

Final Proposals
of Baltimore Firefighters, IAFF, Local 734
and Baltimore Fire Officers, IAFF, Local 964

March 1, 2007

All terms and conditions of the current Memorandum of Understanding for Fiscal Year 2007 (ending June 30, 2007) for each Fire Union shall remain unchanged for fiscal year 2008 with the exception of: (i) all tentative agreements reached in negotiations, and (ii) the following provisions which are demands of the Unions:

Article 13: Salaries

Delete ¶ A.1. 964 MOU and 734 MOU, and substitute for it, the following: "Effective July 1, 2007 and for the term of this Memorandum, the employees who are covered by this Memorandum of Understanding shall receive a wage increase in the amount of three and one half percent (3.5%) over their total annual salary for Fiscal Year 2007 as that increased wage is reflected in Addendum B-2, Total Annual Salary Scales."

Additionally, add the following to ¶ A.1. 734 MOU --

"Effective July 1, 2007, all employees carrying EMT-P certification who occupy Grade 316/317 shall be reclassified and assigned to Grade 325."

"Effective July 1, 2007, all employees carrying EMT-I certification who occupy Grade 316/317 shall be reclassified and assigned to Grade 337."

Additionally, add the following to ¶ A.1. 964 MOU --

"Effective July 1, 2007, all Lieutenants and Captains who are permanently assigned to the Emergency Medical Services Division shall receive a certification adjustment of \$6,500 for EMT-P and \$5,000 for EMT-I."

Additionally, add the following to ¶ A.1. 964 MOU and 734 MOU --

"Effective July 1, 2007, each employee who attains and maintains either EMT-P or EMT-I certification and is not permanently assigned to a position in the Emergency Medical Division shall be paid a certification stipend of \$1,500.00 which shall, in turn, be added to total annual salary."

Edit Article 13 ¶ A.2. in 734 MOU as follows to update dates to reflect application of the paragraph to Fiscal Year 2008:

"A.2. In the event that the City by virtue of collective bargaining for a Memorandum of Understanding for Fiscal Year **2008** (except as a result of any binding arbitration required for the Baltimore City Police by legislation or charter amendment), grants an increase in

wages, salaries, benefits or any component of total annual salary for Fiscal Year 2008 to Unit I of the Fraternal Order of Police, and the total value of that increase exceeds the total value of the increase in wages, salaries, benefits and any other component of total annual salary given to the Union's bargaining unit for Fiscal Year 2008, the Employer agrees to grant an equivalent additional increase in Fiscal Year 2008 to all employees in the Union's bargaining unit."

Edit Article 13 ¶ A.1. (sic) [actually A.2] in 964 MOU as follows to update dates to reflect application of the paragraph to Fiscal Year 2008:

"A.2. In the event that the City by virtue of collective bargaining for a Memorandum of Understanding for Fiscal Year 2008 (except as a result of any binding arbitration required for the Baltimore City Police by legislation or charter amendment), grants an increase in wages, salaries, benefits or any component of total annual salary for Fiscal Year 2008 to Unit II of the Fraternal Order of Police, and the total value of that increase exceeds the total value of the increase in wages, salaries, benefits and any other component of total annual salary given to the Union's bargaining unit for Fiscal Year 2008, the Employer agrees to grant an equivalent additional increase in Fiscal Year 2008 to all employees in the Union's bargaining unit."

Article 20: Longevity

Delete ¶ A., and renumber ¶ B. as ¶ A., and amend ¶ A. to provide for increases as follows:

"A. Effective July 1, 2007, the following longevity rules shall apply:

1. Each employee who is covered by this Memorandum and who has attained 5 years of creditable City service shall receive a longevity increment in the amount of ~~1.0~~ 3.0% of the total annual salary at the Maximum Level of an employee's classification.

2. Each employee who is covered by this Memorandum and who has attained 10 years of creditable City service shall receive an additional longevity increment in the amount of ~~3.5~~ 4.0% of the total annual salary at the Maximum Level of an employee's classification.

3. Each employee who is covered by this Memorandum and who has attained 15 years of creditable City service shall receive an additional longevity increment in the amount of ~~3.5~~ 4.0% of the total annual salary at the Maximum Level of an employee's classification.

4. Each employee who is covered by this Memorandum and who has attained 20 years of creditable City service shall receive an additional longevity increment in the amount of ~~3.5~~ 4.0% of the total annual salary at the Maximum Level of an employee's classification.

5. Each employee who is covered by this Memorandum and who has attained 25 years of creditable City service shall receive an additional longevity increment in the amount of ~~3.5~~ 4.0% of the total annual salary at the Maximum Level of an employee's classification.

Submitted this 1st day of March, 2007

BY
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Local 964