

Agreement Between
The City of Fresno
and
IAFF Local 753, Basic Unit

Compensatory Time Off (CTO)

The City of Fresno (City) and the International Association of Fire Fighters, Local 753, Fire Basic, agree to the following terms regarding Compensatory Time Off.

- a. Employees on a fifty-six (56) hour work week may, when working a full 24-hour shift of overtime/shift replacement elect to accrue 36 hours ($24 \times 1.5 = 36$) of CTO. Such employees may also accrue CTO for overtime/shift replacement of less than 12 hours. Employees may only accrue a maximum of 120 hours in any given fiscal year. In the last pay period of each fiscal year, any unused CTO may be carried over to the next fiscal year. This CTO carry over will then be applied towards the 120-hour maximum accrual.
- b. Approval of requests for CTO should be secured not less than ten (10) hours in advance of the requested absence. However, in the event of an emergency the ten (10) hour notice may be waived with the approval of the Fire Chief or designee. Employees may not replace themselves when using CTO.
- c. Employees assigned to a forty (40) hour work week may elect to accrue CTO at the time and one-half rate in lieu of cash payment for overtime worked, to a maximum balance of one hundred twenty (120) hours. Use of available CTO by forty (40) hour employees shall be requested and approved by the employee's supervisor. In the last pay period of each fiscal year, any unused CTO may be cashed out by the department at the base/straight time rate of pay.
- d. Firefighters may conduct outside employment when on CTO status.
- e. Upon receipt of a written request, employees shall obtain cash payment of CTO accrued within the fiscal year it was earned at the base/straight time rate in effect at the time of request. Payment will be included with the firefighter's regular paycheck for the pay period following that in which the written request was received by the department. All CTO cash payment requests must be received prior to the last pay period of any given fiscal year. Accrued CTO carried over from one fiscal year to the next shall not be cashed out, but must be taken as CTO.


This agreement shall be effective July 10, 2014, and shall continue until modified.

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Signed:

For the City of Fresno

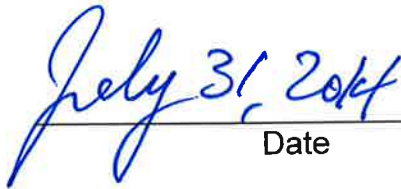
For the IAFF Local 753, Fire Basic



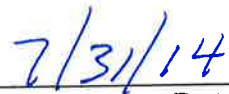
KEN PHILLIPS
Labor Relations Manager



PETE FLORES
President, IAFF, Local 753

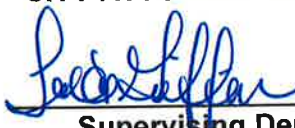


Date



Date

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: 

Supervising Deputy