

## City of Houston's Proposed 3 Year Deal Points

May 17, 2011

The parties agree to the following conceptual deal points and agree to complete, as soon as possible, a final document with terms and provisions to implement these agreements, in a Tentative Agreement to be submitted to the membership of the Association for ratification, and assuming ratification, submitted to the City Council for approval.

The CBA will be amended with the following changes to achieve savings with the objective of preserving and maintaining public service levels and authorized Firefighter positions in the HFD

- Termination pay to be paid for Firefighters separating after the effective date through FY 2013
  - Over a 4 year maximum period
  - \$20,000 initial year minimum payout for member balances that equal or exceed that amount
  - 20% (or 20k)/20%/30%/30% payments based on the remaining balance in the following years
  - Health care costs to be paid by the City 100%/100%/60%/40%
  - City may pay off the balance at any time and conclude participation in the program (including the elective program)
- Termination pay for Firefighters separating after July 2013 under elective program; 25% (or 20k)/25%/25%/25% with health care program at 100%/80%/60%/40%
- The above components are contained in the City's Proposed Article on Termination pay, subject to proper placement in the CBA document
- Holiday staffing provisions per City proposal, 10% minimum shall not apply in June, July, November, December – must use in the other 8 months; the parties need to finalize this Article for a TA
- Holiday premium pay will be accrual only per past practice, except for 4 premium holidays which shall be paid time and one half; the parties need to finalize this Article for a TA

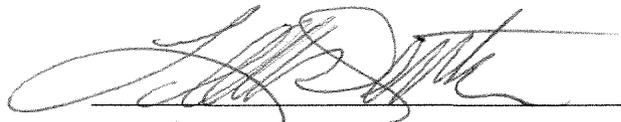
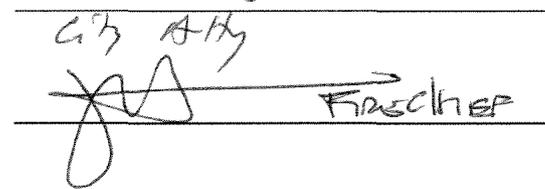
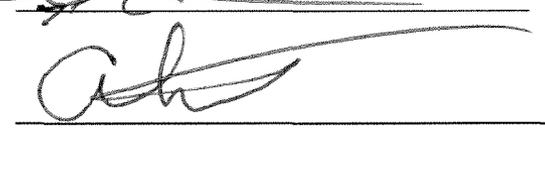
- Suspend the residency incentive for term of agreement; this Article will be deleted
- The parties will appoint a joint labor management committee to identify potential cost savings and address the need for staff adjustments and changes; the parties will jointly agree on the implementation of any change resulting from the committee process by interim agreement or modification of this CBA
- The OEC/Communications division staffing change will be included in Article 30, Hours of Work
- The Contract will provide for no layoffs of Firefighters from the current date through FY 2012
- Base wage increases to be reflected in the Wages article and associated tables:
  - FY-2012 - 0%
  - FY-2013 - 0%
  - FY-2014 - 1%

The Association may reopen on wages prior to and for the third year if the projected revenues set forth in the official Budget adopted by the City Council, exceed by 2% or more the agreed combined property tax and sales tax target amount of \$1,508,889,000.

- TA on the Higher Class pay article with actual service on a call, 3 hour minimum, and booster truck language
- Execution of a Tentative Agreement setting forth these agreed terms by 5pm on May 18, 2011, will result in postponing or avoiding any of the 45 day notices otherwise required to be delivered

- Other mutually agreed proposals; this will require immediate inventory and review to see which of these need to be included, once the economic points above are agreed

Signed by the respective Negotiating Teams May 17, 2011.

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 City Atty _____	 _____