

2015 Negotiations between
City of Corpus Christi &
Corpus Christi Fire Fighters Association

Association Proposal – 7.21.15 @ 9:00 a.m.
[Responds to City Proposal 7.20.15 @ 3:00 p.m.]

**ARTICLE 11
SUPPLEMENTAL PAYS**

Section 1. Longevity Pay.

Longevity pay shall be \$6.00 per month for each complete year of service up to a maximum of 15 years of service. Thereafter, longevity pay shall be \$4.00 per month for each additional complete year of service after 15 years to a maximum of 25 years of service.

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Section 2. Certification Pay.

Fire Fighters who possess the below-listed certifications from the appropriate State Agency shall receive monthly certification pay in the amounts indicated below:

- Intermediate Fire Certification \$20 per month
- Advanced Fire Certification \$25 per month
- Master's Fire Certification \$30 per month
- Certified EMT \$50 per month
- Certified Paramedic \$150 per month
- Fire Prevention Insp. \$35 per month
- Arson Investigator \$75 per month
- Basic Instructor \$35 per month
- Intermediate, Advanced or Master Instructor \$75 per month

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Section 3. Assignment Pay.

A. **Operations Assignments.** Fire Fighters who are regularly assigned to perform one of the below-listed jobs will receive Assignment Pay in the amounts indicated:

HAZ-MAT \$75 per month

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Rescue Truck/Station (if HAZ-MAT qualified) \$75 per month

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Ambulance Duty:

- 0-3 years \$25 per shift worked
- 4-8 years \$35 per shift worked
- more than 8 years \$45 per shift worked

B. **Staff Assignments.** Individuals regularly assigned to forty (40) hour week jobs will receive Assignment Pay in the amounts indicated:

0-3 years	\$ 175 per month	Deleted: 150
4-5 years	\$ 225 per month	Deleted: 200
6 or more years	\$ 250 per month	Deleted: 225

Section 4. Higher Classification Pay.

A. A Fire Fighter who is temporarily required to perform the duties of a higher classification for a continuous period of four (4) or more hours shall be paid higher-class pay as follows:

Acting Firefighter II	\$ 30 .00 per shift	Deleted: 18
Acting Captain	\$ 36 .00 per shift	Deleted: 24
Acting Battalion Chief	\$ 48 .00 per shift	Deleted: 36
Acting Assistant Chief	\$ 60 .00 per shift	Deleted: 48

Higher Class pay shall not be considered as a component of salary or compensation for purposes of drag up pay, leave sell back or overtime. Formatted: Font color: Green

B. This section is intended to totally pre-empt the requirements of Texas Local Gov't Code §§141.033(b) and 143.038(b) as they pertain to the payment for temporary performance of higher classified duties.

Section 5. Educational Incentive Pay. Formatted: Font color: Green

A. **Limitations.** In order to receive Educational Incentive Pay, a Fire Fighter must have:

- (i) received his/her degree from an accredited college or university; and
- (ii) successfully completed his/her probationary period.

Educational Incentive Pay under this Article shall not be considered as a component of salary or compensation for purposes of drag up pay or leave sell back.

B. **Educational Incentive Pay Amounts.** Fire Fighters who receive a degree from an accredited college or university will be paid Educational Incentive Pay as follows:

(i)	Associate's Degree	\$100 per month
(ii)	Bachelor's Degree	\$200 per month
(iii)	Master's Degree	\$250 per month

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The Fire Fighter will commence receiving the appropriate amount the first pay period following presentation of a copy of his/her degree to the City's Human Resources Department.

C. **Grandfather Provision.** A Fire Fighter who, on the effective date of this Agreement, is receiving Educational Incentive Pay for college hours toward a degree will continue to receive that same amount until such time as he/she earns a degree.

D. **Expense and Textbook Reimbursement.** The City's current practice of providing Fire Fighters enrolled in an Associate Degree program in Fire Science at Del Mar College expense and textbook reimbursement shall continue unchanged during the life of this Agreement.

Section 6. Performance Award.

In November of each year of this Agreement, all non-Probationary Fire Fighters will receive a \$150.00 lump sum performance award. Performance awards shall not be considered as a component of salary or compensation for purposes of drag up pay, leave sell back or overtime.

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Section 7. Bi-Weekly Pay Periods.

Base wages authorized by Article 10, and supplemental pays authorized by this Article, will be paid on a bi-weekly basis during the life of this Agreement.