

**EXECUTIVE SUMMARY**  
**TENTATIVE AGREEMENT BETWEEN**  
**THE CITY OF MINNEAPOLIS and**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 82**

Fire Chiefs Local 82, Expired 12/31/014

Base description: 22 members; \$2,101,000/year (wages only)

Business Lines: fire suppression; emergency medical service; Titles: District Fire Chief; Deputy Fire Chief

**Market:** Competitive?; **Recruitment:** No issues; **Retention:** No issues; **Performance Management Impediments in the CBA:** None identified; **Issues/Concerns:** None identified

**Duration:** Two contracts:

- Contract 1: One year (1/1/2015 – 12/31/2015)
- Contract 2: Three years (1/1/2016 through 12/31/2018)

**Economic Issues:**

**2015: Effective January 1**

2.25% increase on all steps for all job classes

**2016: Effective January 1**

2.75% increase on all steps for all job classes

**2017: Effective January 1**

3.00% increase on all steps

**Effective April 1, 2017**

**Schedule adjustment for supervisory duties:**

1. Step 3 of District (Battalion) Chief salary schedule established at 12% above Step 3 of Captain salary schedule; with 3% downward splits between steps.
2. Step 3 of Deputy Chief salary schedule established at 12% above Step 3 of District (Battalion) Chief salary schedule; with 3% downward splits between steps.

**2018: Effective January 1**

2.00% increase on all steps for all job classes

**Effective July 1**

0.75% increase on all steps for all job classes

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**Longevity Pay:** Adjusts consistent with across the board wage increases (1/1/15 – 2/25%; 1/1/16 – 2.75%; 1/1/17 – 3.00%; 1/1/18 – 2.00%; and 7/1/18 – 0.75%)

**Non-Economic:**

- Maximum Medical Improvement. Allows for release of employees permanently unable to perform the essential functions of the job prior to use of all accrued leave time.
- Health Club. Converts to 100% reimbursement plan for employee; employee is responsible for family plan difference, if applicable. Effective August 1, 2016.
- Bereavement Leave. Standardize language
- Health Plan Model Language.
- Sick Leave per State Law.
- Election of Remedies.
- New Pilot Program: Allows 72 consecutive hours of “on-duty” time; Sunset – 12/31/17
- Injury-On-Duty. Add language from prior Civil Service Rule to Labor Agreement. No change to the benefit.