021: 1.0% Min/4.0% Max Tied to CPI-U; 0.5% Increase in pay over and above CPI increase (Est. based upon 2.5%).	\$4,242 \$11,270
Payroll Tax on Increases	2020: 2021:	\$1,490 \$453
Longevity	2020: 2021:	\$11,850 (\$5,891)
Standby	2020: 2021:	\$5,208 \$130
Benefits	2020: 2021:	\$3,305 \$12
MERP	No Change	\$0
VEBA	No Change	\$0
2020	TOTAL: As a percentage of annual payroll:	\$24,274 4.14%
2021	TOTAL: As a percentage of annual payroll:	\$6,381 1.08%

*These calculations are based upon 5 employees. The highest paid and most senior employee resigned second quarter of 2020. A position may be held vacant for a while until they are able to hire.

*COLA on base salary increase between 2020 and 2021; 2020 is 0.95% and 2021 is 2.5%.

*Longevity Incentive between 2019 and new contract in 2020; under new contract Longevity had an addition of 2 employees