

Negotiation agreement between City of Dearborn and Dearborn Firefighters Association, IAFF L-412 to be submitted to arbitrator as an award.

1. Residency:

All employees in the bargaining unit shall be required to maintain residence within a reasonable distance from Michigan and Southfield. Reasonable shall be defined as a distance no greater than that which would allow the employee to respond for duty during an emergency.

2. Healthcare Savings Program:

- A. The City shall contribute \$1800 annually, broken into \$150 monthly.
- B. Bargaining Unit members shall contribute \$780, broken into \$32.50 a pay for 24 pays. (Two pays no deduction)

3. Vacation Day Sellback:

Employee may contribute up to the equivalent of 3 additional full vacation days into the City's 457 plan, not to exceed IRS limits. 8 hour employees shall have proportionate benefit using the 24 hour to 8 hour payroll conversion formula.

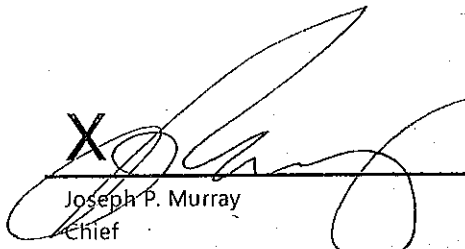
4. Proportionate benefits (current Vacation Day sell back):

All 40 hour employee accumulated time shall be converted, accrued and sold proportionately using the payroll equivalency conversion used to convert a 50.4 hour schedule employee to 40 hour schedule (hours x 40/50.4). E.g., a 40 hour employee selling a one (1) 50.4 hour employee vacation day (24 hours) will be sold at the proportionate rate of 19.05 hours.

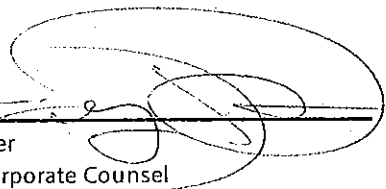
5. Vacation sell:

- A. The Parties agree Bargaining Unit Members may sell in full day increments up to eight (8) days of vacation time and/or accumulated overtime per contract year, only five (5) days may be converted to cash, to be paid on the first pay period following February 1st and August 1st, so long as the member has the time banked as of the sale date.
- B. The election to sell vacation days and/or accumulated overtime shall be submitted by the 15th of the preceding month. Forms shall be turned in on hard copy by 1700 hours, January 1st-15th and July 1st-15th. If the 15th falls on a weekend day the form must be turned on the preceding Friday.

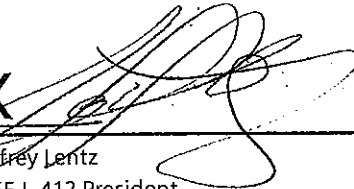
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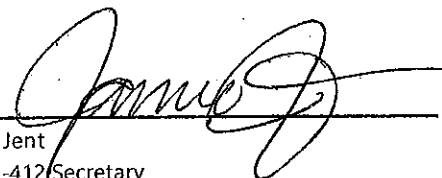
Joseph P. Murray
Chief

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Jeremy Romer
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Jeffrey Lentz
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Jamie Jent
IAFF L-412 Secretary