



**Municipal Executives’ Association (MEA) – Fire Command Highlights**

<b>Term</b>	Three-year term (July 1, 2018 to June 30, 2021)
<b>Wages</b>	Effective 7/1/18: 3% Effective 7/1/19: 3% Effective 7/1/20*: 3% <i>*If the March 2020 Joint Report projects a budget deficit of more than \$200 million in FY 20-21, these payments will be delayed by six months</i>
<b>Training and Education Achievement Pay</b>	Effective 7/1/19: all employees will receive a 1% T&E increase Effective 7/1/20: all employees will receive an additional 1% T&E increase Effective 4/1/21*: all employees will receive an additional 1% T&E increase <i>*If the March 2020 Joint Report projects a budget deficit of more than \$200 million in FY 20-21, these payments will be delayed by six months</i>
<b>Holiday Pay Rate</b>	Effective 7/1/18: holiday pay decreases from 7% to 6.5%
<b>Holiday Pay Restriction</b>	Effective 7/1/18: employees who call in sick within two days of a legal holiday are ineligible for 6.5% holiday pay
<b>Pilot Wellness Program</b>	Effective 7/1/18: employee may cash out sick leave balances at 2% upon separation Effective 7/1/19: employees may cash out sick leave balances at 1% upon separation
<b>Severance Pay</b>	Employees who elect severance will receive one week’s severance pay for each full year worked (up to 20 weeks) in exchange a waiver of rights
<b>Executive Leave</b>	Executive leave may not be carried over into the next fiscal year
<b>Administrative Leave</b>	Administrative leave must be used during the same fiscal year in which it is earned and may not be carried over into next fiscal year
<b>Health and Dental</b>	Equivalent to those offered to members of the MEA Miscellaneous bargaining unit
<b>Training Fund</b>	Created a \$6,000 annual Fire Command Staff Training Fund