

Collective Bargaining Agreement

Between

City of Stamford

and

The Stamford Professional Fire Fighters
Association,

Local #786 of the International Association
of Fire Fighters

July 1, 2009 – June 30, 2011

**TENTATIVE AGREEMENT
BETWEEN THE CITY OF STAMFORD
AND THE STAMFORD PROFESSIONAL FIRE FIGHTERS
ASSOCIATION LOCAL #786, I.A.F.F.**

This Tentative Agreement is by and between the City of Stamford (City) and the Stamford Professional Fire Fighters Association, Local #786 I.A.F.F. (Union).

The parties hereto agree that the collective bargaining agreement between the parties dated July 1, 2005 and ending June 30, 2009, shall be extended by one year. The collective bargaining agreement shall terminate June 30, 2010.

Effective July 1, 2009, there shall be a general wage increase of three percent (3%). In addition, the following language shall be deleted from Article X, Section 1 of the contract:

Either party may revert back to the Work Schedule in effect on June 30, 2005 provided:

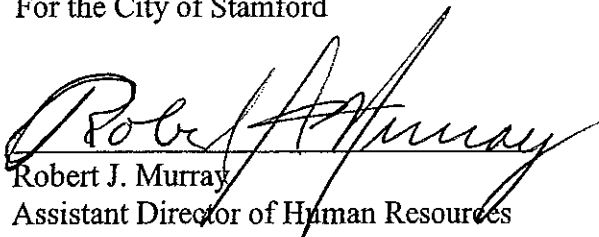
1. The 24 hour work schedule has been in effect until June 30, 2009;
2. The party wishing to revert back has notified the other party no later than the last day of the third month following the end of the current CBA June 30, 2009, that the party is considering exercising its option to revert back to the former work schedule. If either party gives such notification, the parties shall promptly meet and attempt to resolve any issues related to the 24 hours schedule;
3. The reason(s) for reverting back to the former schedule cannot be arbitrary or capricious.

The parties agree to submit the issue of whether the reason(s) for the party exercising its right to revert is arbitrary or capricious to expedited arbitration for resolution. The 24 hour work schedule shall remain in effect until the arbitrator has ruled on the matter.

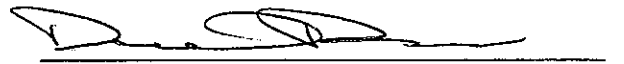
All other terms and conditions shall remain unchanged.

This Tentative Agreement is subject to ratification and finalization by the parties.

For the City of Stamford


Robert J. Murray
Assistant Director of Human Resources

For the Union


Brendan Keatley, President
Local #786 I.A.F.F.
DAVID DAVIS VICEPRESIDENT

2/23/09
Date

AGREEMENT
BETWEEN THE CITY OF STAMFORD
AND THE STAMFORD PROFESSIONAL
FIREFIGHTERS ASSOCIATION LOCAL #786, I.A.F.F.

This Agreement is by and between the City of Stamford (City) and the Stamford Professional Fire Fighters Association Local #786, I.A.F.F. (Union).

The parties agree that in addition to the terms and conditions of the prior Agreement entered into on February 23, 2009, the following terms and conditions shall all be agreed to:

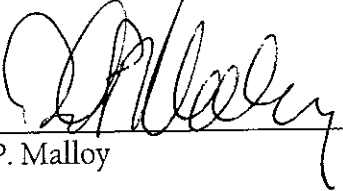
1. The Collective Bargaining Agreement shall be extended for an additional one (1) year period from July 1, 2010 and ending June 30, 2011.
2. The general wage increase of three percent (3%) effective July 1, 2009, shall be deferred until October 1, 2009.
3. Effective July 1, 2010, there shall be a general wage increase of two percent (2%).
4. Article XVIII, Uniforms, Section 1 shall be amended to read, "The amount the City is obligated to provide shall be limited to seventy-five hundred dollars, (\$7,500) for the period of July 1, 2009 through June 30, 2010. The issuance of uniforms under this section shall be determined by the Department." Section 2 shall be amended to read, "The amount the City is obligated to provide shall be limited to fifty-five thousand dollars (\$55,000) for the period of July 1, 2009, through June 30, 2010.
5. Article XIX, Insurance, Section 6, shall be amended to read, "Effective July 1, 2009, employees shall be required to contribute ten percent (10%) pursuant to the language as contained in the current Collective Bargaining Agreement. The language requiring the contribution of 11% effective June 30, 2009, shall be deferred to July 1, 2010.
6. Article VII, Staffing, Section 5, shall be amended to read, "Effective July 1, 2009, the requirement to staff nine (9) Deputy Fire Marshals shall be reduced to eight (8). Effective July 1, 2010, the requirement shall revert back to nine (9)."
7. Article 21, Seniority, Section 8 shall be amended to read, "Effective July 1, 2009, there shall be no layoffs of any Stamford Fire and Rescue employees for the period of July 1, 2009, through and sunsetting on June 30, 2011.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by their duty authorized representatives this 19th day of October, 2009.

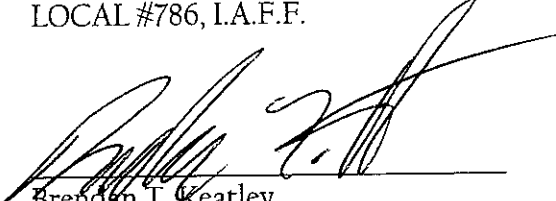
SIGNED, SEALED AND DELIVERED IN THE PRESENCE OF:

CITY OF STAMFORD

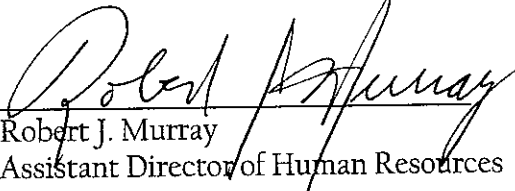
LOCAL #786, I.A.F.F.



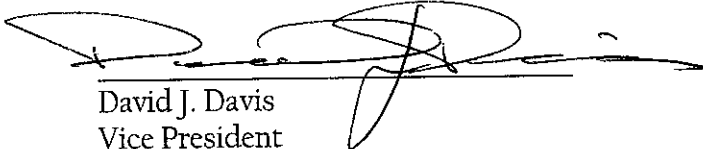
Dannel P. Malloy
Mayor



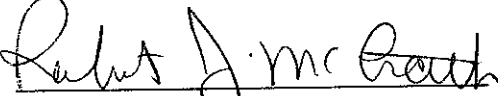
Brendan T. Keatley
President



Robert J. Murray
Assistant Director of Human Resources



David J. Davis
Vice President



Robert J. McGrath
Chief, Stamford Fire and Rescue Department

APPENDIX I
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (LOCAL 786)
WAGE SCHEDULES

	10/1/2009 3% Increase	10/1/2009 Hourly Wage	7/1/2010 2% Increase	7/1/2010 Hourly Wage
Firefighter				
Start	44,296	20.2821	45,182	20.6877
2nd Year	50,567	23.1534	51,578	23.6163
3rd Year	54,821	25.1012	55,917	25.6030
4th Year	59,075	27.0490	60,257	27.5902
5th Year	63,330	28.9973	64,597	29.5774
Over 5 Years	67,916	31.0971	69,274	31.7189
Fire Lieutenant	77,449	35.4620	78,998	36.1712
Fire Mechanic				
Deputy Fire Marshall/Inspector	81,321	37.2349	82,948	37.9799
Fire Captain	89,446	40.9551	91,235	41.7743
Mechanical Supervisor				
Assistant Fire Marshall	93,918	43.0027	95,797	43.8631
Fire Captain - Training Division				
Deputy Fire Chief	101,453	46.4528	103,482	47.3819
Deputy Fire Chief - Training Division	106,526	48.7756	108,656	49.7509
Fire Marshall				