



NFF & FSEA Local 140

From the Office of the President

December 12, 2012

Brothers and Sisters,

The date has been set for public hearing on the IOD proposals: January 8th, 2013 immediately following the Civil Service meeting.

We are totally against these proposals and here is why:

1. They are proposing to change the pay from 100% to 66 2/3% if you are injured on duty. The city's argument is that the current policy pays 100% of pay and is non-taxed; therefore, you are making more money while injured and off work than you would be working. They are also claiming there is not an incentive for you to get back to work as soon as you are fit to return to duty. First, let me say that the non-tax portion is federal, which cost metro taxpayers nothing. Second, the employee does not decide when to return to work, the doctor determines that. We have cases were the member's doctor has declared the member ready to return to duty and Metro's doctor refuses to allow the member to return to duty.
2. If you are injured on duty and have to be off work, your everyday life significantly changes. Your injury may create expenses that you normally would not face. For example, some may lose income their spouse makes because their spouse is needed to be home to take care of them. You may have to pay someone to maintain things around the house that you would normally do yourself. Therefore, the full 100% of IOD pay is needed to help offset some of these extra cost you now have.
3. Also under this proposal if you had to go out on a IOD pension look at how it is calculated. IOD pension is 50% figured on your last 12 months earnings, so lets say you normally earn \$50,000 a year.

The first 6 months were regular pay and that would be \$25,000.

Now the last 6 months you where on IOD at 66 2/3 pay which equals \$16,650

Now total your last 12 months earnings and that equals \$41,650.

That is \$8350 less than your regular yearly earnings.

Now take that \$41,650 and divide it by 12 = \$3470.

Now we have your monthly earnings for last 12 months.

IOD pension is 50% tax free, so 50% of \$3470 = \$1735.

Now under this new proposal your monthly income will be \$1735.00.

Under the present IOD plan your monthly income would be \$2083.

So this shows us that under the new proposal your monthly income would be cut \$350 a month.

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4. They are also proposing to combine your IOD time and light duty time together and six months is all that will be granted to recovery before you are forced out on pension. The fire department currently gives you 130 IOD days and 180 light duty days. This is a total of 310 days. Most employees, depending on the injury, are back to work within one to three months; however, we have some members that have an injury requires more time and that goes past 6 months to fully recover. Under the new proposal these members would be forced to an IOD pension.

Your Executive Board is committed to fight this proposal and defeat it. We are reaching out to council members and informing them of this proposal and why we oppose it and asking them to ask the Civil Service Commission to defeat this proposal. We need every member to email their council member and ask them to oppose this Metro proposal. If you do not live in Davidson County, please email the council member that serves the area where your fire hall is located. The link to find the council members' emails is on our web site: www.iaff140.org.

Sincerely,

Mark

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