

**BALTIMORE CITY'S LAST AND FINAL PROPOSAL
TO FIRE FIGHTERS LOCAL 734**

March 1, 2007

This Last and Final Proposal of the City is being presented to Fire Fighters Local 734 consistent with the Charter of the City of Baltimore and the agreement of the parties.

Article 11, F. Delete language. The parties are not legally required to bargain over terms and conditions for retirees. Heretofore, the parties agreed on certain language in the agreement regarding retirees, including this Article 11, F, which sets forth the City's agreement to pay a certain portion of retiree health insurance. Retiree issues are a permissive subject of bargaining, the City wishes to delete this language, with the understanding that deletion does not mean that this benefit is being eliminated.

Article 13: Salaries.

A.1. Delete existing language which sets forth the wage increases for FY 2005, 2006 and 2007 and replace with the following:

- a. Effective July 1, 2007, the employees covered by this Memorandum of Understanding shall receive a wage increase in the amount of two percent (2%) over their total annual salary as reflected in Addendum B-4, Total Annual Salary Scales.
- b. Effective January 1, 2008, the employees covered by this Memorandum of Understanding shall receive a wage increase in the amount of three percent (3%) over their total annual salary as reflected in the new Addendum for July 1, 2007, which includes the two percent (2%) wage increase given on July 1, 2007.

A.2. Modify existing language to read as follows:

“In the event that the City by virtue of collective bargaining with Unit I of the Fraternal Order of Police (FOP) for Fiscal Year 2008 (except as a result of binding arbitration or charter amendment), grants the FOP an increase in wages, salaries or other components of total annual salary for FY 2008, and the total value of that increase exceeds the total value of the increase in wages, salaries or other components of total annual salary for the Union (Local 734) for FY 2008, the Employer agrees to grant an equivalent additional increase in FY 2008 to all employees in the Union's bargaining unit.”

B. Delete 1-4. This is a housekeeping change which deletes language pertaining to prior Fiscal Years and is no longer effective.

F. Modify the existing language starting with the fourth sentence (“Personnel Classified as ..”) to increase the additional amount paid to Fire Fighter/Paramedics and other classifications for holding their ALS certification as follows:

-Effective July 1, 2007, all personnel classified as Fire Fighter/Paramedics shall receive a \$500 increase (for a total of \$1,000) to recognize their State ALS certification.

-Effective July 1, 2007, all personnel classified as Paramedics shall receive a \$1,000 increase in their total annual salary to recognize their State ALS certification and the duties they perform.

-Effective July 1, 2007, all other personnel who hold their State ALS certification shall receive a \$500 increase (for a total of \$1,000) to recognize their State ALS certification.

-The amounts stated above shall be added to the employee’s total annual salary.

-Employees who hold their ALS certification or who in the future receive their ALS certification shall be required to maintain their ALS certification and shall continue to receive the additional payment for that certification.

Article 20: Longevity. The Employer is proposing no change in the Longevity benefit:

- A. Delete since it is superseded by section B.
- B. Change section B to section A, and eliminate the date.
- C. Change section C, to section B.

Article 30: Vacation.

- B. Modify as follows: Change the second sentence from “6 number groups” to “8 number groups”
Change the last sentence from “approximately 30” to “approximately 22”

Other Provisions: Other than the provisions set forth above, the parties have agreed that their Last and Final Proposals shall include all those items which the parties agreed to change at their negotiations and which were designated “Closed”, and all other provisions of the existing agreement that were unchanged.