

AGREEMENT
By and Between
CITY OF RENTON

and

RENTON FIREFIGHTERS LOCAL 864
BATTALION CHIEF/SAFETY OFFICER

January 1, 2013 – December 31, 2015

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

TABLE OF CONTENTS

PREAMBLE..... 4

ARTICLE 1 – RECOGNITION..... 4

ARTICLE 2 – UNION MEMBERSHIP 4

ARTICLE 3 – EMPLOYMENT PRACTICES..... 6

ARTICLE 4 – RIGHTS AND RESPONSIBILITIES 9

ARTICLE 5 – MANAGEMENT RIGHTS..... 10

ARTICLE 6 – PERFORMANCE OF DUTY 12

ARTICLE 7 – SALARIES..... 12

ARTICLE 8 – OVERTIME 16

ARTICLE 9 – INSURANCE..... 17

ARTICLE 10 – HOURS OF WORK 22

ARTICLE 11 – HOLIDAYS 23

ARTICLE 12 – VACATIONS..... 26

ARTICLE 13 – SICK LEAVE..... 30

ARTICLE 14 – BEREAVEMENT LEAVE 39

ARTICLE 15 – UNIFORM ALLOWANCE..... 40

ARTICLE 16 – GRIEVANCE PROCEDURE 41

ARTICLE 17 – SAVINGS CLAUSE 43

ARTICLE 18 – DURATION OF AGREEMENT 43

APPENDIX A: SALARIES..... 46

APPENDIX B: VACATION PRORATED SCHEDULE..... 47

INDEX 49

PREAMBLE

This Agreement is entered into between the City of Renton, hereinafter referred to as the Employer, and the Renton Battalion Chiefs/Safety Officers, hereinafter referred to as the Local or Union, governing wages, hours, and working conditions.

ARTICLE 1 – RECOGNITION

The Employer recognizes the Local as the bargaining representative of all Battalion Chiefs/Safety Officers of the Renton Fire & Emergency Services Department consistent with Public Employment Relations Commission (PERC) certification (Case No. 10270-E-93-1698). Any members of the Local appointed by the President, shall be recognized by the Employer as an official of the Local empowered to act on behalf of the members of the unit for negotiating with the Employer. The number of official representatives shall be limited to three persons.

ARTICLE 2 – UNION MEMBERSHIP

2.1. Membership/Non-Association. All employees covered by the terms of this Agreement shall either become union members or pay a lawful service fee to the Local in lieu of union membership dues; PROVIDED: the right of non-association of Battalion Chiefs/Safety Officers based on bona fide religious tenets or teachings of a church or religious body of which such Battalion Chief/Safety Officer is a member shall be protected at all times, and such Battalion Chief/Safety Officer shall pay such sum as is provided in RCW 41.56.110 and 122. Employees shall comply with

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

the provisions of this section within thirty (30) days of hire into a Battalion Chief/Safety Officer position.

2.2. Negotiations Release Time. The Employer will grant to employees who are Local representatives, reasonable time off with pay for the purpose of attending scheduled negotiations sessions with City officials. The employer retains the right to restrict such release time when an emergency exists or such release would create a danger to public safety or result in the necessity to replace the employee requesting time off with personnel in compensated status.

2.3. Union Dues Deductions. Upon written authorization by an employee and approval by a representative of the Local, the Employer agrees to deduct from the wages of the Battalion Chief/Safety Officer the sum certified as union dues or service fee once each month and forward the sum to the Local's Secretary or Treasurer. If a Battalion Chief/Safety Officer does not have a check coming to him/her or the check is not large enough to satisfy the payment, no deduction shall be made from the employee for that calendar month. The Local agrees to hold the Employer harmless from any claims filed by employees against the Employer arising out of the Employer's activities to enforce the provisions of this article, except those caused by negligence of the Employer.

2.4. Union-Directed Trust Fund. Local 864 shall have the option during the life of this contract to direct the City to deduct a fixed dollar/percentage from the base salaries for all classifications covered by the contract. The City shall deposit such deduction biweekly into a trust fund established by the Association to pay

health insurance premiums for eligible retirees and dependents as directed by the Union.

Upon the exercise of this option, the Association agrees to allow the City to audit the books and records of the trust it establishes, at the City's request, and to indemnify, defend and hold the City harmless from any and all liability, claims, demands, suit or any loss or damage, or injury to persons or property arising from or related to the provisions of this paragraph, including income tax withholding liabilities or tax penalties.

2.5. PAC Programs Deductions. The Employer will allow Local 864 the option to have funds deducted from their paychecks 12 times annually to allow for contribution to the IAFF Fire PAC and WSCFF Fast PAC programs. The Employer will cut one check to the IAFF made out to the IAFF Fire PAC and one check to the WSCFF Fast PAC made out to the WSCFF Fast PAC once a month to Local 864. Local 864 will be responsible for the delivery of the checks to the IAFF and to the WSCFF.

ARTICLE 3 – EMPLOYMENT PRACTICES

3.1. Employment Practices Expectations. Personnel reductions, vacancies, and promotions shall be handled in accordance with existing Civil Service Rules and Regulations and state laws relating or pertaining thereto.

3.2. Personnel Files. The personnel files are the property of the Employer. The Employer agrees that the contents of the personnel files, including the personal photographs, shall be confidential and

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

shall restrict the use of information in the files to internal use by the Fire & Emergency Services Department and the Human Resources & Risk Management Department, as needed.

This provision shall not restrict such information from becoming subject to due process by any court or administrative tribunal. It is further agreed that information may be released to outside groups subject to the approval of both the Employer and the employee. Nothing in this Section shall prevent any employee from viewing his/her original personnel file. A request to review the personnel file must be made at least 24 hours in advance. The Employer and the employee agree that nothing of a disciplinary nature shall be inserted into the personnel file without a copy first going to the employee.

Written warnings shall be expunged from personnel files (at employee's written request) after a maximum period of three (3) years if there is no reoccurrence of misconduct for which the employee was disciplined during that period. Any record of serious discipline, defined as suspension or greater, with the exception of discipline for discrimination, harassment, or retaliation, shall be expunged from the personnel files after a maximum of four (4) years if there is no reoccurrence of misconduct for which the employee is disciplined during that period. Nothing in this section shall be construed as requiring the Employer to destroy any employment records necessary to the Employer's case if it is engaged in litigation with the employee regarding that employee's employment at the time those records would otherwise be destroyed. The parties recognize that the Employer may retain internal investigation files although such files may not be used in

discipline and discharge cases if they could not otherwise be retained in personnel files pursuant to this section. Personnel files shall be released to the Civil Service Commission for the purpose of promotional examinations and in the event of disciplinary hearings.

3.3. Non-Discrimination Clause. It is agreed by the Employer and the Local that both parties are obligated to provide equality of opportunity, consideration, and treatment of all members employed by the Renton Fire & Emergency Services Department in all phases of the employment process. Therefore, both the Union and the Employer agree not to discriminate on the basis of Union activity, race, color, gender, national origin, age, disability (unless a bona fide occupational qualification exists), ethnic group, marital status, religion, sexual orientation, genetic information, veteran/military status, and/or any other protected class or characteristic. (Including those persons exercising their rights under Article 2.1.)

3.4. Seniority. An employee shall accrue seniority through continuous employment with the Renton Fire & Emergency Services Department including those employees that become members of the bargaining unit as a result of merger. The Employer shall establish a seniority list and shall update it at least once per calendar year. The seniority list shall be posted on the bulletin board with a copy sent to the Secretary of the Union. This list shall be established by classification.

3.5. Lay Off. Layoffs will be based on seniority with the first layoff being the employee with the least amount of time within the Renton Fire & Emergency Services Department. In the event of the

abolishment of a position the employee (s) with the least amount of time in rank shall be laid off or dropped in rank. An employee will not be reduced in rank by more than one classification as a result of layoffs or staff reductions. In the event an employee is rehired the Chief will have the discretion to determine an adequate amount of training necessary to resume the duties of the position. If a layoff is necessary the employee will be placed on a rehire list that will last for (5) five years. In the event of rehire purposes the list will be used as the sole list and will be used until it has been depleted and or (5) years has expired. After six (6) months in a laid off status a physical examination is a prerequisite for reemployment. A reinstated employee shall serve a probationary period of one year if the employee has been laid off for two and one half years (2 ½) or more. A rehired employee will assume rank and time in grade equal to their classification at the time of separation.

ARTICLE 4 – RIGHTS AND RESPONSIBILITIES

4.1. Retention of Benefits. Working conditions which are generally prevailing but not specifically outlined in this Agreement shall, in the manner presently observed as department policy, be administered and abided by both parties to this Agreement unless changed or deleted by mutual consent.

4.2. Supervisory Responsibilities. Management rights and responsibilities assigned to each Battalion Chief/Safety Officer shall continue to be performed by him/her, void of any conflict of interest that may arise out of the fact that the Battalion Chiefs/Safety Officers are represented by the same IAFF Local as

the rank and file firefighters they supervise; PROVIDED, this shall not constitute a waiver of the Local's right to bargain under RCW 41.56.

ARTICLE 5 – MANAGEMENT RIGHTS

The Local recognizes the prerogatives of the Employer to operate and manage its affairs in all respects in accord with its responsibilities and powers of authority.

5.1. Overtime. The Employer has the right to schedule overtime work as required and most advantageous to the department and consistent with requirements of municipal employment and public safety.

5.2. Incidental Job Duties. It is understood by the parties that every incidental duty connected with fire service oriented operations enumerated in job classifications is not always specifically described.

5.3. Just Cause Disciplinary Action. The Employer reserves the right to discharge or discipline an employee for just cause.

5.4. Layoff/Staff Reduction. The Employer reserves the right to lay off employee for lack of work or funds; or for the occurrence of conditions beyond the control of the department; or when such continuation of work would be wasteful and unproductive. The Employer shall have the right to determine reasonable schedules of work and to establish the methods and processes by which such work is performed in accord with Article 10 of this Agreement.

5.5. City Officials' Authority. No policies or procedures covered in this Agreement shall be construed as delegating to others or as reducing or abridging any of the authority conferred on City officials as defined in the following:

5.5.1. Mayor. The Ordinance responsibility of the Mayor as Chief Executive Officer of the City for enforcing the laws of the State and City, passing upon Ordinances adopted by the City Council, recommending an annual budget, or directing the proper performance of all executive departments.

5.5.2. City Council. The responsibility of the City Council for the enactment of Ordinances, the appropriation of monies, and final determination of employee compensation.

5.5.3. Fire Chief. The responsibilities of the Fire Chief and his/her delegates as governed by City Ordinance and Civil Service Rules and Department Rules and as limited by the provisions of this Agreement: to recruit, assign, transfer, or promote employees to positions within the Department; to suspend, demote, discharge, or take other disciplinary action against employees for just cause; to relieve employees from duties because of lack of work, lack of funds, or for disciplinary reasons; to determine methods, means, and personnel necessary for departmental operations; to control the departmental budget; to take whatever actions are necessary in emergencies in order to assure the proper functioning of the Department.

5.6. IAFF Employee Support. The Local agrees that its employees shall have a responsibility to promote the efficient and effective operation of the department and to assist the Fire Chief and his/her delegates in ensuring such efficiency and effectiveness. The employees further agree to support the Chief and his/her delegates in developing work programs, strategies, techniques, innovations and other programs to maximize department productivity.

ARTICLE 6 – PERFORMANCE OF DUTY

Nothing in this Agreement shall be construed to give an employee the right to strike and no employee shall strike nor shall he/she refuse to perform his/her assigned duties to the best of his/her ability.

To the extent that any provision of this Agreement is in conflict with applicable current Civil Service rules in effect during the life of this agreement, the mutually agreed upon labor contract will prevail.

ARTICLE 7 – SALARIES

7.1. Salary Differential. Salaries for Battalion Chiefs/Safety Officers shall reflect a 49.5% differential between Battalion Chiefs/Safety Officers and top step Firefighters. (Firefighter top step plus 49.5%.)

Should the Firefighter bargaining unit negotiate base wage increases greater than what is reflected in this agreement, the

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

BCSO wage for this contract term shall not increase by more than what is reflected in Appendix A.

7.2. Longevity Salary Allowances. Longevity salary allowances shall be payable on the first payday following the anniversary of the Battalion Chief/Safety Officer:

Completion of 5 years – 2% of top step firefighter salary

Completion of 10 years – 4% of top step firefighter salary

Completion of 15 years – 6% of top step firefighter salary

Completion of 20 years – 10% of top step firefighter salary

Completion of 25 years – 12% of top step firefighter salary

7.3. New Classification Salaries. The salaries for any new classifications that may be covered by this agreement shall be subject to negotiations between the parties.

7.4. Education Incentive. Additional pay shall be awarded as an education incentive to employees of the Department using the following scale and for the following achievements. The Chief shall insure all educational requirements are met through an accredited program. Educational incentives shall be paid to the employee beginning in the next pay period following receipt of proper documentation by the Human Resources & Risk Management Department and shall not be retro-active. Payments will be rounded to the nearest whole dollar.

Four Year Degree and Two Year Fire Science Degree – 2.0% of top step of base firefighter's salary.

7.5. Standby/Safety Officer Compensation. Battalion Chiefs/Safety Officers performing Standby/Safety Officer duty shall be compensated at the rate of \$5.00 per hour. Employees on the list will remain in a duty ready state and available to respond within one (1) hour for suppression recall and 30 minutes for a Safety Officer recall. Employees on the list will be paid for an entire 24 hour shift unless they are activated, at that time the employee will transfer to the appropriate pay rate. Battalion Chiefs/Safety Officers may request time off in lieu of receiving monetary compensation. Time off will be accrued at the rate of ½ day off for each week of Standby/Safety Officer duty performed. Time off in lieu of monetary compensation will be at the approval of the Chief.

7.6. Deferred Compensation Contribution.

7.6.1. Annual Contribution.

- For 2013, the City agrees to contribute three and one half percent (3.5%) of a shift Battalion Chief/Safety Officer's base wage per annum to a deferred compensation or income protection plan.
- For 2014 and going forward, the City agrees to contribute five and one half percent (5.5%) of a shift Battalion Chief/Safety Officer's base wage per annum to a deferred compensation or income protection plan.

Note: In lieu of a lump sum payment in 2013 and a 2.5% salary base wage increase in 2014, the BCSO bargaining unit opted to have the City contribute 2% to their Deferred Compensation plan.

7.6.2. Combat Challenge Contribution. The City agrees to contribute 2.5% of a shift Battalion Chief/Safety Officer's base wage to the deferred compensation plan in exchange for mandatory participation, and successful completion of the annual fire fighter entrance combat challenge. A different test may be substituted for the combat challenge if mutually agreed upon by the BCSOs and Fire Administration.

The test shall be given annually in the preceding year. Any employee who does not meet the standard has one (1) additional opportunity to pass the test by the end of the preceding year.

If an employee is unable to successfully complete the test, he/she will be referred to the Peer Fitness Training program for further physical training. The employee will then be allowed to test again during the same year in which the test was originally taken.

Any employee receiving deferred compensation who is unable to take the combat challenge due to disability or sick leave will continue to receive the deferred compensation. Once the employee returns to full duty they have 180 days to complete the combat challenge.

7.7. Pay Days. Paydays shall be on the 10th and 25th of each month. Should the paydays fall on a Saturday or Sunday or holiday, paychecks shall be issued on the preceding working day. The City retains the right to mandate electronic deposit of paychecks during the life of this agreement.

ARTICLE 8 – OVERTIME

Unless otherwise provided by the terms of this Agreement, in the event that a need for overtime should occur in the Fire & Emergency Services Department because of emergency, sickness, or other unforeseen conditions, the current procedures will be used by the Employer.

8.1. Suppression Overtime. Battalion Chiefs/Safety Officers assigned to days may work suppression overtime without having to use vacation or holiday time when approved by the employee's immediate supervisor. The employee may use vacation, holiday, comp time, or executive leave time at their option. Battalion Chief/Safety Officer's suppression overtime rate will be 1.35 times their normal rate of pay. (Non suppression overtime, training and meeting for example will be at the current straight time rate.)

8.2. Callback. All employees covered by the terms of this Agreement who are called back to work because of an emergency or other unforeseen conditions shall be paid for two hours minimum at a rate of 1.35 times their normal rate of pay.

8.3. Work Hold-Over. All employees covered by the terms of this Agreement who work an extension (hold-over) of their normal shift because of an emergency or other unforeseen conditions shall be paid at the rate of 1.35 times their normal rate of pay for hold-over, rounded up to the nearest half-hour.

8.4. Overtime Shifts. BCSOs will fill their overtime shifts according to the rules established and mutually approved by the Local 864 and Fire Administration.

8.5. Overtime Equality Count System. Overtime rules will be the equality count system, with new BCSOs added to the BCSO list and adjusted to a count two (2) below the lowest current BCSO.

ARTICLE 9 – INSURANCE

9.1 Definitions:

REHBT: Renton Employees’ Healthcare Board of Trustees

REHP: Renton Employees’ Healthcare Plan

Funding Goal: It is the responsibility of the Renton Employees’ Healthcare Board of Trustees to establish and maintain fund goals in relationship to the Renton Employees’ Healthcare Plan.

Plan Member: An eligible Renton employee, along with their dependents, that is covered under the Renton Employee’s Healthcare Plan.

Premiums: The contributions made to the REHP by both the City and the employees to cover the total cost of purchasing the REHP. Contributions made by employees for co-pays, lab fees, ineligible charges, etc., are not considered premiums for the purpose of this Article.

9.2. Health Insurance

9.2.1. Participation. The City and the Local/Union/Guild agree to jointly manage the REHP during the term of this agreement. The REHBT is comprised of AFSCME Local 2170; Firefighters Local 864; Police Guild; and the City, and will meet at least quarterly to review the REHP including costs associated with the REHP.

Medical coverage shall be provided in accord with the laws of the State of Washington, RCW 41.26.150 and federal plans: Patient Protection and Affordable Care Act and the Health Care and Education Affordability Reconciliation Act of 2010. The Local/Union/Guild agrees to continue participation in the REHBT and to identify and support cost containment measures.

9.2.2. Plan Coverage. The City will provide a medical/dental, vision, and prescription drug insurance plan for all eligible employees including all bargaining unit members and their eligible dependents.

9.2.3. Premiums. For the calendar years 2010 through calendar year 2015 the total cost of the plan shall be divided as follows:

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

YEAR	CITY	EMPLOYEES
2010	96%	4%
2011	96%	4%
2012	95%	5%
2013	94%	6%
2014	93%	7%
2015	92%	8%

Employee premiums will be based upon the following categories:

- Employee
- Employee/Spouse or Domestic Partner
- Employee/Spouse or Domestic Partner/1
- Employee/Spouse or Domestic Partner/2+
- Employee/1
- Employee/2+

9.2.4. Projected Costs. For calendar year 2013, the contributions to the benefit fund (premium revenue) shall be the same as the contribution made in the calendar year 2012, subject to the plan cost sharing provisions between employer and employees per current bargaining agreements. Beginning calendar year 2014 and going forward, the plan contributions shall be calculated by the percentage of actual plan costs increase that occurred in the previous year. The year in review shall be from July 1st to June 30th.

9.2.5. Group Health Coverage. Bargaining unit members that chose to be covered by Group Health insurance will be

required to pay the premium cost of the self-funded plan plus any additional premium cost above the self-funded plan.

9.2.6. Renton Employees' Healthcare Board of Trustees. The REHBT includes members from each participating Union. Each union will have a maximum of one (1) vote, i.e. the Firefighter Union has two (2) bargaining units but only receives one (1) vote on the REHBT, and the Police Guild has two (2) bargaining units but only receives one (1) vote on the REHBT. The City only receives one (1) vote also. If all bargaining units participate, the voting bodies would be as follows: AFSCME – 2170; Firefighters – 864; Police Guild; and the City for a total of four (4) votes.

9.2.7. Plan Changes. The members of the REHBT shall have full authority to make plan design changes without further concurrence from bargaining unit members and the City Council during the life of this agreement.

9.2.8. Voting. Changes in the REHP will be determined by a majority of the votes cast by REHBT members. A tie vote of the REHBT members related to a proposed plan design change will result in continuing the current design.

9.2.9. Surplus. Any surplus in the Medical Plan shall remain available only for use by the Renton Employees' Health Plan Board of Trustees for either improvements in the Plan, future costs increase offsets, rebates to participants, or reduction in employee contributions.

9.3. Life Insurance. The Employer shall furnish to the employee a group term life insurance policy in the amount of the employee's annual salary rounded to the nearest \$1,000 including double indemnity. The Employer shall furnish a group term life insurance policy for \$1,000 for the employee's spouse and \$1,000 for each dependent.

9.4. Federal/State Healthcare Option. In the event of a Federal/State healthcare option, the REHBT shall have the option to review the proposed Federal/State option and take appropriate actions.

9.5. COBRA. When an employee or dependent's health care benefits ceases, the employee or dependent shall be offered medical and dental benefits under the provision of Consolidated Omnibus Budget Reconciliation Act (COBRA) for a period of eighteen (18) months.

9.6. Health and Wellness Program. The employer agrees to pay \$10.00 per month per employee to promote health and wellness within the Renton Fire & Emergency Services Department. The employees agree to pay \$5.00 per month per employee to promote health and wellness within the Renton Fire & Emergency Services Department. This amount will be deducted from the employee's paycheck on the 10th of each month. The funds will be placed in a separate account and carried over each year. These funds shall be used in accordance with Renton Fire & Emergency Services Department Policies.

ARTICLE 10 – HOURS OF WORK

10.1. Administration, Community Risk Reduction, and Safety & Support Sections. The normal schedule for employees of the Administration, Community Risk Reduction, and Safety & Support Services Sections shall be equivalent to 40 hours per week exclusive of lunch. Workdays shall commence at 0730 hours Monday through Friday, or as established by mutual agreement. Non-Response Operations Battalion Chiefs/Safety Officers will work up to two (2) hours of non-compensated time per month. (Two hours per month, not 24 hours per year).

10.2. Response Operations Section. The normal working schedule for the Response Operations section shall be in twenty-four (24) hour shifts beginning at 0730 hours. For Section 7(k) purposes under the Fair Labor Standards Act, the work period (FLSA, 29 U.S.C., 207)(k) shall be eighteen (18) days beginning on January 2, 2010, and every eighteen (18) days thereafter, for a total of 136 hours maximum.

10.2.1. Kelly Shift. Employees will receive one “Kelly” shift every six (6) regularly scheduled shifts to reduce the normal workweek to 46.6 hours.

10.2.2. Consecutive Hours Worked. The number of consecutive hours an Employee is allowed to work in Response Operations shall not exceed seventy-two (72) hours. Exception: In the event of an emergency when it is necessary to retain a workforce on the scene or at the stations.

10.2.3. Rest Breaks. One hour for lunch and one hour for dinner and rest breaks will be allowed, in accordance with Fire & Emergency Services Department Rules and Standard Operating Procedures.

10.3. Shift Exchanges. Employees may exchange shifts with prior approval of the Fire Chief, or his/her designee. No shift exchange shall be made which will result in extra payroll cost to the Employer. All shift exchanges must be repaid within twelve (12) months of date of exchange.

10.4. Day Shift Differential. Employees assigned to day shift for thirty (30) consecutive days or more (excluding light duty) shall receive an additional 5.0% of a shift Battalion Chief/Safety Officer's base wage per pay period.

10.5. Working Out of Classification. Employees assigned the duties of a higher classification shall be compensated in accordance with City Policy & Procedure #300-41.

ARTICLE 11 – HOLIDAYS

The following are recognized as legal holidays and shall be taken by all employees working a 40-hour work week:

1. The first day of January, commonly called New Year's Day.
2. The third Monday in January, commonly known as Martin Luther King, Jr.'s, birthday.

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

3. The last Monday in May, commonly known as Memorial Day.
4. The fourth day of July, being the anniversary of the Declaration of Independence.
5. The first Monday in September, to be known as Labor Day.
6. November 11 (Veteran's Day).
7. The fourth Thursday of November, to be known as Thanksgiving Day.
8. The fourth Friday of November, the day after Thanksgiving Day.
9. The twenty-fifth day of December, commonly called Christmas Day.
10. The day before Christmas shall be a holiday for City employees when Christmas Day occurs on a Tuesday or Friday. The day after Christmas shall be a holiday for City employees when Christmas Day occurs on a Monday, Wednesday, or Thursday. When Christmas Day occurs on a Saturday, the two preceding working days shall be observed as holidays. When Christmas Day occurs on a Sunday, the two working days following shall be observed as holidays.
11. Two floating Holidays of the employee's choice.
12. Any other day designated by public proclamation of the Chief Executive of the State, and agreed to by the Mayor or City Council, as a legal holiday.
13. For employees working a 40-hour work week, if the holiday falls on a regularly scheduled "flex" day, the employee must plot the holiday on another day. The

employee will have thirty (30) days before or after to replot the holiday.

11.1. Holiday Sellback. All employees working 24-hour shifts shall receive five (5) shifts off in lieu of holidays. The employee may at his/her option, sell back from zero (0) to five (5) shifts of holiday time at the straight time rate. In the event an employee does not serve the entire twelve (12) months in which the payout was made, the sell back amount will be subject to a prorated deduction from the employee's final paycheck. Payment for Holidays sold back to the City shall be paid on the second payday of February of each year. The Holiday sellback check will be issued on a separate voucher.

11.2. Holiday Scheduling. Scheduling of holiday time off will be done in a manner to prevent the necessity of overtime payment by the Employer and in accord with Fire & Emergency Services Department Rules and Standard Operating Procedures.

11.3. Working Thanksgiving and Christmas Day. Those employees required to work Thanksgiving or Christmas Day shall receive compensation at the double-time rate for the hours worked during those holidays.

11.4. Holiday Conversion. The holiday conversion factor of $(40/46.6 = .858)$ will be used when converting from a 24 hr shift to day shift or from a day shift to 24 hr shift. To convert from a 24hr shift to day shift take the 24hr shift hours $\times .858 =$ new day shift hours. To convert from day shift to 24hr shift hours take the day shift hours $/ .858 =$ new 24 hr shift hours. Rounded to the nearest

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

whole hour. All Local 864 members will be allocated holiday hours to their payroll holiday account based upon their shift/day shift assignment. In the case that an employee is moved mid-year conversion will take place if necessary.

Use the following chart to determine the Holiday or Vacation leave usage per day when an employee is temporarily assigned to days (such as Light Duty).

Leave hours taken	Conversion Factor	Converted Leave Time	Rounded Time Used
1	.858	1.1655	1
2	.858	2.3310	2
3	.858	3.4965	3
4	.858	4.6620	5
5	.858	5.8275	6
6	.858	6.9930	7
7	.858	8.1585	8
8	.858	9.3240	9
9	.858	10.4895	10
10	.858	11.6550	12

ARTICLE 12 – VACATIONS

The use of vacation is based on the calendar year.

12.1. Vacation for New Hires. Employees hired mid-year will use vacation on a pro-rated basis (See Appendix B Vacation Prorated Schedule), based on the hire date.

12.2. Vacation Plotting/Scheduling. Vacation plotting will be based on rank, then seniority among BCSOs and in accordance with SPO 2405, Work Schedule.

12.2.1. Vacation Plotting for 24-Hour Shift Personnel.

Twenty-four (24) hour shift personnel will plot the number of full shifts accrued the prior year. The employee will be paid out at the straight time rate for the odd hours remaining. The employee will not carry over any vacation from year to year.

12.2.2. Vacation Scheduling for Day Personnel. During the course of their assignment, employees assigned to days must schedule at least 50% of his/her vacation hours accrued in the prior year by January 31. An employee may carry over the balance of accrued vacation hours into the following year, not to exceed the limits in paragraph 3.C below.

12.2.3. Returning to 24-Hour Shift Schedule. Employees returning to shift work from his/her day shift assignment have the option of:

- (a). Cash out half of his/her vacation hours remaining in the year and plot the other half for the following year, or
- (b). Cash out all of the remaining hours.
- (c). The remaining hours to be cashed out or rolled over at the end of an assignment shall be limited up to the number of hours accrued during the final year of the assignment.

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

(d). Cash out shall be at the day shift hourly rate in effect on the last day of the employee's day shift assignment.

12.2.4. Unused Plotted Vacation. At the discretion of the Chief, any employee unable to use plotted vacation due to illness/injury, or recall to active military duty, may be paid at the straight time rate or be allowed to re-plot time off in the affected year.

12.3. Vacation Accrual Rate. The following vacation benefit schedule shall be applicable to employees hired January 1 of any year:

Calendar Year In Service	Hours/Shifts Used per Year
1 st	0
2	72 hrs/3 shifts
3	96 hrs/4 shifts
4	120 hrs/5 shifts
5	144 hrs/6 shifts
6-10 yrs	216 hrs/9 shifts
11-15 yrs	264 hrs/11 shifts
16-20 yrs	312 hrs/13 shifts
21 + yrs	336 hrs/14 shifts

Each year, in the month of September, Labor and Management will produce agreed upon vacation hours for all employees. The hours

will be entered by Finance into each employee's vacation account to be used the following year.

12.4. Vacation Conversion. When an employee is assigned to days, or moves back to 24-hour shift, the vacation conversion factor ($40/46.6 = .858$) will be used. When an employee is temporarily assigned to days for longer than six (6) pay periods, due to illness, injury, or temporary assignment, sick leave, holidays and vacation will be converted if necessary. Upon re-assignment to shift, the remaining hours will be converted back to shift.

Convert from 24-hour Shift to Days:

Shift vacation allocation $\times .858 =$ day staff vacation hours

Convert from Days to 24-hour Shift:

Day staff vacation balance $\div .858 =$ shift vacation hours

All employees will be allocated hours to their payroll vacation account based upon their 24-hour shift/day staff assignment. In cases of mid-year assignment changes, the unused portion of vacation will be converted. At the discretion of the Chief, when a day staff employee is assigned mid-year to 24-hour shift, the converted vacation hours will be plotted in the affected year, or paid at the straight time rate.

Vacation will be taken at the employee's request and will be granted in accordance with Department SOP with the approval of the section Deputy Chief.

12.5. Vacation Scheduling. Scheduling of vacation time shall be done in a manner to prevent the necessity of overtime payment by the Employer and in accord with Fire & Emergency Services Department Rules and Standard Operating Procedures. When staffing levels permit, a certain number of available staff shall be permitted to schedule time off, including any holidays and “Kelly” days.

ARTICLE 13 – SICK LEAVE

Sick leave benefits are hereby fixed and established in the following manner:

13.1. LEOFF I Sick Leave Accrual Rate. The employer agrees to allow each LEOFF I employee hired before October 1, 1977 sick leave benefits computed on the following basis:

All LEOFF I members will accrue sick leave at a rate of twenty-four (24) hours per month up to a maximum balance of one hundred sixty-eight (168) hours and at a maximum accrual rate of 168 hours per year.

13.2. LEOFF I Use of Sick Leave. In case of sickness or disability, the LEOFF I employee shall first use and exhaust any and all sick leave benefits accrued pursuant to Section 13.1 above prior to receiving any sick or disability benefits pursuant to RCW 41.26.150 and/or for RCW 41.26.120. Sick leave benefits shall not be accrued during any period while such employee is on “disability leave” or “disability retirement” under the provisions of the LEOFF System. However, if such employee is returned to full active duty with the

Employer prior to the expiration of the six-month period and prior to any final disability retirement, then such leave credit shall accrue to his/her benefit during such temporary period of disability.

13.3. LEOFF II Sick Leave Accrual Rate. The Employer agrees to allow each employee hired after October 1, 1977, sick leave benefits computed on the following, basis:

All LEOFF II employees will accrue sick leave at a rate of twelve (12) hours per month up to a maximum accrual of one thousand, four hundred and forty hours (1,440).

Upon employment, new full time employees shall receive thirty-six (36) hours of sick leave. Upon completion of the first three (3) months of employment, an additional thirty-six (36) hours of sick leave will be granted. After six (6) months of full time employment, employees will accrue sick leave at the rate of twelve (12) hours per month to a maximum of 1,440 hours. At no time shall the total sick leave accrued under this section and the supplemental sick leave benefits available under Section 13.11 exceed 1,440 hours.

13.4. LEOFF II Sick Leave Cash Out. Cash payment for sick leave accrued under Section 13.3 of this Article will be made upon an employee's death, retirement or voluntary separation while in good standing at the rate of one-half (1/2) regular pay for each hour accrued. Employees hired on or after January 1, 1994 shall not be eligible for cash out of accrued sick leave. This provision does not apply to any injury leave benefits provided under Section 13.6 and supplemental sick leave benefits provided under Section 13.11 of this Article.

13.5. LEOFF II Disability Leave. Disability leave benefits shall be provided to LEOFF II employees in accordance with the laws of the State of Washington when it has been determined that the disability is duty-related.

13.6. LEOFF II Duty-Related Disability. All LEOFF II personnel covered by either of the above contracts will receive up to six consecutive calendar months of full pay and benefits for L & I qualified duty-related disabilities. The maximum period of this benefit will not exceed six consecutive calendar months.

13.6.1. The coverage starts on the first day or shift of time loss.

13.6.2. The employee with the disability will not be required to use any personal sick leave if the duration of the illness or injury is six consecutive calendar months or less.

13.6.3. No Vacation or Holiday leave can be used during the six consecutive calendar month period.

13.6.4. Any light duty performed during the period of disability will not extend the period of the six consecutive calendar months.

13.6.5. This benefit will conclude when any of the following conditions occur:

- (a). The employee is cleared for return to full duty;
- (b). The employee remains on disability and completes their six consecutive calendar months; or,
- (c). During the six consecutive months, the Department of L & I declares the employee to be “fixed and stable” with a disability that permanently prevents a return to full duty.

13.6.6. The intent of this agreement is to make an injured employee financially “whole” for the duration of the recovery period. The total compensation received by an injured employee will not exceed their regular duty compensation.

13.6.7. All benefits provided in accordance with the contract will continue to accrue while an employee is using the LEOFF II OJI Benefit.

13.6.8. Reimbursement Checks from the Third Party Administrator (TPA) for City of Renton.

- (a). All TPA reimbursement checks sent to the employee must be submitted to the City of Renton.
 - (1). Checks must be submitted within 30 days of receipt by the employee.
 - (2). The employee must endorse the check to the City of Renton.

(b). The intent of the six months of coverage is to make the employee financially “whole”. The total compensation received by the employee will not exceed his or her regular, duty compensation.

13.6.9. In accordance with State law, employees will be reimbursed for all approved L & I travel expenses.

13.6.10. Crediting of TPA Wage Reimbursement checks once the initial six consecutive calendar months of full coverage by the City has been completed.

- (a). The employee must submit his or her reimbursement check to the City of Renton as identified above.
- (b). In turn, the City will credit the employee’s sick leave account. The amount of sick leave credit will be determined by dividing the check’s value by the employee’s regular hourly rate (including premiums). The number of hours (and any fraction thereof) will be added to the balance of the employee’s sick leave account.
- (c). This process will continue until the employee exhausts his or her personal sick leave.

If an employee terminates employment with the Employer for reasons other than disability, lay-off, or retirement, the value of any injury leave used from this bank but not accrued shall be paid back to the Employer through payroll deduction.

13.7. Sick Leave to Care for Child. Accrued sick leave may be used to care for a child under eighteen years of age with a health condition that requires treatment or supervision, including preventative health care, as specified in WAC 296-130-010 through 296-130-500. For the purposes of this section, child is defined as the natural or adopted child of the employee, the natural or adopted child of the employee's spouse or a child under the employee's legal guardianship, legal custody, or foster care.

13.8. Sick Leave for Family Medical Emergency. Available sick leave may be granted upon permission from the Chief of the Department or, in his/her absence, the senior officer in charge in the case of sudden family emergencies other than the care of a child under eighteen years of age with a health condition that requires treatment or supervision. Such sick leave shall be used in accord with department regulations.

13.9. Emergency Sick Leave. Due to the fact that 24-hour shift employees do not have vacation accrual banks, beginning January 1, 2014, 24-hour shift employees shall be allowed to use up to 48 hours of sick leave annually for the purpose of covering emergency time off which is not related to illness or injury. An emergency is defined as an unexpected situation or sudden occurrence of a serious or urgent nature that demands immediate attention. This is a pilot program and will expire December 31, 2014, unless an extension is mutually agreed to.

13.10. Sick Leave Bonus. This section applies to any LEOFF I or LEOFF II employee who accrues sick leave benefits under Sections 13.1 and 13.3 of this Article. The Sick Bonus is granted based on the

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

amount of sick leave hours used (excluding OJI) in the previous calendar year as described in the table below. The amount of Sick Bonus hours issued will be based on whether the employee is assigned to shift or days in February of the current year. As noted, day staff usage and payment will be calculated at the conversion rate of .858 rounded to the nearest whole hour for all hours in this section. Payment will be issued on a separate voucher on the second payday in February.

SHIFT STAFF				
Sick Leave Hours Used	0	>0 to 24	>24 to 48	>48
Bonus Hours Issued	24	24	24	0
Bonus Hours Payment	Double time	Time and one half	Straight time	No Bonus

DAY STAFF				
Sick Leave Hours Used	0	>0 to 21	>21 to 41	>41
Bonus Hours Issued	21	21	21	0
Bonus Hours Payment	Double time	Time and one half	Straight time	No Bonus

13.11. Supplemental Sick Leave For Response Operations Section.

During the term of this Agreement, Response Operations personnel hired after October 1, 1977 (LEOFF II) may, in case of personal illness or off duty disability, be granted supplemental sick leave upon permission from the Chief of the Department after any and all sick leave accrued pursuant to Section 13.3 of this Article has been

exhausted. Supplemental sick leave benefits shall be computed at the rate of twelve (12) hours per month for each full month of employment from January 1, 1994. At no time shall the total sick leave accrued under Section 13.3 of this Article and the supplemental sick leave benefits available under this section exceed 1,440 hours.

13.12. Light Duty Eligibility. All LEOFF II employees having an extended injury or illness are eligible for up to 12 months of light duty.

13.13. Sick Leave Conversion. The sick leave conversion factor of $(40/46.6 = .858)$ will be used when converting from a 24 hour shift to day shift or from a day shift to 24 hour shift. To convert from a 24 hour shift to day shift take the 24 hour shift hours x $.858 =$ new day shift hours. To convert from day shift to 24 hour shift hours take the day shift hours/ $.858 =$ new 24 hour shift hours. Rounded to the nearest whole hour. All local 864 employees will be allocated sick leave hours to their payroll sick leave account based upon their shift/day shift assignment. In the case that an employee is moved mid-year conversion will take place if necessary.

Please use the following chart to determine sick leave usage per day when an employee is temporarily assigned to days (such as light duty).

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

Sick Leave Hours Taken Per Day	Conversion Factor	Converted Time Used	Rounded Leave Used Per Day
1.00	.858	1.165501166	1.25
1.25	.858	1.456876457	1.50
1.50	.858	1.748251748	1.75
1.75	.858	2.03962704	2.00
2.00	.858	2.331002331	2.25
2.25	.858	2.622377622	2.50
2.50	.858	2.913752914	3.00
2.75	.858	3.205128205	3.25
3.00	.858	3.496503497	3.50
3.25	.858	3.787878788	3.75
3.50	.858	4.079254079	4.00
3.75	.858	4.370629371	4.25
4.00	.858	4.662004662	4.75
4.25	.858	4.953379953	5.00
4.50	.858	5.244755245	5.25
4.75	.858	5.536130536	5.50
5.00	.858	5.827505828	5.75
5.25	.858	6.118881119	6.00
5.50	.858	6.41025641	6.50
5.75	.858	6.701631702	6.75
6.00	.858	6.993006993	7.00
6.25	.858	7.284382284	7.25
6.50	.858	7.5757576	7.50
6.75	.858	7.867132	7.75
7.00	.858	8.158508	8.25
7.25	.858	8.44988	8.50
7.50	.858	8.74125	8.75

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

7.75	.858	9.03263	9.00
8.00	.858	9.324009	9.25
8.25	.858	9.615384	9.50
8.50	.858	9.906759	10.00
8.75	.858	10.1981	10.25
9.00	.858	10.48951	10.50
9.25	.858	10.78088	10.75
9.50	.858	11.07226	11.00
9.75	.858	11.36363	11.25
10.00	.858	11.65501	11.75

ARTICLE 14 – BEREAVEMENT LEAVE

Time off with pay for up to one (1) shift or day shall be granted to employees covered by this agreement for the purpose of bereavement regarding the death of an employee's mother, father, brother, sister, spouse, child, domestic partner, domestic partner's child, mother-in-law, father-in-law, grandchild, or grandparents. These hours shall be noted as bereavement leave and shall not affect vacation or sick leave accumulations. When special conditions exist, up to three shifts of sick leave may be granted, upon proper request, for the purpose of bereavement as described above. All requests for extended bereavement leave shall be approved by the Fire Chief.

Members of the Bargaining Unit shall be permitted to attend funeral services on duty for family members of Local 864 employees. Employees scheduled to work the day of a funeral shall

be able to attend the service within their response area and will respond to calls for services as requested.

The City and the Union also agree that daily work schedules will be completed as if no interruption in work resulted from attending a funeral service and would result in no overtime cost to the City.

ARTICLE 15 – UNIFORM ALLOWANCE

15.1. Uniform Allowance. Each employee shall receive a uniform allowance of 1.25% of top step of firefighter annual base pay. The Uniform allowance paycheck will be paid on a separate voucher on the Second Payday in February. The purpose of such allowance is to buy, maintain, and/or repair any equipment or clothing required by the Employer which is not furnished by the Employer. All employees covered shall have and maintain three (3) house uniforms after the year 2006 uniform allowance.

The Employer shall furnish all protective clothing or protective devices required of the employees in the performance of their duties to the employees. Such protective clothing and devices will remain the property of the Employer and shall be worn only in the performance of Renton Fire & Emergency Services Department duties.

15.2. Safety Boots. The employee will also be required to maintain a pair of approved safety boots as stated in the SOP's. The replacement costs of these boots will be borne by the employee.

15.3. Allowance Repayment. The allowance is subject to a prorated deduction from the employee's final paycheck in the event he/she does not serve the entire twelve months for which such payment was made, with the exception of an employee who retires or expires, in which event no deduction shall be made.

15.4. Quartermaster System. In lieu of this allowance and at the employer's option, a quartermaster system may be instituted. Under this program the employer would purchase and maintain, including cleaning, any equipment or clothing required by the employer. Prior to implementation both parties shall agree as to what is required equipment and clothing.

15.5. Uniform Inspections. Periodic inspections may be conducted at the discretion of the Chief to monitor the appearance and serviceability of uniform clothing and equipment. It shall be the responsibility of the employee to replace any piece of clothing or equipment, which the Chief determines, is substandard.

ARTICLE 16 – GRIEVANCE PROCEDURE

Grievances or disputes, which may arise involving the interpretation of this Agreement, shall be settled in the following manner:

Step 1: The Local's Grievance Committee, upon receiving a written and signed petition shall have two (2) weeks from the date of the actual grievance, to determine if a grievance exists. If in their opinion no grievance exists, the matter is closed.

Step 2: If in the opinion of the Grievance Committee a grievance exists, the Committee shall within two weeks after receiving the grievance present the grievance in writing to the Chief of the Fire & Emergency Services Department for adjustment.

Step 3: If within ten (10) business days the grievance has not been settled, it then shall be submitted and presented to the Mayor by Local 864.

Step 4: If within ten (10) business days the grievance has not been settled in Step 3, the Union will notify the City, in writing, of its intent to submit the grievance to arbitration for adjustment. The power and authority of the Arbitration Board shall be limited to the interpretation of the terms of this Agreement. The Board shall have no authority to amend, modify, nullify, ignore, add to, or subtract from, the express terms of this Agreement. The Arbitration Board shall consist of a representative of the Employer, a representative of the Local, and a third member mutually agreed to by both the appointed members and who will preside as Chairman. If the two cannot agree within seven (7) days on the selection of the Chairman, the matter then shall be submitted to the Federal Mediation and Conciliation Services for seven (7) names of Arbitrators who reside in the State of Washington. The Employer and the Local shall strike names alternately; the final remaining name shall be the neutral third party. Each party will pay for his/her own arbitrator and the expenses

of the third will be shared equally between the parties. Meetings of the Arbitration Board shall be attended by all three members. A decision of the majority of the Arbitration Board shall be final and binding on all parties as to the issues submitted to it for decision.

ARTICLE 17 – SAVINGS CLAUSE

If any article of this Agreement or any addenda hereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article should be restrained by such tribunal, the remainder of this Agreement and addenda shall not be affected thereby and the parties shall enter immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such articles.

The Employer and the Local reserve the right to address, through reopening of the contract, any effects that the Fair Labor Standards Act, or any amendments thereto, may have on the application of the provisions of the Labor Agreement.

ARTICLE 18 – DURATION OF AGREEMENT

This Agreement shall become effective January 1, 2013, and shall remain in full force and effect until December 31, 2015.

The Agreement expressed herein in writing concludes collective bargaining for its term and constitutes the entire Agreement between the parties. All rights and duties of both parties are

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

specifically expressed in this Agreement and such expression is all-inclusive. No oral statement shall add to or supersede any of its provisions.

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

For the duration of this agreement, no party shall change, modify, or amend any part of this Agreement without first negotiating and obtaining the mutual consent of the other party.

Signed this 18 day of June, 2013, at Renton, Washington.

CITY OF RENTON

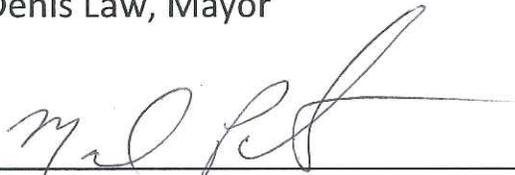
RENTON FIREFIGHTERS LOCAL 864



Denis Law, Mayor



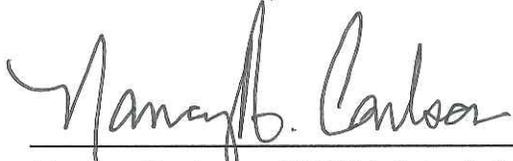
Mark dos Remedios, President



Mark Peterson, Fire Chief



Stan Engler, Battalion Chief



Nancy Carlson, HRRM Administrator



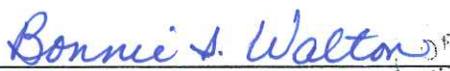
Roy Gunsolus, Battalion Chief



Cathryn Laird, HR Manager

ATTESTED:

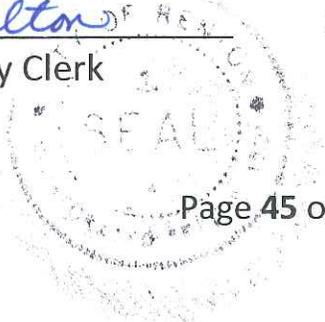
APPROVED AS TO FORM:



Bonnie I. Walton, City Clerk



Lawrence J. Warren, City Attorney



APPENDIX A: SALARIES

A.1. Base Wage.

- Effective January 1, 2013, the base wages for all positions in the bargaining unit shall be the same as the wages in place in 2012.
- Effective January 1, 2014, base wages shall be increased by 1% above the wages in place in 2013.
- Effective January 1, 2015, the base wages shall be increased by 2.5% above the wages in place in 2014.

Hourly rates are based on 2,430 hours per year.

APPENDIX B: VACATION PRORATED SCHEDULE

B.1. Mid-year New Hires. Employees hired mid-year will use vacation based on the following schedule:

Calendar Yr. in Service	Hrs/Shift used per year	Pre-hire date accrual/pp	Post-hire date accrual/pp
1	0		3
2	Prorate	3	4
3	Prorate	4	5
4	Prorate	5	6
5	Prorate	6	9
6	Prorate	9	9
7-9	216 hrs/9 shifts	9	9
10	216 hrs/9 shifts	9	11
11	Prorated	11	11
12-14	264 hrs/11 shifts	11	11
15	264 hrs/shifts	11	13
16	Prorated	13	13
17-19	312 hrs/13 shifts	13	13
20	312 hrs/13 shifts	13	14
21	Prorated	14	14
21+	336 hrs/14 shifts	14	14

Mid-year hires start accruing three (3) hours per pay period from the starting date. For the first five (5) years, on the anniversary date, the accrual will be raised to the next level. Therefore, each of those years the number of shifts taken will be based on what had accrued the prior year. The employee would plot full 24-hour shifts,

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

and be paid out at the straight time rate for the odd hours remaining. In earning the prior year what they use the following year, they would earn odd hours in the year of the 5th, 10th, 15th, and 20th year anniversary, and use what they accrued the prior year. The odd hours would be affecting the vacation plotted the year following their anniversary.

B.2. Mid-year Retirement/Termination. Based on the date of retirement/termination, the number of vacation hours unused for the current year, plus the number of hours accrued in the current year would be paid out to the employee.

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

INDEX

<p style="text-align: center;">A</p> <p>accrued sick leave31</p> <p>Administration, Community Risk Reduction, and Safety & Support Sections.....22</p> <p>Appendix A Salaries.....46</p> <p>Appendix B Vacation Prorated Schedule47</p> <p>arbitration42</p> <p>Association.....5, 6</p> <p style="text-align: center;">B</p> <p>bargaining representative.....4</p> <p>Bereavement Leave39</p> <p>bona fide religious tenets4</p> <p>budget.....11</p> <p style="text-align: center;">C</p> <p>Callback.....16</p> <p>Cash out27, 28</p> <p>Christmas24, 25</p> <p>City Council11, 20, 24</p> <p>City Officials’ Authority11</p> <p>Civil Service6, 8, 11, 12</p> <p>Civil Service Commission.....8</p> <p>COBRA.....21</p> <p>combat challenge.....15</p> <p>Comp Time.....16</p>	<p>Consecutive Hours Worked22</p> <p>Consolidated Omnibus Budget Reconciliation Act21</p> <p>conversion factor29, 37</p> <p>Conversion Factor25</p> <p style="text-align: center;">D</p> <p>Day Shift Differential.....23</p> <p>Deferred Compensation Contribution14</p> <p>Deferred Compensation-Annual Contribution14</p> <p>Deferred Compensation-Combat Challenge15</p> <p>Deputy Chief29</p> <p>Disability15</p> <p>Disability Leave – LEOFF II.....32</p> <p>Disability Leave-LEOFF I30</p> <p>Disability Retirement-LEOFF I30</p> <p>discharge.....8, 10</p> <p>Discharge11</p> <p>disciplinary7, 8</p> <p>Disciplinary11</p> <p>discipline7, 10</p> <p>discrimination7</p> <p>double-time25</p> <p>dropped in rank9</p> <p>due process.....7</p> <p>Duration of Agreement.....43</p>
---	---

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

Labor Day24
 laid off9
 lay off 10, See personnel reduction, or
 staff reduction
 Layoff/Staff Reduction10
 layoffs.....9
 LEOFF 30, 35, 36, 37
 LEOFF I 30, 35
 LEOFF II 35, 36, 37
 Life Insurance21
 light duty 23, 32, 37
 Light Duty26
 Light Duty Eligibility37
 Longevity13
 Longevity Salary Allowances13
 lunch 22, 23

M

Management rights.....9
 Management Rights10
 meeting.....16
 membership.....4
 Memorial Day24
 mid-year 26, 29, 37, 47
 Mid-year.....47
 Mid-year Retirement48
 MLK Day23

N

negotiations5, 43
 Negotiations.....13
 Negotiations Release Time5

New Classification Salaries..... 13
 New Year’s Day 23
 Non suppression overtime..... 16
 non-association..... 4
 Non-Discrimination 8
 Non-Response Operations 22

O

official representatives 4
 OJI 36
 OJI Benefit – LEOFF II 33
 one half 9, 36
 Ordinances 11
 overtime 10, 25, 30, 40
 Overtime 16
 Overtime Equality Count System 17
 overtime shifts 17

P

PAC..... 6
 PAC Programs Deductions 6
 Paydays 15
 PERC..... 4
 Performance of Duty 12
 personnel files 6, 7
 Personnel reductions 6
 physical examination 9
 Plan Changes..... 20
 plan design changes..... 20
 Plan Member 17
 plot..... 24, 27, 28, 47
 Preamble..... 4

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

premium20
 premiums 6, 17, 19, 34
 Premiums 17, 18
 probationary9
 Projected Costs19
 promotional examinations.....8
 Public Employment Relations
 Commission4
 public proclamation24

Q

Quartermaster System.....41

R

Recognition4
 REHBT..... 17, 18, 20, 21
 REHP..... 17, 18, 20
 Renton Employees’ Healthcare Board
 of Trustees 17, 20
 Renton Employees’ Healthcare Plan
 17
 Response Operations 22, 36
 Response Operations Section22
 Rest Breaks.....23
 retaliation7
 Retention of Benefits9
 Rights and Responsibilities.....9

S

safety boots40
 salaries5
 Salaries..... 12, 13

Salary Allowances 13
 Salary Differential 12
 Savings Clause.....43
 sellback 25
 seniority 8
 seniority list 8
 Shift Exchange..... 23
 Sick Bonus 35
 Sick Leave..... 30
 sick leave - supplemental.....36
 Sick Leave Accrual Rate – LEOFF I ... 30
 Sick Leave Accrual Rate – LEOFF II .. 31
 Sick Leave Bonus..... 35
 Sick Leave Cash Out – LEOFF II..... 31
 Sick Leave Conversion..... 37
 Sick Leave for Child Care 35
 Sick Leave for Family Medical
 Emergency 35
 Sick Leave Usage-LEOFF I 30
 Sick Leave-LEOFF II..... 31
 SOP..... 29, 40
 staff reductions..... 9
 Standby 14
 Standby/Safety Officer Compensation
 14
 straight time 16, 25, 27, 28, 29, 48
 strike 42
 Strike..... 12
 Supervisory Responsibilities 9
 supplemental 31
 suppression overtime 16
 Suppression Overtime 16

**Battalion Chief/Safety Officer, Local 864 Contract
2013-2015**

surplus.....20
suspension7

T

Thanksgiving 24, 25
Third Party Administrator33
TPA.....33, 34
training.....9, 16
trust fund5

U

uniform allowance40
Uniform Allowance40
Uniform Allowance-Repayment.....41
Uniform Inspections.....41
uniforms.....40
Union Dues Deductions.....5
union membership.....4
Union Membership4
Union-Directed Trust Fund5

V

Vacation – Unused Plotted 28
Vacation Accrual Rate 28
Vacation Conversion 29
Vacation for Mid-Year New Hires ...47
Vacation for New Hires..... 26
Vacation Plotting/Scheduling 27
Vacation Scheduling..... 30
Veteran’s Day..... 24
vote..... 20
Voting 20

W

Work Hold-Over 16
work schedules 40
Workdays 22
working conditions 4
Working Out of Classification 23
Written warnings 7