

### ATTENDANCE INCENTIVE PROGRAM

In an effort to decrease the use of "I" time, the City and the International Association of Fire Fighters agree that the following program will go into effect seven (7) days after the date of ratification of this agreement to September 30, 1992:

The City Manager agrees that on September 30, 1992, half of the remaining funds available in Code 059 (Manning Overtime), which has a beginning balance of \$800,000 for FY '91-92, will be distributed to all eligible fire fighters the first full pay period following September 30, 1992, in the following manner:

- A. Fire Fighters on a 48 hour shift or on a 40 hour week who utilize no sick time ("I", "IF", "VI", "EI", etc., or "W" time), effective seven (7) days after the date of ratification of this agreement to September 30, 1992 shall receive a full share of 50% of the funds available in Code 059. The remaining 50% shall be returned to the City.
- B. Fire Fighters on a 48 hour shift who utilize up to one tour of sick time ("I", "IF", "VI", "EI", etc., and no "W" time), or Fire Fighters on a 40 hour week, who utilize up to one day of sick time and no "W" time, shall be entitled to a half share of the funds as outlined in letter A above, available in Code 059.
- C. Fire Fighters on a 48 hour shift who utilize more than one tour of sick time ("I", "IF", "VI", "EI", etc., and any "W" time), or Fire Fighters on a 40 hour week who utilize more than one day of sick time and any "W" time, shall not be eligible to receive any shares of the funds available in Code 059.

D. Payment of the shares to eligible employees shall be subject to applicable federal taxes, but shall not be included for calculating pension.

\* For purposes of this program, sick time shall be deemed to mean any use of "I", "IF" or other designation such as "EI", "VI", etc.

Shares will be calculated in the following manner:

Example:

\$500,000 available in Code 059 on September 30, 1992.

400 Fire Fighters are entitled to full shares

100 Fire Fighters are entitled to 1/2 shares


$\$500,000 \text{ divided by } 2 = \$250,000$

$(400 \times 1) + (100 \times .5) = 450$

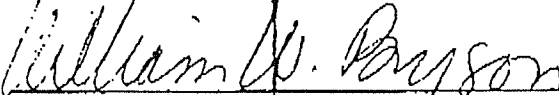
$\$250,000 \text{ divided by } 450 = \$555.55$

400 Fire Fighters will receive \$555.55

100 Fire Fighters will receive \$277.77

  
R. Sue Weller  
Labor Relations Officer  
City of Miami

DATE: 11/22/91

  
William W. Bryson, President  
Local 587  
International Association of  
Fire Fighters