



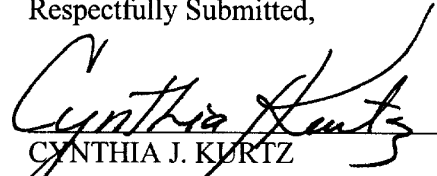
3. Health Insurance – Effective the first payroll period following adoption of this MOU by City Council, the City’s contribution to the Employee Option Benefit Fund (EOBF) shall increase from \$459 to \$493.26.
4. Dental Care Program – Effective the first payroll period following adoption of this MOU by City Council, the City’s contribution for dependent coverage shall increase from \$20 per month to \$20.72 per month. The City shall also provide \$36 per month for employees with two or more dependents.
5. Day Shift Differential – Effective the first payroll period following adoption of this MOU by City Council, the differential for employees working the day shift shall increase from \$450 per month, to \$495 per month.
6. Tuition Reimbursement – Effective the first payroll period following adoption of this MOU by City Council, the City shall provide up to \$750 per year in Tuition Reimbursement, for a Bachelor’s degree or higher in Fire Management, Public Administration, or other related field.

This tentative agreement was submitted to the PFMA membership for a vote and was ratified. The agreement is now before the City Council for review and adoption. This agreement is consistent with parameters approved by Council.

FISCAL IMPACT:

The cost of the proposed increases for the 16 PFMA employees is as follows: the salary range increase is estimated at \$44,111; the health insurance premium increase is \$6,578; the incremental dental care coverage is \$3,072; the increase in Day Shift Differential is \$3,240; and the maximum cost of the Tuition Reimbursement is \$12,000. Funds have been budgeted in the Personnel Reserves to cover this cost for fiscal year 2000.

Respectfully Submitted,

  
CYNTHIA J. KLURTZ  
City Manager

Approved:

  
GALE E. HARRISON  
Director of Human Resources

Concurrence:

  
JAY M. GOLDSTONE  
Director of Finance

Agreement:

  
ERNEST MITCHELL  
Fire Chief