

LABOR RELATIONS MANAGER'S REPORT
for
Local 311, I.A.F.F.

SUMMARY OF MAJOR CHANGES

1. WAGES
 - a. 3.0% increase effective the pay period that includes January 1, 2008. Cost not including benefits: \$519,345. Total cost including benefits: \$633,601.
 - b. 3.0% increase effective the pay period that includes January 1, 2009. Cost not including benefits: \$534,925. Total cost including benefits: \$652,609.
2. Increased the City's contribution toward employee health and hospital coverage maintaining the status quo. Cost – 2008: \$243,742. Cost – 2009: Unknown at this time.
3. Agreed to changes brought about by the FLSA Law Suit. Cost: \$ n/a
4. Agreed to increase the Float Shift differential pay each year by percent of wage increase. Cost - 2008: \$280. Cost - 2009: \$288.
5. Created Training Officer Leadworker at 1% above base pay. Cost – 2008: \$520. Cost - 2009: \$536.
6. Increased Fire Investigator 1 pay from 5% to 6% above base pay. Cost – 2008: \$520. Cost – 2009: \$536.
7. Increased Fire Investigator 2 pay from 7% to 8% above base pay. Cost – 2008: \$520. Cost – 2009: \$536.
8. Increased Fire Investigator 3 pay from 9% to 10% above base pay. Cost – 2008: \$520. Cost – 2009: \$536.
9. Deleted Captain of Fire Investigation position which will result in a break-even cost with the creation of a Training Officer Leadworker.
10. Increased SCUBA Diving Team members to fifty-one (51) who will be compensated at one percent (1%) above base pay. Cost – 2008: \$16,000. Cost – 2009: \$26,700.