

October 18, 2007

To: All Correction Captains  
Subject: Tentative Collective Bargaining Agreement

We are pleased to announce that we have tentatively reached a collective bargaining agreement that covers 54 ½ months. This is the first time in more than a quarter of a century that we were able to achieve a contract before the expiration of our current contract, which expires December 15, 2007.

Enclosed is your ballot to vote for this tentative agreement. Your Executive Board and delegate body have approved this tentative settlement. We feel this is the best possible contract we could achieve and it strikes a balance of obtaining wage increases & benefits for all while correcting many of the give-ups of the previous contracts.

In reviewing this letter you will see that certain benefits occur at different times. The reason for this is like wage increases, funds available for the restoration of benefits occur at different times. All the other uniformed unions who negotiated benefit enhancements before us are bound to the same time frames as we were.

Over the term of our tentative agreement, our compounded wage increases are 17%. In addition, we were also able to achieve a total of \$1,139 increase in longevity pay, \$1,000 lump sum annuity payment, an additional \$1 a day (\$261 per year) increase in annuity pay, and a total of \$100 in our Health and Welfare Fund annual contributions for active and retired members. Furthermore, the City will again pay for prescription drugs for members who are injured in the line of duty. In addition we will, during the contract, eliminate going to Range on your own time.

For our members promoted on or after June 1, 2006, they will receive, in addition to the above wage increases, \$1,500 increase at each step of their pay schedule below top pay and have to work one year less to receive top pay. In addition, these Captains will have one additional tour eliminated during their first five years as a Captain and six additional tours eliminated in their 6<sup>th</sup> year, for a total reduction of eleven additional tours. They will begin receiving 100% night shift differential two years earlier and begin accruing 27 vacation days annually one year earlier, both after completion of five years.

We will receive a re-opener letter that indicates if any uniformed union receives an adjustment to salary above what we agreed upon, we have the right to reopen. We also have .16% additional funds to provide additional benefits. Finally, we agreed to special assignment pay. Although it is the Board's belief that no Captain is doing a more difficult job than another by the nature of their assignment, we also felt that we should never turn down a benefit that other unions have

received that could enhance a member's life. There was no cost and the terms are the same as COBA previously agreed upon.

In order to achieve these changes, we extended the contract a total of 6 ½ months. Indicated below are the specific tentative contract terms with the dates each contract term is effective:

Term:	December 16, 2007 – June 30, 2012	
Wage Increases:	Effective 12/16/07	4%
	Effective 12/16/08	4%
	Effective 5/1/10	4%
	Effective 5/1/11	4%
Longevity Increase:	Effective 1/16/09	\$ 394
(at all Step 5, 10, 15	Effective 12/16/09	\$ 145
and 20 years)	Effective 3/16/10	\$ 100
	Effective 6/1/11	\$ 250
	Effective 5/1/12	<u>\$ 250</u>
		\$1,139
Annuity Fund:	Effective 12/16/09	Lump Sum \$1,000
	Effective 6/1/11	\$261 (\$1 per day) annual increase
Health & Welfare:	Effective 6/1/11	+ \$50 per year
(active & retiree	Effective 5/1/12	+ \$50 per year
contribution increase)		
Range Day	Effective 12/16/09	eliminate going to range on your own time
Special Assignment	Upon ratification, a special assignment pay will be established for 4.92% of our membership. After six months of satisfactory service in the performance of special assignment duties, the Commissioner may designate a Special Assignment Captain who will receive 3% of his/her salary the first year, 6% the second year, 9% the third year and 12% the fourth year.	

**CAPTAINS PROMOTED ON OR AFTER 6/1/06**

Wages	Effective 1/16/09	+ \$1,500 increase at all steps below Top basic maximum pay. (This is in addition to the above 4% wage increases)
	Effective 3/16/10	Eliminate the pay step before the basic Maximum top pay. (This gets these Captains to top pay one year earlier)

Night Shift Differential	Effective 6/1/11	begin receiving 100% night shift differential after the completion 5 years (Increase NSD from 55% to 100% for the 6 <sup>th</sup> and 7 <sup>th</sup> years as a Captain)
Vacation	Effective 6/1/11	start accruing at the rate of 27 days annually after the completion of 5 years as a captain (This is an additional 7 vacation days one year earlier)
Additional Tours	Effective 6/1/11	eliminate one additional tour during first five years and eliminate the six additional tours during the 6 <sup>th</sup> year, for a total reduction of eleven additional tours.

### Salary Schedules

Correction Captain promoted prior to 6/1/06:

	<u>12/15/07</u>	<u>12/16/07</u>	<u>12/16/08</u>	<u>5/1/10</u>	<u>5/1/11</u>
	Current	4%	4%	4%	4%
1 <sup>st</sup> step	66,115	68,760	71,510	74,370	77,345
2 <sup>nd</sup> step	66,249	68,899	71,655	74,521	77,502
3 <sup>rd</sup> step	66,383	69,038	71,800	74,672	77,659
4 <sup>th</sup> step	68,130	70,855	73,689	76,637	79,702
5 <sup>th</sup> step	69,677	72,464	75,363	78,378	81,513
6 <sup>th</sup> step	81,174	84,421	87,798	91,310	94,962

Correction Captain promoted on/after 6/1/06

	<u>12/15/07</u>	<u>12/16/07</u>	<u>12/16/08</u>	<u>1/16/09</u>	<u>3/16/10</u>	<u>5/1/10</u>	<u>5/1/11</u>
	Current	4%	4%	\$1,500	elim step	4%	4%
Entry	64,836	67,429	70,126	71,626	71,626	74,491	77,471
After 1 yr	65,340	67,954	70,672	72,172	72,172	75,059	78,061
After 2 yrs	65,872	68,507	71,247	72,747	72,747	75,657	78,683
After 3 yrs	66,403	69,059	71,821	73,321	73,321	76,254	79,304
After 4 yrs	66,934	69,611	72,395	73,895	73,895	76,851	79,925
After 5 yrs	67,465	70,164	72,971	74,471	87,798	91,310	94,962
After 6 yrs	81,174	84,421	87,798	87,798	--	--	--

We strongly recommend you vote to approve this tentative agreement.

Fraternally,

Ronald Whitfield  
President