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**MEMORANDUM  
HUMAN RESOURCES DEPARTMENT**

TO: Thomas Thomas, City Manager

SUBJECT: IAFF Labor Contract Approval

Date: November 21, 2014

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The City Bargaining Team has reached agreement with the International Association of Fire Fighters (IAFF), which represents fire fighters, fire lieutenants, fire captains and battalion chiefs/fire marshal, on a new labor contract for a five-year period retroactive to March 31, 2014 through December 31, 2018.

The economic package presented to the union fits within the total dollars calculation of the package previously approved by city council. The agreement provides for:

- 1) General wage increases of 2.50% effective March 31, 2014, 2.25% effective March 30, 2015, 2.50% effective January 4, 2016, 2.65% effective January 2, 2017 and 3.00% effective January 1, 2018;
- 2) Longevity pay increases are given to employees for the completion of 5, 10, 15, 20, 25 and 30 years of service. The longevity steps are currently in the amount of \$950 per year for each longevity step. Effective January 5, 2015, longevity steps will in the amount of \$1,200 per year for each longevity step for employees completing 10, 15, 20, 25 and 30 years of service;
- 3) The EMT-P stipend (\$2,500) will be increased to \$2,650 (effective January 4, 2016); and
- 4) Vacation and personal leave cutoff dates were established to be compliant with the calendar fiscal year.

There were a number of non-economic issues that were dealt with and which met with the approval of both the union and the city negotiating team. Specifically, changes were made within the contract on such matters as: arbitration (union determines which issues are arbitrated and can arbitrate disciplinary matters such as suspensions less than 5 days), selection of arbitrator (determined by coin toss), authority of the arbitrator (defining procedures and authority), appeals of suspension, demotion or dismissals (union has right to grieve any discipline in excess of a verbal warning and employees may select Fire & Police Commission for any verbal discipline), out-of-rank pay (fire fighters in the top 5 of the eligibility list and senior lieutenants at stations and captains assigned to a particular battalion will receive the temporary promotion), memorandum of agreement regarding vacation leave requests and trade time were mutually developed to handle the department's minimum staffing needs, new drug and alcohol screening based on reasonable suspicion standards was developed, zipper clause language (union does not waive its right to impact bargaining due to any future changes by management), and there were a number of language clean-ups.

The proposed strikeout contract has been ratified by the bargaining unit and is now submitted for approval by the City Council.

**Recommendation:** The City Council is recommended to approve the proposed labor agreement between the City and the IAFF for the period March 31, 2014 through December 31, 2018.

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Submitted By: John Thorson, Human Resources Director  
James Fobert, Fire Chief

AN AGREEMENT BETWEEN THE CITY OF ROCK ISLAND  
AND LOCAL #26, INTERNATIONAL ASSOCIATION OF  
FIREFIGHTERS, AFL-CIO, CLC

~~3/21/11 — 3/30/14~~  
3/31/14 — 12/31/18

AGREEMENT BETWEEN THE CITY OF ROCK ISLAND, ILLINOIS

AND

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS  
LOCAL #26

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**PREAMBLE**

This agreement, entered into upon the execution of this agreement by the parties, between the City of Rock Island, Illinois, (hereinafter referred to as the "City") and the Rock Island Firefighters, Local #26 of the International Association Of Firefighters, AFL-CIO CLC (hereinafter referred to as "IAFF #26"). Whereas, it is the intent and purpose of the parties to set forth herein their entire agreement covering rates of pay, wages, hours of employment and other conditions of employment; to achieve and maintain harmonious relations between the City and the Union; to increase the efficiency and productivity of employees in the Fire Department and to provide for the prompt and fair settlement of grievances without any interruption of or other interference with the operation of the Fire Department; now, therefore, in consideration of the mutually covenant and agree as follows:

**ARTICLE I**

**Recognition**

**Section 1.1 Recognition**

The City formally recognizes IAFF #26 as the sole and exclusive bargaining agent for full-time employees on permanent status in the following class specifications:

<u>Class Code</u>	<u>Class Specification:</u>
331	Firefighter
365	Fire Lieutenant
373	Fire Captain
382	Fire Training Officer
381	Fire Battalion Chief
387	Fire Marshal

The Fire Chief, Assistant Fire Chiefs and any civilian personnel of the Rock Island Fire Department are excluded from the bargaining unit.

**Section 1.2 Union Membership**

All bargaining unit employees as defined in Section 1.1 shall be eligible to join the Union upon appointment to permanent status after the conclusion of their probationary period.

**Section 1.3 Scope of Bargaining**

The City and IAFF #26 shall negotiate in good faith with respect to wages, hours and terms and conditions of employment as well as the impact therein, according to the provisions of the Illinois Public Labor Relations Act 5 ILCS 315/1.

#### Section 1.4 Non-Discrimination

There shall be no discrimination, restraint or coercion by the City or the Union for or against any employee because of membership or non-membership in the Union. (b) in accordance with applicable Federal and State Law, neither the City nor the Union shall discriminate against any employee covered by this agreement because of race, creed, color, national origin, sex, or political affiliation. To the extent not prohibited by state laws concerning pension, disability and/or civil service and with the understanding that this bargaining unit includes emergency service personnel required to meet certain physical standards, neither the City nor the Union shall discriminate against handicapped individuals.

#### Section 1.5 Gender

Wherever the male gender is used in this Agreement, it shall be construed to include both males and females equally, unless in the context of the provisions the feminine gender is clearly inappropriate.

### ARTICLE II

#### Management Rights

##### Section 2.1 Management Rights

The City shall maintain all rights reserved to it pursuant to state law. The employer retains the exclusive right to manage operations, determine policies, budget and operations, the manner of exercise of statutory functions and the direction of working forces including, but not limited to the right to hire, promote, demote, transfer, evaluate, allocate and assign employees; to discipline, suspend and discharge for just cause; (probationary employees without cause); to relieve employees from duty because of lack of work or other legitimate reasons; to determine the size and composition of the work force; to make and enforce rules of conduct and regulations; to determine the departments, divisions and section and work to be performed therein; to determine the number of shifts per work week; to establish work schedules and assignments; to introduce new methods of operation; to eliminate, contract out, relocate or transfer work and maintain efficiency; provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

## ARTICLE III

### Dues Check-off and Indemnification

#### Section 3.1 Dues Check-off

Upon receipt of a properly signed and completed authorization form for dues checkoff or for the WELFARE Fund check-off, the City shall deduct the regular monthly dues for each from such employee's pay according to the provisions of this section.

#### Section 3.2 Dues Check-off Forms

Authorization forms for dues check-off shall be provided by the City and must be properly completed and signed and received by the Finance Director on or before the end of the pay period immediately preceding the pay period in which the payroll deduction is desired.

#### Section 3.3 Amount of Dues Check-off

The Secretary /Treasurer of IAFF #26 shall inform the Finance Director in writing of the amount of the monthly dues (uniform in dollar amount) to be deducted on or before the end of the pay period immediately preceding the pay period in which the payroll deduction is desired. Deductions for Union dues shall be made on the first payday of each month and shall be promptly remitted to the Secretary /Treasurer of IAFF #26 or his/her designee.

#### Section 3.4 Authorization of Dues Check-offs

The City will deduct Union dues only for those employees who have properly signed an authorization for dues check-off form and who are employed in a classification which IAFF #26 is authorized to represent.

#### Section 3.41 Fair Share Deductions

Employees covered by this agreement who are hired after the effective date of this agreement or employees hired prior to the effective date of this agreement who are members of Local #26 who after the effective date of this agreement at any time discontinue their membership in IAFF Local #26 shall be required to pay to the union in lieu of dues, their proportionate fair share of the costs of the collective bargaining process, contract administration, and the pursuance of matters affecting wages, hours, and conditions of employment in accordance with 5 ILCS 315/1, and the employees' constitutional status as public employees. Employees hired prior to the effective date of this agreement who are not members of the union after the effective date of this agreement shall not be required to pay fair share unless and until such time as the

employee chooses to join the union and then, after the effective date of this agreement, chooses to discontinue his/her membership in the union.

The fair share payment, as certified by the union, shall be deducted by the City from the earnings of the nonmember employees and shall be remitted monthly to the union at the address designated in writing by said union to the City. The union shall advise the City of any increase in fair share fees in writing at least fifteen (15) days prior to its effective date. The amount constituting each nonmember employee's share shall not exceed dues uniformly required of union members. The requirements of this paragraph shall be subject to the following:

a. Religious Exemption - Should any employee be unable to pay their contribution to the union based upon bona fide religious tenets or teaching of a church or religious body of which such employee is a member, such amount equal to the employee's fair share shall be paid to a nonreligious charitable organization mutually agreed upon by the employee affected and the union. If the union and the employee are unable to agree on the matter, such payments shall be made to a charitable organization from an approved list of charitable organizations. The employee will on a monthly basis furnish a written receipt to the union that such payment has been made.

b. Notice and Appeal Rights - No later than 30 days prior to the first deduction of a fair share fee from any employee's paycheck, the union shall provide notice to all employees who are not union members as defined above of the expenditures for which fair share payers are charged and those for which they are not charged together with an explanation of the manner in which the fee is calculated and the manner in which the fee may be appealed. Within five (5) days of the execution of this Agreement, the City shall provide the union with a current list of all employees covered by this agreement who have not executed dues check-off authorizations and shall include their home addresses on said list.

c. Minimum Voluntary Support - The fair share deduction shall only be made from the earnings of any employee covered by this Agreement during those periods of time throughout the term of this Agreement that the union maintains dues check-off authorizations from more than fifty percent (50%) of the non-probationary employees in the bargaining unit. In the event that the dues paying membership of the union is fifty percent (50%) or less of the non-probationary employees in the bargaining unit, no such deductions shall be made unless and until the greater than fifty (50%) requirement is met.

d. Indemnification - The union shall indemnify, defend, and hold the City harmless against any claim, demand, suit, or liability; including attorney fees, costs, and the reasonable expenses of defense; arising from any action taken by the City in complying with this Article.

### Section 3.5 WELFARE Fund Check-off Forms

Authorization forms for the WELFARE Fund deductions must be properly completed, signed and received by the Finance Director on or before the end of the pay period immediately preceding the pay period in which the deduction is to begin.

### Section 3.6 Amount of WELFARE Fund Check-offs

The Secretary/Treasurer of IAFF #26 shall inform the Finance Director in writing of the amount of the monthly dues (uniform in dollar amount) to be deducted for the WELFARE Fund on or before the end of the pay period immediately preceding the pay period in which the deduction is to begin. Deductions for the WELFARE Fund shall be promptly remitted to the Secretary/Treasurer of IAFF #26 or his/her designee.

### Section 3.7 Authorization of WELFARE Fund Check-offs

The City will deduct dues for the WELFARE Fund only for those employees who have properly signed an authorization for such deductions and who are employed in a classification which IAFF #26 is authorized to represent and who have been authorized by the Secretary/Treasurer of IAFF #26 as being eligible for membership in the Fund.

### Section 3.8 Union Indemnification

IAFF #26 shall indemnify the City and hold it harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken by the City for the purpose of complying with the provisions of this section.

### Section 3.9 Due Dates for Check-offs

Authorizations for due check-offs or for the WELFARE Fund check-offs which are not received on or before the specified deadlines shall not be honored. Changes in the monthly amounts for each deduction which are not received on or before the specified deadlines shall not be honored.

The City of Rock Island reserves the right to immediately and summarily discontinue all check-offs for all members of IAFF #26 in the event of any work slowdown, stoppage or interruption by any members of IAFF #26.

## ARTICLE IV

### Union Activity

#### Section 4.1 General

There shall be no discrimination, interference, restraint or coercion by the City against any employee for his activity on behalf of or membership in the Union.

#### Section 4.2 Political Activity

The City shall not make or enforce any rule or ordinance which will in any way prohibit or inhibit any employee from exercising his full political rights to engage in political activities including the right to petition, make speeches, campaign door-to-door and/or to run for public office so long as that employee does not use his official position to coerce or influence others and does not engage in these activities while he is at work on duty.

#### Section 4.3 Attendance at Union Functions

Employees elected or appointed to represent the Union shall be granted time to perform Union functions including but not limited to attendance at regular and special meetings, conventions, seminars and conferences with an advance notice given to the employees Battalion Chief. During such periods when an employee is absent due to conducting Union business, the City will continue to pay said employee without requiring the use of accrued paid leave time. However, the Union will provide the City with replacement personnel for the duration of the employee's absence. Said replacement personnel shall be fully compensated by the Union, without any cost to the City of Rock Island. This shall be considered a "duty trade" and shall not result in payment of overtime to either employee.

#### Section 4.4 Bulletin Boards/Records Filing

The City shall provide adequate space on existing bulletin boards in all Fire Stations for the posting of IAFF meeting notices and similar information. No posting of an inflammatory or derogatory nature shall be allowed and all postings shall be reviewed by the Fire Chief or designee prior to posting. All materials posted shall be marked regarding the date on which material shall be removed from the bulletin board. Materials posted which are derogatory or inflammatory as deemed by the Fire Chief shall be removed.

The City shall also allow IAFF #26 to maintain such records and materials as are currently stored in the Union filing cabinet at the location selected by the Union.

## ARTICLE V

### Labor/Management Meetings

#### Section 5.1 Labor/Management Meetings

Representatives of IAFF #26 and management representatives may meet at mutually agreeable times at the request of either party to discuss matters of mutual interest, exchange information, resolve potential conflicts and improve general communications.

## ARTICLE VI

### Work Rules and Regulations

#### Section 6.1 Rules and Regulations

The Union agrees that employees covered by this Agreement shall comply with all rules and regulations (including verbal orders of supervisory personnel) presently in effect or subsequently promulgated by the Board of Fire and Police Commission and/or Fire Department, as well as all applicable City Ordinances and Administrative Directives not in conflict with this Agreement.

#### Section 6.2 Right to Grieve

All allegations that a Rule, Regulation, Ordinance, or Administrative Directive is being applied in violation of the express terms of this Agreement shall be subject to the grievance procedure outlined in Article VII.

#### Section 6.3 Notices

Notices shall be for informational purposes only, and shall not have the force and effect of rules, regulations or orders either verbal or written.

#### Section 6.4 Residency

Employees hired after June 11, 1991 shall domicile in Illinois and be bona fide residents of the state.

Employees who have left work and who accept an overtime call back assignment shall maintain a 45 minute or less response time from their domicile (irrespective of weather or road conditions) or they shall be subject to disciplinary action.

### Section 6.5 Tobacco Ban

Probationary employees hired after the effective date of this Agreement shall not smoke, chew or use tobacco in any form, while on the job.

Smoke free electronic cigarettes will be permitted and will conform to the Smoke Free Illinois Act (410 ILCS 82/).

In order to promote the health and welfare of an employee who is known to regularly use tobacco products, the City shall offer a smoking cessation program.

## ARTICLE VII

### Grievances

#### Section 7.1 Definition

A grievance shall be defined as a complaint by an employee or group of employees (with regard to a single common issue) regarding any aspect of their employment with the City.

#### Section 7.2 Filing Grievances

Any employee represented by IAFF #26 may process a grievance during working hours provided the following conditions are met:

- a) only one other employee represented by IAFF #26 shall be excused from work to represent an employee who is processing a grievance,
- b) all meetings with supervisors shall be scheduled in advance with the Fire Chief,
- c) supervisors shall make reasonable efforts to schedule a meeting to discuss the grievance at the earliest possible time,
- d) no employee shall be excused from work to investigate a grievance,
- e) no grievance shall be filed or processed without the consent and participation of the employee (s) involved,
- f) all grievances shall be filed or appealed in a timely manner according to time limits specified or they shall be considered null and void.

#### Section 7.3 Processing Grievances

The parties agree to act in good faith to attempt to resolve the grievance promptly and expeditiously. All grievances must state the facts of the complaint, the section(s) of this Agreement involved and the relief requested at the appropriate initial step. A grievance shall be processed in the following manner:

Step 1 - Employees who have a grievance shall be encouraged, but not required, to first meet with their supervisor in an attempt to resolve the complaint prior to filing a formal grievance in accordance with Step Two below.

Step 2 - Employees may file a grievance in written form with the office of either the Fire Chief or the Personnel Director within ten (10) calendar days of the event or occurrence which precipitated the grievance or within ten (10) calendar days of when the employee(s) concerned should have become aware of the event or occurrence through reasonable diligence and attention. Said grievance shall be reviewed by the Management Grievance Committee, which shall be comprised of the Fire Chief and the Personnel Director. Said committee shall render a written decision on the grievance within ten (10) calendar days of the date the grievance was filed. This written decision shall be provided directly to either the President of Local 26 or any member of the Local 26 Executive Board. Local 26 shall provide a listing of members of the Executive Board to the City's Personnel Department each year.

Step 3 - Employee(s) may appeal the decision of the Management Grievance Committee by filing a written appeal with the City Manager within ten (10) calendar days of the date of receipt of the Committee's decision, or within ten (10) calendar days of when the employee(s) concerned should have become aware of the Committee's decision through reasonable diligence and attention.

The City Manager shall render a written decision on the appeal within ten (10) calendar days of the date it was filed. This written decision shall be provided directly to either the President of Local 26 or any member of the local 26 Executive Board.

#### Section 7.4 Time Limits for Filing

No grievance shall be entertained or processed unless it is submitted at Step 2 within ten (10) calendar days after the occurrence of the event giving rise to the grievance or within ten (10) calendar days after the employee knows or through the exercise of reasonable diligence should have know of the occurrence of the event giving rise to the grievance. If the grievance is not presented within the time limits set forth above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the City's last answer. If the City does not answer a grievance or appeal thereof within the specified time limits, the grievant and/or the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step in accordance with the procedure set forth in this Article.

The time limits at any step may be extended by the mutual written agreement of the parties involved at that particular step. In addition, should the tenth day of any filing or response deadline fall on a Saturday, Sunday or City-recognized holiday, said filing or response deadline shall be extended to the next regularly scheduled work day for the City's administrative offices.

### Section 7.5 Arbitration

Only a grievance which is a dispute or difference of opinion raised by an employee, or by a group of employees the Union (with regard to a single common issue) covered by this Agreement against the City involving as to him the meaning, interpretation, or application of the express provisions of this Agreement or disciplinary matters including suspensions (~~greater than 5 days~~), demotions or dismissals may be referred to binding arbitration. ~~Grievances pertaining to rules and regulations or past practice shall be decided by the City Manager and shall not be referred to binding arbitration, except in such instances where the grievance relates directly to specific provision of this Agreement.~~

If an eligible grievance is not settled in accordance with the foregoing procedure, the ~~employee or~~ Union may refer the grievance to binding arbitration by submitting a written notice to the City Manager within seven (7) calendar days of receipt of the City Manager's or designated representative's decision. Only grievances which have been authorized by the IAFF #26 Executive Board shall be referred to binding arbitration.

In accordance with 6(d) of the IPLRA, 5 ILCS 315/6(d), the parties acknowledge that:

"Labor organizations recognized by a public employer as the exclusive representative or so designated in accordance with the provisions of the Act are responsible for representing the interest of all public employees in the unit. Nothing herein shall be construed to limit an exclusive representative's right to exercise its discretion to refuse to process grievances of employees that are unmeritorious."

### Section 7.6 Selection of Arbitrator

~~The City and IAFF #26 shall jointly request a panel of five (5) arbitrators from the Federal Mediation and Conciliation Service. The arbitrator shall be selected by the alternate striking of names. The party requesting the initial arbitration hearing shall strike the first two (2) names, and thereafter the parties shall alternately take turns striking two (2) names. After the first two (2) names have been stricken, the other party shall strike two (2) names. After four (4) names are stricken by this procedure, the remaining person shall be the neutral arbitrator. Thereafter, the parties shall alternate first strike. The arbitrator shall be notified of his selection by a joint letter from the City and the Union requesting that he set a date and time for the hearing, subject to the availability of City and Union representatives. All arbitration hearings shall be held in Rock Island, Illinois.~~

The arbitration proceeding shall be conducted by an arbitrator to be selected by the employer and the Union within seven (7) business days after notice has been given. If the parties fail to agree to the selection of an arbitrator, the Federal Mediation and Conciliation Service (FMCS) shall be requested by either or both parties to submit simultaneously to both parties an identical list of seven (7) names from the grievance arbitration panel, who are members of the National Academy of Arbitrators or American Association of arbitrators and are residents of Illinois, Wisconsin or Indiana. Both the employer and Union shall alternatively strike three names from the list. The parties, by a toss of a coin, shall determine which party shall strike the first name. The process shall be repeated and the final remaining name shall be the arbitrator. FMCS shall then be notified by the parties of the name of the arbitrator selected, who shall be notified of his selection and requested to schedule a mutually agreeable date for the commencement of the arbitration hearing(s).

### Section 7.7 Authority of Arbitrator

~~The arbitrator shall act in a judicial, not legislative capacity and shall have no right to recommend to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement or applicable Personnel Rules. He shall only consider and make a decision with respect to the specific issue submitted and shall have no authority to make a decision on any other issue not so submitted to him.~~

~~In the event the arbitrator finds a violation of the terms of this Agreement, he shall determine an appropriate remedy.~~

~~The arbitrator shall submit in writing his decision within thirty calendar days following close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to a written extension. The decision shall be based solely upon his interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. A decision rendered consistent with the terms of this Agreement shall be final and binding.~~

The parties agree that grievance arbitration hearings shall be held pursuant to these procedures. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall only consider and make a decision with respect to issues of contract interpretation or application submitted to him and appealed to arbitration, and shall have no authority to make a decision on any other issues not so submitted. The arbitrator shall submit in writing his decision to the employer and to the Union within thirty (30) days following the close of the hearing unless the parties agree to an extension thereof. The decision shall be based solely upon the arbitrator's interpretation of the meaning or application of the terms of this agreement to the facts of the grievance presented. Subject to the arbitrator's compliance with provisions of this section, the decision of the arbitrator shall be final and binding.

### Section 7.8 Payment of Arbitration Costs

Expenses for the arbitrator's services and proceedings shall be borne equally by the City and IAFF #26. The City and IAFF #26 shall be responsible for compensating its own representatives and witnesses. If either the City or IAFF # 26 desires a verbatim record of the proceedings, it may cause such a record to be made provided it pays for the record. If the other party desires a copy of the proceedings it agrees to pay half of the costs of preparing the record as well as the costs of making a copy.

#### Section 7.9 Time-Off

An employee grievant shall be permitted reasonable time without loss of pay during working hours to attend grievance and arbitration hearings. One employee Union representative shall be permitted reasonable time without loss of pay during working hours to attend grievance hearings, and unpaid time to attend arbitration hearings.

#### Section 7.10 Appeals of Suspension, Demotion or Dismissal

Employees represented by IAFF #26 who are appealing a suspension, demotion or dismissal shall be required to file a written notice of appeal with the Board of Fire and Police Commissioners within seven (7) calendar days of the date of notification of the suspension, demotion or dismissal. Appeals not filed within the time limit shall be void.

The Board of Fire and Police Commissioners shall conduct a fair and impartial hearing of each appeal which is properly filed. Such hearings shall be commenced within thirty (30) days of the date the appeal is filed. Such hearings shall be conducted by the Board of Fire and Police Commission in accordance with their rules and regulations and applicable law.

Employees who are on duty shall be allowed to attend hearings and/or meetings of the Board of Fire and Police Commissioners at which their presence is required without loss of pay.

Disputes or differences of opinion relating to ~~suspensions (greater than 5 days), demotions or dismissals~~ any discipline in excess of verbal discipline may be subject to the grievance and arbitration provisions of this Article at the discretion of IAFF #26 and the involved employee. The City and IAFF #26 agree the grievance and arbitration procedures in Sections 7.3 and 7.5 and the hearing process by the Board of Fire and Police Commission are mutually exclusive and no relief shall be available under the grievance processing and arbitration procedures for any action heard before the Board of Fire and Police Commission. The City and IAFF #26 agree that the pursuit of a grievance shall act as a specific waiver by IAFF #26 and the involved employee of the right to challenge the same matter before the Board of Fire and Police Commission and a form containing such a waiver shall be executed by Local #26 and the involved employee before arbitration may be invoked under the arbitration procedures of this Article. Employees initially seeking review by the Board of Fire and Police Commission who subsequently elect to file a grievance within the appropriate time limit may only do

so prior to any hearing before the Fire and Police Commission. Employees filing a grievance shall immediately withdraw their requests and waive any and all rights to additional hearing(s) before the Fire and Police Commission.

The Board of Fire and Police Commissioners shall have exclusive jurisdiction over disputes or differences of opinion relating to suspensions ~~(5 days or less)~~ any verbal discipline, of any Board appointed employee pursuant to Illinois Compiled Statutes, 65 ILCS 5/10-2.1 et seq.. Disputes or differences of opinion regarding suspensions ~~(5 days or less)~~ any verbal discipline, shall not be subject to the grievance and arbitration provisions of this Article. With regard to an employee's appeal of suspensions ~~(5 days or less)~~ any verbal discipline, the Board of Fire and Police Commissioners shall not have the authority to increase any suspension discipline imposed by the Fire Chief or the City.

## ARTICLE VIII

### Discipline

#### Section 8.1 Discipline

Both parties agree with the tenets of progressive corrective discipline and agree that disciplinary actions may be imposed upon any employee in the bargaining unit for just cause. Disciplinary actions may include the following, but shall be initiated in the light of the seriousness of the offense and shall be intended to correct unacceptable behavior and/or work performance of an employee: oral reprimand; written reprimand; suspension (notice to be given in writing); and discharge (notice to be given in writing).

Discipline shall be imposed as soon as reasonably possible after the City is aware of the event or action giving rise to the discipline. If the City has reason to discipline an employee, as a general rule, it will not be done in the presence of other employees or the public.

#### Section 8.2 Progressive Disciplinary Procedures

Under normal circumstances, the Fire Chief shall follow progressive disciplinary measures as defined in this section.

A written warning to an employee shall be considered as the first step in the progressive disciplinary procedures. Written warnings shall indicate the reasons for the warning and shall specify actions which must be taken by the employee in order to correct the problem.

Suspension from work without pay shall be considered the second step in the progressive disciplinary procedure. The employee shall be informed in writing of the reason and length of the suspension given. The Fire Chief may suspend without pay

any employee for just cause. Suspensions (greater than 5 days) shall be approved by the Personnel Director and City Manager before becoming effective.

### Section 8.3 Exceptions to Progressive Disciplinary Procedures

Progressive disciplinary procedures may be waived for certain types of unacceptable behavior. In such cases disciplinary actions up to and including dismissal may be exercised for the first occurrence. Disciplinary measures taken under this section must be approved by the Personnel Director and the City Manager before becoming effective. Examples of the types of behavior warranting disciplinary actions under this section are:

- a) Any criminal activity engaged in by an employee in the performance of his/her duties.
- b) Refusal to perform assigned duties in violation of a direct order by the employee's supervisor.
- c) Discovery of false statements on an employee's application for employment or on an employee's medical history record.
- d) Three or more consecutive unexcused absences.
- e) Intentional abuse or neglect of City equipment or City owned property.
- f) Suspension from work without pay exceeding thirty (30) calendar days in any twelve (12) month period.
- g) Drinking of alcoholic beverages on the job or being intoxicated while on the job.
- h) Use of or being under the influence of drugs other than alcohol which are not prescribed by a physician while on the job.
- i) Gambling on the job.
- j) Fighting on the job.
- k) Sleeping on the job. (This shall not apply to Fire personnel who are sleeping during authorized hours or to personnel engaged in emergency work who are given permission to take rest periods at work rather than returning home.)

### Section 8.4 Alternative Disciplinary Procedures Under E.A.P.

In all disciplinary cases, the command personnel responsible for determining the appropriate disciplinary action to be taken may offer the employee involved the option to accepting a referral to the Employee Assistance Program in lieu of immediate disciplinary action. The employee involved may, when given the option, elect to serve the appropriate discipline or he may elect to accept the referral to the E.A.P. Once the appropriate command personnel have offered the option of an E.A.P. referral in lieu of immediate disciplinary action, it is the employee who must decide which alternative he wishes to accept. Employees may not elect E.A.P. referral when it is not offered, nor can a command officer force an employee to accept an E.A.P. referral once it is offered.

In cases where an E.A.P. referral is offered and accepted by the employee in lieu of immediate disciplinary action, the disciplinary action shall be temporarily waived.

An employee who accepts a referral to the E.A.P. in lieu of immediate disciplinary action, shall be subject to said disciplinary action at all times during the referral and treatment process until documentation has been received by the E.A.P. Coordinator certifying the employee's successful completion of the counseling/treatment programs as prescribed by the E.A.P. referral agency.

The disciplinary action as determined and documented by the appropriate command personnel shall be administered immediately if any of the following cases occur:

- a) The employee accepting the E.A.P. fails or refuses to appear at the E.A.P. referral agency after being scheduled to do so by the E.A.P. Coordinator.
- b) The employee accepting the E.A.P. referral refuses to authorize the E.A.P. referral agency to obtain or the E.A.P. Coordinator to provide the employee's work performance record.
- c) The employee accepting the E.A.P. referral refuses to accept counseling or referral to another service agency for counseling and/or treatment after the initial assessment and evaluation.
- d) The employee accepting the E.A.P. referral fails to successfully complete the counseling and/or treatment program as determined by the E.A.P. referral or service agency.
- e) The employee accepting the E.A.P. referral fails to correct and/or improve his/her work performance, attendance and/or behavior which led to the E.A.P. referral.

Upon the employee's successful completion of the counseling/treatment program, as documented by the E.A.P. Coordinator, the disciplinary action which initiated the employee's referral to the Employee Assistance Program shall be abated. Notification will be sent to the employee and the Fire Chief from the E.A.P. Coordinator stating that the employee has successfully completed the E.A.P. referral in lieu of serving the disciplinary action and that said disciplinary action is now abated. A copy of this notification shall be placed in the employee's personnel file. Documentation of the behavior which led to the original E.A.P. referral shall remain in the employee's file with the notation that an E.A.P. referral was successfully completed by the employee in lieu of the specified disciplinary action. The successful completion of an E.A.P. referral shall not interrupt the progressive disciplinary process. If an employee successfully completes an E.A.P. referral, he/she shall be subject to even more severe disciplinary action for future incidents of unacceptable behavior.

## ARTICLE IX

### Hours of Work and Scheduled Overtime

#### Section 9.1 Application of This Article

This Article is intended to define the normal hours of work and to provide the basis for calculating overtime payment. It shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week.

## Section 9.2 General

~~Employees represented by IAFF #26 who are assigned to a Battalion shall work an average fifty four and sixty two hundredths (54.62) hours per week. The Fire Marshall and the Special Operations Coordinator (Captain) shall work an average forty (40) hours per week.~~

~~Effective April 2, 2012, employees represented by IAFF #26 who are assigned to a Battalion shall work an average fifty three and sixty nine hundredths (53.69) hours per week. The Fire Marshall and Office of EMS Coordinator (Lieutenant) shall work an average of forty (40) hours per week.~~

Effective April 1, 2013, employees represented by IAFF #26 who are assigned to a Battalion shall work an average fifty-three (53.00) hours per week. The Fire Marshall and Office of EMS Coordinator (Lieutenant) shall work an average of forty (40) hours per week.

## Section 9.3 Normal Workday and Workweek

Employees assigned to a Battalion shall work a twenty-four (24) hour per day shift followed by forty-eight (48) consecutive hours off duty. The twenty-four (24) hour shift shall commence at 0700 hours and continue through 0700 hours the following day.

Employees scheduled to work an average forty (40) hour workweek shall work an eight (8) hour per day shift, Monday through Friday, followed by two (2) consecutive days off. The eight (8) hour shift schedule shall commence at 0800 hours to 1700 hours with one (1) hour unpaid break period.

## Section 9.4 Scheduled Overtime/Kelly Days

The parties agree that the provisions of this section shall be effective only for those employees classified as Firefighters (Class Code 331) and Fire Lieutenants (Class Code 365). Fire Captains, Fire Battalion Chiefs, and the Fire Marshal shall be exempt with regard to any overtime aspects of this provision.

This agreement between the parties shall be binding on all bargaining unit employees covered by this Article and relates solely to the compensation for normal scheduled overtime hours worked.

~~Effective May 21, 2007, the work period for Firefighters/Lieutenants shall be twenty-eight (28) days as allowed by the Section 7 (k) exemption of the FLSA. This FLSA Work Schedule shall be posted for each fiscal year. The maximum number of hours an employee can work before overtime or compensatory time is required is two hundred twelve (212) in a twenty eight (28) day work period. The two hundred twelve (212) hours limit includes those hours during which the employee is present and working.~~

~~Any paid or unpaid leave time will not be considered as hours worked for the purpose of calculating overtime. (Exception Kelly Days as detailed below)~~

~~Effective April 1, 2009, for each employee assigned to a Battalion, three (3) Kelly Days, twenty four (24) hours each, will be applied to the annual schedule as determined by the Fire Chief. The application of Kelly Days to the FLSA Work Schedule will reduce the FLSA overtime liability for those FLSA Work Periods in which they are applied. These Kelly Days represent unpaid leave time applied to the annual work schedule to reduce the annual paid hours from 2,864 to 2,840.~~

~~The application of the three (3), twenty four (24) hour Kelly Days for all personnel who are assigned to a Battalion, shall be assigned by the Fire Chief and illustrated on this FLSA Work Schedule.~~

~~The actual scheduling of each eligible employee's three (3), twenty four (24) hour days off will be by the Fire Chief, with the following conditions:~~

- ~~— Each Kelly Day will be scheduled as a full 24 hour day off (no splitting)~~
- ~~— Each Kelly Day scheduled will occupy one of the three allotted leave time slots under Section 14.4~~
- ~~— Only one Kelly Day can be scheduled per 24 hour shift~~
- ~~— All three (3) Kelly Days must be scheduled and used during each fiscal year (no carry over)~~
- ~~— The actual days scheduled off will not impact the employee's FLSA work cycle.~~
- ~~— Once Kelly Days have been scheduled by the Chief, they may be traded subject to the 48 hour notice given to the Battalion Chief.~~
- ~~— Any approved Kelly Day trade shall be considered a duty trade for purposes of the FLSA and shall not result in the payment of overtime and the granting of a duty trade shall not result in the payment of overtime to either of the employees involved in the trade.~~
- ~~— Kelly Days shall be scheduled by the Chief before vacation days are scheduled.~~
- ~~— Employees will be required to take off their assigned Kelly Days unless traded or otherwise agreed by the Chief.~~

~~Employees who receive overtime pay shall be paid one and one half (1 ½) times their regular rate of pay for all scheduled hours worked beyond two hundred twelve (212) which may occur in their twenty eight (28) day work period.~~

~~Employees who receive compensatory time for scheduled hours worked in excess of two hundred twelve (212) in a twenty eight (28) day work period shall accrue compensatory time at the rate of one and one half (1 ½) hours for each scheduled hour worked in excess of two hundred twelve (212).~~

~~Employees may elect either compensatory time off or overtime pay, as provided above, as compensation for hours worked in excess of two hundred twelve (212) in a twenty eight (28) day work period.~~

~~Effective April 2, 2012, the average weekly hours of work shall normally not exceed 53.69 hours per week. Such average annual hours of work shall be accomplished by scheduling a Kelly Day (one 24-hour shift off) every twenty-fifth (25<sup>th</sup>) on-duty shift, or an average of five (5) Kelly Days annually. Kelly Day rotations shall be based on seniority by shift. New employees will be inserted into vacant slots created when members retire, or are no longer a part of the bargaining unit due to promotion. Once Kelly Days have been scheduled by the Fire Chief, or his designee, they may be traded.~~

~~Effective April 1, 2013, [The] average weekly hours of work shall normally not exceed 53 hours per week. Such average annual hours of work shall be accomplished by scheduling a Kelly Day (one-24 hour shift off) every eighteenth (18<sup>th</sup>) on-duty shift, or an average of 6.75 Kelly Days annually. Kelly Day rotations shall be based on seniority by shift. New employees will be inserted into vacant slots created when members retire, or are no longer part of the bargaining unit due to promotion. Once Kelly Days have been scheduled by the Fire Chief, or his designee, they may be traded.~~

Kelly Days shall be scheduled by the Fire Chief, or his designee, in such a way as to eliminate FLSA overtime (overtime paid solely as a function of the regular work schedule). This shall be accomplished by assigning each employee assigned to a Battalion, based on seniority by shift, to an individual twenty-seven (27) day FLSA work cycle to begin halfway through the first duty day of the cycle. As a result, each Kelly Day will consist of the last twelve (12) hours of the first of two (2) consecutive FLSA work cycles, and the first twelve (12) hours of the second such cycle, reducing each employee's regular hours worked to no more than two hundred four (204) hours in each twenty-seven (27) day work cycle during the course of the fiscal year.

~~Effective April 2, 2012, Employees who receive overtime pay shall be paid one and one-half (1 ½) times their regular rate of pay for all scheduled hours worked beyond two hundred four (204) which may occur in their twenty-seven (27) day work period.~~

~~Effective April 2, 2012, Employees who receive compensatory time for scheduled hours worked in excess of two hundred four (204) in a twenty-seven (27) day work period shall accrue compensatory time at the rate of one and one-half (1 ½) hours for each scheduled hour worked in excess of two hundred four (204).~~

~~Effective April 2, 2012, Employees may elect either compensatory time off or overtime pay, as provided above, as compensation for hours worked in excess of two hundred four (204) in a twenty-seven (27) day work period.~~

Notwithstanding the foregoing, compensatory time shall not be allowed to accrue beyond one hundred twenty (120) hours for any employee. Hours earned in excess of one hundred twenty (120) per fiscal year shall be paid as overtime.

Upon separation from employment with the City of Rock Island, employees shall be paid for unused accumulated compensatory time hours at their regular hourly rate of pay at the time of separation.

Compensatory time earned under this section may be taken in one-half (1/2) hour increments provided a minimum of one (1) hour is used with the advance approval of the employee's command officer.

Compensatory time earned from and after the date of ratification of this Agreement by both parties and compensatory time earned outside of the normal duty schedule may be used at the employee's option with the advance approval of the appropriate command officer.

## ARTICLE X

### Non-Scheduled Overtime and Call Back

#### Section 10.1 Non-Scheduled Overtime and Call Back

The provisions of this section apply to bargaining unit employees in the classification of Firefighter and Fire Lieutenant. All other bargaining unit employees shall not be eligible for formal compensation for overtime hours worked.

Employees called-back to work outside of their normal duty schedule as set forth in the above section, shall be paid a minimum of two (2) hours at time and one-half (1-1/2) even if the actual time worked is less than two (2) hours. This minimum is void if the actual time worked overlaps with their regular work schedule.

Employees who have left work and who accept an overtime call back assignment shall maintain a 45 minute or less response time from their domicile (irrespective of weather or road conditions) or they shall be subject to disciplinary action.

Employees required to remain on duty for a minimum of 15 minutes past their regular tour of duty schedule shall be entitled to overtime pay at the rate of time and one-half (1-1/2) of their hourly rate of pay for overtime worked.

Employees may elect to accrue compensatory time off in lieu of cash payments for non-scheduled overtime or call back hours worked with the following limitations:

- a) Compensatory time shall be accrued at a time and one-half (1-1/2) rate.
- b) If compensatory time is elected in lieu of a minimum payment for call back, the minimum number of hours eligible for cash payment at a time and one-half (1-1/2) rate shall be allowed as compensatory time.
- c) Compensatory time shall not be allowed to accrue beyond one hundred twenty (120) hours.
- d) Compensatory time shall only be used with the advance approval of the employee's Battalion Chief. No employee shall be allowed to use more than forty-eight (48) hours of accrued compensatory time in conjunction with their vacation and/or personal leave.
- e) The employee shall make his choice (overtime or compensatory time) known to his Battalion Chief no later than the end of the pay period in which overtime was earned.

## Section 10.2 No Pyramiding

There shall be no duplication nor pyramiding in the computation of overtime or other premium wages, including call back pay. Nothing in this Agreement shall be construed to require the payment of overtime or other premium pay more than once for the same hours worked.

## Section 10.3 Rotation of Overtime

Overtime shall be distributed among eligible employees in an equitable manner on the principal that within the limitations provided herein the last person to work or refuse overtime would be the last person to whom overtime would be offered.

The Fire Chief shall establish an overtime roster of all eligible employees for each shift based upon seniority and updated with each use by noting the date and time of each contact and attempted contact and the hours worked.

Overtime and call back shall be offered first to the preceding shift by current order of the overtime roster unless a paramedic is required (see next paragraph). Employees on paid leave, unpaid leave, trade time, or worker's compensation shall not be called for overtime and shall not lose their place on the overtime roster.

The City shall maintain eight (8) paramedics (this includes supplemental paramedics) on duty at all times. Shall the minimum fall below eight (8) paramedics the next eligible paramedics on the overtime list will be contacted to work the overtime. The non-paramedics will not lose their place on the overtime rotation list.

For a twenty-four (24) hour overtime slot only, eligible employees by current order of the overtime roster may elect to accept either the first twelve (12) hours (0700-1900), or second twelve (12) hours (1900-0700), of that twenty-four (24) hour slot. The Battalion Chief shall then continue through the current order of the overtime roster to fill the remaining twelve (12) hours. Employees who accept twelve (12) or more hours of overtime shall be moved to the bottom of the overtime roster. Employees who refuse overtime shall be moved to the bottom of the roster. An employee who accepts less than twelve (12) hours of overtime shall not lose his position on the roster until he accumulates twelve (12) hours of overtime, at which time that employee shall then move to the bottom of the roster.

If an employee can not be contacted through reasonable diligence, then the employee shall not lose his place on the overtime roster and overtime will be offered to the next employee.

If after calling through the entire roster, not enough employees have agreed to work the overtime assignment, the Battalion Chief shall call through the overtime roster in the same order and make mandatory overtime assignments until the required number of employees are located to work the assignment.

All overtime worked shall be recorded on the overtime roster and subject to the above rotation requirements except for emergency call back situations such as extra alarm fires.

Overtime or compensatory time accrued under the provisions of this Article shall be recorded and maintained separately from any other overtime or compensatory time accrued as a result of normally established work schedules.

## ARTICLE XI

### Seniority

#### Section 11.1 Definition

Seniority shall be defined as an employee's length of continuous, full-time employment with the City of Rock Island since their last date of hire less any adjustments due to unapproved leaves without pay, approved leaves without pay exceeding thirty (30) calendar days in any fiscal year including leave for illness or injury including in-line-of-duty illness or injury, disciplinary suspensions of any length, or any periods of part-time and/or temporary employment.

#### Section 11.2 Probationary Period

Each employee shall be considered a probationary employee until permanent status is obtained, after which his seniority shall date back to his date of hire with the Rock Island Fire Department. There shall be no seniority among probationary employees, except as related to the layoff of such employees as included in Section 11.3. A probationary employee may be eligible for a step increase in pay at the end of one year of service at the discretion of the Fire Chief.

#### Section 11.3 Layoffs

In the event the City determines that a reduction in force is necessary, employees with the least seniority in the Department shall be laid off first. Layoffs shall be in accordance with applicable provisions of Illinois Revised Statutes, Chapter 24, 102.1-18.

#### Section 11.4 Determination of Seniority for Same Day Hires

In the event that more than one (1) person is hired on the same day, persons shall receive seniority preference based upon their order of hire, which shall be determined by their relative scores on the Board of Fire and Police Commissioner's entrance examination, the higher score indicating the greater seniority.

## 11.5 Termination of Seniority

An employee's seniority shall be terminated for any of the following reasons:

- a) An employee is terminated for any reason by the City,
- b) An employee terminates his employment with the City for any reason,
- c) An employee fails to report to work after the expiration of an authorized leave of absence,
- d) An employee engaged in any type of work stoppage, work slow-down, or other type of work interruption,
- e) An employee is terminated or terminates his employment with the City to accept a permanent disability pension,
- f) An employee is absent for three (3) consecutive scheduled work days without proper notification or authorization.

## ARTICLE XII

### Wages

#### Section 12.1 Wages

The salary schedule shall be increased as follows:

- ~~1) Effective April 2, 2012, a 2.00% general wage increase will be applied to the base wage of all bargaining unit members.~~
- ~~2) Effective September 29, 2013, a 2.75% general wage increase will be applied to the base wage of all bargaining unit members.~~

~~Annual base salaries for all bargaining unit employees for fiscal year 2010/11, 2012/13 and 2013/14 shall be in accordance with the wage schedules attached to this Agreement and marked Appendix A. The attached wage schedules shall be considered part of this Agreement and the wages reflected therein from Appendix A shall be effective on April 2, 2012.~~

- 1) Effective March 31, 2014, a 2.50% general wage increase will be retroactively applied to the base wage of all bargaining unit members.
- 2) Effective March 30, 2015, a 2.25% general wage increase will be applied to the base wage of all bargaining unit members.
- 3) Effective January 4, 2016, a 2.50% general wage increase will be applied to the base wage of all bargaining unit members.
- 4) Effective January 2, 2017, a 2.65% general wage increase will be applied to the base wage of all bargaining unit members.

5) Effective January 1, 2018, a 3.00% general wage increase will be applied to the base wage of all bargaining unit members.

Annual base salaries for all bargaining unit employees for fiscal year 2014, 2015, 2016, 2017 and 2018 shall be in accordance with the wage schedules attached to this Agreement and marked Appendix A. The attached wage schedules shall be considered part of this Agreement and the wages reflected therein from Appendix A shall be effective on March 31, 2014.

### Section 12.2 Hourly Rate

~~Effective April 1, 2009, an employee's average straight-time hourly rate shall be computed by dividing the employee's annual rate of pay by 2,080 (if they work an average 40 hour work week) and 2,840 (if the employee is on a Fire Battalion work schedule, 24 hrs on — 48 hrs off) and rounding off to the nearest penny.~~

~~Effective April 2, 2012, an employee's average straight-time hourly rate shall be computed by dividing the employee's annual rate of pay by 2,080 (if they work an average 40 hour work week) and 2,792 (if the employee is on a Fire Battalion work schedule, 24 hrs on — 48 hrs off) and rounding off to the nearest penny.~~

Effective April 1, 2013, An employee's average straight-time hourly rate shall be computed by dividing the employee's annual rate of pay by 2,080 (if they work an average 40 hour work week) and 2,750 (if the employee is on a Fire Battalion work schedule, 24 hrs on — 48 hrs off) and rounding off to the nearest penny.

### Section 12.3 Step Increases

Step increases for employees represented by IAFF #26 shall be given at the beginning of the pay period immediately following the employee's completion of one year of service at the discretion of the Fire Chief and annually at the beginning of the pay period immediately following the employee's anniversary date of appointment to that classification until he reaches the final step of the salary range established for that classification.

Step increases may be withheld or delayed for disciplinary reasons. The delay in withholding of an employee's step increase must be approved by the City Manager before becoming effective.

### Section 12.4 Longevity

Longevity pay increases shall be given to full-time permanent employees in the amount of \$950.00 per year for each five year longevity step, upon completion of 5, 10, 15, 20, 25, and 30 years of continuous service to the City.

Effective January 5, 2015, longevity pay increases shall be given to full-time, permanent employees in the amount of \$950.00 upon completion of 5 years continuous service to the City and \$1,200 upon completion of 10, 15, 20, 25 and 30 years of continuous service to the City.

- All longevity pay increases shall be effective at the beginning of the pay period immediately following the employee's appropriate anniversary date.
- Longevity pay increases shall be granted to full-time permanent employees only.
- Longevity pay increases shall be given solely on the basis of continuous years of service. For purposes of determining an employee's years of service for longevity pay, only periods of continuous, full-time, probationary and/or permanent employment shall be considered. Periods of temporary employment and/or part-time employment, as well as any periods of unpaid absences exceeding thirty (30) calendar days shall be excluded from longevity pay computations.

#### Section 12.5 Merit Increases

Pay increases beyond the final step of an employee's salary range shall be given only on the basis of merit and must be approved by the City Manager before becoming effective. Employees classified in any of the four management salary ranges shall be eligible for periodic increases in pay in any amount subject to the limits of their salary range provided such increases are granted only on the basis of merit and approved by the City Manager before becoming effective.

The operation of the pay for performance system shall be in conformance with the Addendum of Agreement Regarding Pay for Performance attached to this agreement. On April 1, 2005, the addendum of agreement on pay for performance will be suspended.

The pay for performance system that has been used for firefighter employees and has been in effect since April 1, 2005 will remain the instrument used by the City to evaluate said employees.

Increases in pay other than those specified in Section 12.3, 12.4 and 12.5 may be granted by the City Council upon recommendation of the City Manager at any time.

#### Section 12.6 Pay Periods and Paydays

Pay periods shall be two (2) calendar weeks in length and shall begin on Monday and end on Sunday. Paydays shall be on the Friday following the last day of the pay period.

#### Section 12.7 Temporary Appointment/Out-of-Rank Pay

The Fire Chief or his designee shall determine which employee is temporarily assigned to a higher classification as described herein. No employee shall be temporarily assigned more than one (1) rank higher than his current classification.

When a Battalion Chief is absent from duty, regardless of the length of time, a Captain assigned to that particular battalion will assume the duties and responsibilities of the Battalion Chief. If the Battalion Chief and Captain are both absent the Fire Chief will determine who assumes command of the battalion.

When a Captain is absent from duty, regardless of the length of time, the senior lieutenant at the station, regardless of battalion, will assume the responsibilities while still assigned to his normal battalion.

Whenever an officer is absent from duty, the Battalion Chief will assign a firefighter to assume responsibilities. A firefighter currently ranked in the top five (5) on the promotion list on duty that day shall be assigned to that position in order of the final eligibility list. If no firefighter is on duty that is ranked in the top five (5), then the Battalion Chief may assign any firefighter on the promotion list.

Any employee assigned to perform duties above his regular assigned classification shall be paid an additional five-percent (5%) of his hourly wage, for working a minimum of one (1) consecutive scheduled work day in the higher classification for Firefighters acting as Lieutenants and Captains acting as Battalion Chiefs. For Lieutenants acting as Captains, the minimum shall be two (2) consecutive scheduled work days in the higher classification. The employee can have no paid or unpaid breaks during assignment to the higher classification to receive the five percent pay increase.

The additional five-percent (5%) pay shall be discontinued upon expiration of the temporary assignment.

### Section 12.8 Pensions

The City shall comply with Chapter 108 1.2, Section 4-101, et seq., Illinois Revised Statutes, commonly known as the Firefighter's Pension Fund Act. Employees shall also be permitted to participate in the I.C.M.A. retirement program at their own option.

### Section 12.9 Certifications

Employees certified as Firefighter III by the State of Illinois shall receive an annual stipend of \$300 so long as such certification is maintained.

Employees certified as EMT-B and assigned or available to be assigned to emergency medical service duty shall receive an annual stipend of \$300.

Effective April 2, 2012, employees certified as EMT-P and assigned or available to be assigned to emergency medical service duty as EMT-P shall receive an annual stipend of \$2,500.

Effective January 4, 2016, employees certified as EMT-P and assigned or available to be assigned to emergency medical service duty as EMT-P shall receive an annual stipend of \$2,650.

Employees shall be eligible to receive stipends both as Firefighter III and as EMT-B or EMT-P, but shall not be eligible to receive both EMT-B and EMT-P stipends.

Effective April 1, 1989, stipends shall be payable in equal installments each full pay period so long as eligibility is retained.

### Section 12.10 Paramedic Certification

#### A. Primary Paramedic Pool.

1. Any employee hired prior to April 1, 1991, shall not be required to obtain paramedic certification as a condition of employment. Firefighters hired prior to April 1, 1991, who volunteer for paramedic training and who become certified as paramedics as recognized by the State of Illinois shall be required to remain a paramedic:

- a) as long as the employee holds the rank of Firefighter, or
- b) until the employee attains the rank of Lieutenant, or
- c) the Project Medical Director determines an employee shall be dropped from the program in the best interest of the program, or
- d) the pool of paramedic employees exceeds fifteen (15) in which event the Firefighters shall be relieved from this requirement by written request in order of seniority; once an employee has been relieved from this requirement, he may not be required to resume it.

2. Any employee hired after April 1, 1991 but before April 1, 1997, shall be required to obtain Paramedic Certification as recognized by the State of Illinois by the end of their probationary period or within any extension granted by the Fire Chief. Paramedic Certification shall be required:

- a) as long as the employee holds the rank of Firefighter, or
- b) until the employee attains the rank of Lieutenant, or
- c) the Project Medical Director determines an employee shall be dropped from the program in the best interest of the program, or
- d) the pool of paramedic employees exceeds eighteen (18) in which event the Firefighters shall be relieved from this requirement by written request in order of seniority; once any employee has been relieved from this requirement, he may not be required to resume it. For purposes of this paragraph only, seniority shall be based upon the date of certification to operate as a paramedic on City of Rock Island ambulances.

3. Any member hired after April 1, 1997 shall be required to obtain Paramedic Certification as recognized by the State of Illinois by the end of their probationary period or within any extension granted by the Fire Chief. Paramedic Certification shall be required:

- 1) as long as the employee holds the rank of Firefighter, or
- 2) until the employee attains the rank of Lieutenant, or
- 3) the project Medical Director determines an employee shall be dropped from the program in the best interest of the program.

B. Supplemental Paramedic Pool. This supplemental paramedic pool shall be used to augment the primary pool by providing:

- a) relief for the primary pool.
- b) for emergency staffing.

Members of the supplemental paramedic pool must:

- a) maintain certification under current medical control, and
- b) have served at least one (1) year in the primary pool, and
- c) be eligible for retirement from the primary paramedic pool under the above provisions.

Members of the supplemental paramedic pool are required to work a maximum of two (2) twenty-four (24) hour shifts on the ambulance per month. This requirement is waived for the supplemental paramedics who are permanently assigned to a paramedic first response company. Management retains the right to utilize this supplemental pool in excess of this forty-eight (48) hours in order to maintain minimum manning on the ambulance.

Members of the supplemental paramedic pool hired before April 1, 1991, may retire from this pool at any time with a three (3) month written notification to the Fire Chief. Members hired after April 1, 1991, must enter the supplemental pool when they retire from the primary pool and can retire from this supplemental pool only after:

- a) the supplemental pool has a minimum of six (6) members, and
- b) the retiring paramedic has a minimum of six (6) years seniority on the Fire Department, and
- c) has given the Fire Chief a three (3) month written notification.

Retirement from the supplemental pool is based on rank and seniority. There is no maximum limit for the number of paramedics in this supplemental pool.

C. Paramedic Training. The City shall continue to pay the full cost of any in-service training and/or instruction approved by the Fire Chief incurred by an employee for his original EMT-B and EMT-P certification and recertification through an in-service training program which is qualified to issue such certification and recertification.

No employee shall be required to obtain or retain paramedic certification if the City does not provide the required training as set forth above and a reasonable opportunity to correct any deficiencies to retain such certification.

Disciplinary action arising out of an employee's participation in the paramedic program or his status as a paramedic shall be subject to the provisions of the Board of Fire and Police Commissioners of the City of Rock Island.

D. Effective date of this Section 12.10 is April 1, 1993.

#### Section 12.11 Direct Deposit

Direct deposit of payroll will be required of all employees.

### ARTICLE XIII

#### Promotions

##### Section 13.1 Promotions

The Board of Fire and Police Commissioners shall provide for promotion for each rank in the Fire Department, except for the Fire Chief, according to the rules and regulations which are in compliance with the Fire Department Promotions Act of 2003. (50 ILCS 742). The Board of Fire and Police Commissioners may promulgate rules and regulations supplementing the Fire Department Promotions Act but may not promulgate any rule or regulation which alters or modifies a specific standard contained in the Fire Department Promotions Act.

##### Section 13.2 Eligibility

This article applies to promotions to vacancies in the ranks of Lieutenant, Captain and Battalion Chief. A vacancy in such positions shall be deemed to occur on the date upon which the position is vacated, and on that same date, a vacancy shall occur in all ranks inferior to that rank, provided that the position or positions continue to be funded and authorized by the corporate authorities. If a vacated position is not filled due to a lack of funding or authorization and is subsequently reinstated, the final promotion list shall be continued in effect until all positions vacated have been filled or for a period up to five (5) years beginning from the date on which the position was vacated. In such event, the candidate or candidates who would have otherwise been promoted when the vacancy originally occurred shall be promoted.

When a vacancy exists it shall be filled as soon as possible from the list of qualified individuals. No employee is eligible for promotion who does not have at least three (3) years of seniority in the Rock Island Fire Department.

### Section 13.3 Weighting

Employees eligible for promotion are those who appear on the promotion list for each rank. An individual's position on a promotion list shall be determined by a combination of factors including a written examination, ascertained merit, seniority and subjective evaluations. Each factor shall be measured in terms of 100 points per factor but the score for each factor shall then be reduced by the weight assigned to each factor. The total weighted score may be subsequently augmented by the application of any veteran's preference as provided by applicable law. The weightings for each factor shall be as follows:

A) Written examination – 40%

B) Ascertained merit as determined by training – 20%. Each certification shall be worth points by tested position as outlined in the list below, but no score for ascertained merit shall exceed 100 points. The following changes shall take effect twelve (12) months after the signing of this agreement.

1. For those candidates testing for Lieutenant:

- a) Firefighter III – 40 points
- b) Fire Officer I – 60 points

2. For those candidates testing for Captain:

- a) Fire Officer II – 60 points
- b) Associate Degree – 40 points

c) Candidates in a Baccalaureate program who have completed a minimum of 60 credit hours shall be awarded points from b) in the above list.

3. For those candidates testing for Battalion Chief:

- a) Fire Officer II – 20 points
- b) Associate Degree – 40 points
- c) Bachelor Degree (or higher) – 40 points
- d) Candidates with a Bachelor Degree shall be awarded points from both b) and c) in the above list (for a total of 80 points).

e) Candidates in a Baccalaureate program who have completed a minimum of 60 credit hours shall be awarded points from b) in the above list (40 points).

4. For those candidates testing for Assistant Chief:

- a) Associate Degree – 40 points
- b) Bachelor Degree (or higher) – 60 points
- c) Candidates with a Bachelor Degree shall be awarded points from both a) and b) in the above list (for a total of 100 points).

d) Candidates in a Baccalaureate program who have completed a minimum of 60 credit hours shall be awarded points from a) in the above list (40 points).

C) Subjective evaluations, which may include oral interviews – 20%.

- 1. Chief – 55 points
- 2. Commissioners – 45 points

D) Seniority – 20%. Each year of service shall be worth five points but no score for seniority shall exceed 100 points. Each year of service and each year of time in rank shall be worth points as outlined below, but no score for seniority shall exceed 100 points. Seniority points are based only upon total service with the department, and are to be calculated as of the date of the written examination.

1. Five (5) points per year of service up to 15 years – 75 points
2. Two and one half (2.5) points per year of time in rank up to 10 years – 25 points

#### Section 13.4 Grieving

Any applicant for promotion, or the Union, who believes that an error has been made with respect to any provision contained in this article may file a grievance under Article VII of this Agreement.

#### Section 13.5 Salary at Promotion

An employee receiving a promotion shall receive an increase in pay to the next highest step in the new salary range which is not less than five (5%) percent of the employee's base salary.

### ARTICLE XIV

#### Leaves

##### Section 14.1 Vacation or Vacation/Holiday Leave

All bargaining unit employees shall be eligible to accumulate paid vacation leave or, in the case of employees assigned to 24 hour shifts, vacation/holiday leave. All vacation leave used must be approved in advance by the employee's command officer. For 24-hour employees vacation/holiday leave shall be used in minimum increments of twelve (12) hours.

All bargaining unit personnel assigned to 24 hour shifts shall accumulate paid vacation/holiday leave, while all bargaining unit personnel assigned to 8 hour shifts shall accumulate paid vacation leave as follows:

<u>Years of Service</u>	<u>24 Hour Workday</u>	<u>8 Hour Workday</u>
0 - 6 Years	7.06 hours/pay period	3.1 hours/pay period
7 - 15 Years	8.96 hours/pay period	4.6 hours/pay period
16 - over Years	11.06 hours/pay period	6.2 hours/pay period

An employee shall earn vacation/holiday or vacation leave each pay period as set forth above provided he receives pay for at least one-half (1/2) of the total number of hours he was scheduled to work during that pay period. No employee shall be allowed to use paid vacation or vacation/holiday leave in any pay period which is in excess of the total

vacation or vacation/holiday leave accrued as of the beginning of the pay period in which leave is to be taken. Effective April 1, 2015, no employee shall accumulate vacation or vacation/holiday leave in excess of one and one-half (1-1/2) times their annual accrual rate as of the end of the pay period which is paid in the last payday in ~~March~~ December of each fiscal year. Upon separation from employment with the City each permanent employee shall be paid for whatever vacation or vacation/holiday leave he may have accumulated.

Employees who are within their probationary period shall be allowed to accumulate vacation or vacation/holiday time during their probationary period. However, such accumulated time shall not be used until the completion of the probationary period as outlined in Section 11.2 of this agreement.

#### Section 14.2 Official City Holidays

The official holidays recognized by the City shall be New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve and Christmas Day.

The City shall provide an annual notice that sets forth those designated official City holidays.

On the first day of the fiscal year, each employee assigned to an 8 hour shift shall receive 64 hours of paid leave to use during the fiscal year. Employees regularly working Monday through Friday shall use holiday leave on days specified by the notice of the official City holidays. Employees assigned to a 24 hour shift receive their holiday hours pursuant to Section 14.1 above. Employees who switch between a 24 hour shift and an 8 hour shift during the fiscal year shall have their number of holiday hours accumulated adjusted to ensure that the employee receives the full 64 hours for that year.

Employees assigned to an 8 hour shift who are within their probationary period on the first day of the fiscal year shall not receive holiday time until they have completed their probationary period and at that time shall receive 64 hours of holiday leave.

Employees who resign in good standing shall receive pay for any unused holiday leave.

All holiday time accumulated must be used within that fiscal year and shall not be carried over from one fiscal year to the next.

#### Section 14.3 Personal Leave

~~Employees in the class specification of Firefighter, Fire Lieutenant, Fire Captain and Battalion Chief who work at the rate of twenty four (24) hours per work day shall be allowed fifty six (56) hours of personal leave each fiscal year. Employees working at the rate of eight (8) hours per day shall be allowed thirty two (32) hours of personal leave each fiscal year.~~

Effective April 1, 2013, Employees in the class specification Firefighter, Fire Lieutenant, Fire Captain and Battalion Chief who work at the rate of twenty-four (24) hours per work day shall be allowed forty-eight (48) hours of personal leave each fiscal year. Employees working at the rate of eight (8) hours per day shall be allowed thirty-two (32) hours of personal leave each fiscal year.

Personal Leave must be used in a minimum of two hours. Personal leave may be taken at any time for any reason provided a leave slot is available and the employee obtains the advance approval to use such leave from their command officer.

Personal leave is not accumulative from one fiscal year to the next fiscal year. Any personal leave not used by the end of the fiscal year shall be forfeited.

#### Section 14.4 Scheduling of Paid Time Off

To the extent possible, vacation/holiday, and personal days shall be selected by departmental seniority no later than the first day of April of each fiscal year. At least three (3) slots will be made available each cycle to bargaining unit employees for the scheduling of vacation/holiday leave, personal days and Kelly Days. The scheduling of Kelly Days shall be as stated in Section 9.4. Effective April 1, 2013, the maximum number of slots made available each cycle to bargaining unit employees for scheduling of FLSA compensatory leave shall be reduced from two (2) slots to one (1) slot.

#### Section 14.5 Sick Leave

Bargaining unit employees shall be eligible to accumulate paid sick leave benefits. Paid sick leave benefits are provided for the specific purpose of maintaining an employee's regular earnings when he is incapacitated and unable to work due to illness or when the employee must attend to a member of his household, who he is responsible for, who is ill or incapacitated. Employees referred to the Employee Assistance Program shall be allowed to use sick leave benefits for treatment prescribed by the Employee Assistance Program referral agency and as approved and documented by the E.A.P. Coordinator. Fire suppression personnel who work on a twenty-four (24) hour shift shall accumulate paid sick leave benefits at the rate of 5.2 hours per pay period. All other bargaining unit personnel shall accumulate paid sick leave benefits at the rate of 3.7 hours per pay period.

The Fire Chief may require additional proof of illness or of the need to attend to anyone living in the employee's household before allowing paid sick leave. In the absence of adequate proof the Fire Chief may deny paid sick leave benefits. The denial of sick leave benefits shall be grievable by the employee so affected. Paid sick leave may be accumulated without limit. No employee shall be allowed to use paid sick leave in excess of his accrual as of the beginning of the pay period in which it is to be used. Eligible employees shall accumulate sick leave each pay period provided they receive pay for at least one-half of the hours they would normally be scheduled to work during the pay period.

Employees who are terminated or dismissed for just cause will not be eligible for any payments for unused accumulated sick leave. Employees who do not provide written notice of resignation as required herein shall forfeit sick leave payable as follows:

Twenty-four hours per day per personnel - 112 hours of the final amount eligible for payment. Eight hour per day personnel - 80 hours of the final amount eligible for payment.

Subject to the requirements listed above, permanent employees shall be paid for 50 percent of unused accumulated sick leave up to a maximum of 50 percent of his/her unused accumulated sick leave as of March 31, 1978. These hours are payable at the employee's hourly rate of pay as of March 31, 1978.

Permanent employees who resign in good standing at the minimum retirement age with at least the minimum years of service to qualify for a pension, or permanent employees who resign in good standing with at least 20 years of continuous service (excluding any periods of temporary employment or periods of absences in excess of 30 consecutive calendar days) shall be eligible for payments of unused accumulated sick leave in excess of their hours accumulated as of March 31, 1978, as follows:

- a) Eligible employees as described above shall be paid for 50 percent of their unused accumulated sick leave which is in excess of their balance as of March 31, 1978.
- b) The employee's average hourly salary as of March 31 of each year following March 31, 1978, shall be the rate of pay at which sick leave hours described in (a) above shall be paid.
- c) For employees hired after April 1, 1989, eligible employees shall be paid for 50 percent of their unused accumulated sick leave up to a maximum of 1352 hours and for 25 percent of their unused accumulated sick leave for the next 1352 hours (i.e., hours accumulated between 1353 and 2704). Hours accumulated in excess of 2704 will not be subject to payout.

#### Section 14.6 Bereavement Leave

All bargaining unit employee shall be allowed up to twenty-four (24) hours of paid leave for a death in the employee's immediate family. For bereavement leave purposes immediate family shall be defined as the employee's or his spouse's mother, father, stepmother, stepfather, brother, sister, son, daughter, stepson, stepdaughter, husband or wife, grandparents, grandchildren or any other relative who lives in the same household as the employee.

#### Section 14.7 On-the-Job Disability Leave

Employees who are unable to work due to a disability resulting from on-the-job injury shall be compensated for lost wages at a rate of pay set by the Illinois Compiled Statutes 5 ILCS 345/1. Such payments for lost wages are further subject to the requirement as set forth below:

- a) Hours of work lost on the day of the injury shall be paid as if the employee actually worked such hours.
- b) In order to receive paid leave as set forth above, the employee must provide a physician's medical report certifying that he is unable to work due to an on-the-job injury. Leave taken without providing a physician's report certifying the employee's inability to work shall be considered unexcused.
- c) The City shall retain the right to have the City Physician examine the employee who alleges an on-the-job injury. Such examination shall be made for the purpose of determining the cause and extent of the employee's disability and the degree to which the employee can or cannot perform his duties.

For physical training purposes, an injury occurring during physical training will be treated as an on-the-job injury provided the following criteria are met:

- a) The equipment being utilized when the injury occurs has been provided by the City,
- b) The activity has been authorized as a legitimate physical training activity by the Fire Chief, and
- c) The injury occurred while the employee was on-duty.

#### Section 14.8 Military Leave

The City and IAFF, Local #26 shall follow the guidelines established by the Military Leave of Absence Act (5 ILCS 325/) enacted by the State of Illinois for any full-time employees requesting leave for any period actively spent in the military service.

#### Section 14.9 Special Leave

Special leave may be allowed with pay for employees to attend training sessions, professional conferences, and other types of meetings and educational seminars which are beneficial to the employee in the performance of his duties. Special leave requires the approval of the Fire Chief and the City Manager.

#### Section 14.10 Medical Leave

Permanent employees who have a temporary disability which is not job related and would prevent them from working and who have exhausted all sick leave benefits shall be allowed unpaid medical leave for a period not to exceed six (6) months provided all of the following conditions are met:

- a) The temporary disability is verified by the City Physician,
- b) The disability is temporary in nature,
- c) The City Physician certifies that the employee has a reasonable chance to fully recover from the disability and return to work within (6) months,
- d) The employee files a request for the unpaid medical leave within seven (7) calendar days after the exhaustion of his sick leave benefits. Unpaid medical leave beyond

six (6) months may be granted for an additional six (6) months provided all of the above listed conditions are met and such extension is approved by the Fire Chief, the Personnel Director and the City Manager.

#### Section 14.11 Leaves of Absence

Leaves of absence without pay may be granted for periods of up to one year in length subject to the approval of the Fire Chief, Personnel Director and the City Manager. Leaves of absence may be granted for various reasons which serve the mutual benefit of the employee and the City of Rock Island.

#### Section 14.12 Jury Leave

An employee who is required to serve on a jury during his regular scheduled work hours shall be paid the difference between the jury fees and the allowances and his regular base rate of pay for all regularly scheduled hours of work missed because of jury duty.

#### Section 14.13 Temporary Assignment

Temporary assignment from a twenty-four (24) hour work day to an eight (8) hour work day, or vice-versa, shall not effect the normal accumulation of paid leave by the employee who has been temporarily so assigned.

#### Section 14.14 Buy Back of Paid Leave Time

Upon mutual agreement of the City and an employee covered by this agreement, an employee may sell back to the City unused accumulated vacation, holiday, personal, and compensatory time at the employee's current hourly rate of pay. Said time will be reimbursed through the City's regular payroll system and will be treated as income.

#### Section 14.15-Conversion of Sick Leave for Personal Leave

Each fiscal year, each employee covered by this agreement who has a minimum of 7 years seniority on the department shall have the right to convert up to 96 hours of accrued sick leave time pursuant to Section 14.5 of this agreement at a 2 for 1 exchange rate for up to an additional 48 hours of personal leave time. Said converted hours shall then be subject to the same requirements as other personal leave as described in Section 14.3. A minimum of 400 hours of accrued sick leave must continue to be available to the employee after executing a conversion as described in this section.

#### Section 14.16 – Trade Time

Trades can be approved within the following ranks:

Battalion Chief / Captain  
Captain / Lieutenant  
Lieutenant / Firefighter

No temporary appointment / out-of-rank pay will be awarded when an officer trades time.

All Trade Time must be approved 72 hours in advance by the Battalion Chief of the person requesting the Trade. Emergency Trades can be authorized with less notice at the discretion of the Battalion Chief.

No trading of overtime assignments will be allowed.

#### Section 14.17 – Memorandum of Agreement

The administration of leaves provided under this Article shall be carried out as specified in the applicable section or as is otherwise described in the Memorandum of Agreement attached hereto as Attachment Eight.

### ARTICLE XV

#### Uniform Allowance

##### Section 15.1 Uniform Allowance

The parties agree that they have negotiated an appropriate uniform allowance that is included in the salary schedule.

##### Section 15.2 Damage to Personal Property

Upon proper documentation submitted to the Fire Chief, an employee, who, through no fault of his own, suffers damage or destruction of any personal property in the line of duty, shall be reimbursed for the costs of repair or replacement of the personal property (such costs not to exceed reasonable and customary rates of repair, or a reasonable amount necessary for replacement with an item of like or similar kind, quality or cost). Prompt reporting of the loss to the Fire Chief is required in order for the employee to be eligible for reimbursement.

### ARTICLE XVI

#### Educational Reimbursements

## Section 16.1 Educational Reimbursements

Employees shall be eligible for partial reimbursement for the cost of books and tuition for Fire related work/or training approved in advance by the Fire Chief, Personnel Director and City Manager subject to the following conditions:

- a) All requests for reimbursement shall be applied for and approved prior to the beginning of the training,
- b) Approved reimbursement shall be paid only after successful completion of the training and submission of proper documentation (receipt, canceled check, etc.),
- c) Approved reimbursements shall be at a rate of 100% of the costs of books and tuition and shall not exceed \$2,000 per fiscal year per employee,
- d) Reimbursements shall not be made if employee is eligible for reimbursement from other sources.

## ARTICLE XVII

### In-Service Training

#### Section 17.1 General Training

In-service training requirements and programs shall be established by the Chief of the Fire Department, or his designated representative in accordance with departmental and City needs and policy. The union may have the right to initiate consultations with the Chief or his designated representative for the purpose of making suggestions and/or recommendations.

#### Section 17.2 In-Service E.M.T. Training

It is agreed to and understood that the City shall continue to pay the full cost of any in-service training and/or instruction incurred by an employee for his original E.M.T. certification and recertification through an in service training program which is qualified to issue such certification and recertification.

#### Section 17.3 Maintenance

Union employees shall not be required to perform major construction, remodeling, renovation, or exterior painting. Employees shall be required to perform normal housekeeping tasks and/or minor maintenance at the Fire stations.

## ARTICLE XVIII

### Rock Island Municipal Employees' Benefit Plan

The subject of health insurance has been deferred to the City of Rock Island Health Care Planning Committee by the Agreement for Labor/Management Health Care Planning Committee.

## ARTICLE XIX

### Safety and Health

#### Section 19.1 General

It is the desire of the City and the Union to maintain the highest standards of safety and health in the Fire Department in order to eliminate as much as possible accident, death, injury and illness in the fire service. Accordingly, the City will continue to make reasonable provisions for maintaining all areas and equipment of the Rock Island Fire Department in a clean, healthy and safe condition.

#### Section 19.2 Unsafe Conditions

Employees shall not be required to work in any area or operate any equipment including motor vehicles which are not in safe condition, or not properly staffed or equipped with safety appliances prescribed by law or by the Safety Committee as approved by the City.

#### Section 19.3 Scheduling of Manpower

For safety purposes, the City will provide for the assignment of employees to each fire apparatus and each ambulance according to the current minimum manpower level of fifteen (15) persons per shift. Apparatus shall not be removed from service due to insufficient personnel, except in those cases when temporary elimination of equipment shall occur until sufficient personnel have reported to duty.

#### Section 19.4 Station Security

The City shall continue to provide adequate security for each station, as well as for all contents thereof, particularly during those periods when such buildings are unoccupied, and will, to the extent possible, assist employees in maintaining security for their personal vehicles in station parking lots. The Union shall cooperate with the City in evaluating the current security at each station on an on-going basis.

Section 19.5—Drug Testing

The City may require drug/alcohol screening in the event of any on-the-job vehicle accident or workers' on-the-job injury.

Section 19.5 Drug and Alcohol Screening

SECTION 17.1 19.51-- General Policy Regarding Drugs and Alcohol. The use of illegal drugs and the abuse of alcohol and legal drugs by members of the Rock Island City Fire Department present unacceptable risks to the safety and well-being of other employees and the public, invite accidents and injuries, and reduce productivity. In addition, such use and abuse violates the reasonable expectations of the public that the City employees who serve and protect them obey the law and be fit and free from the adverse effects of drug and alcohol abuse.

In the interests of employing persons who are fully fit and capable of performing their jobs, and for the safety and well-being of employees and residents, the parties hereby establish a screening program implementing the stated policy regarding drug and alcohol use by employees and potential employees of the Rock Island City Fire Department. Contained herein is the policy and program of the City of Rock Island Fire Department, as specifically applied to members of the Rock Island City Fire Department.

The Fire Department has the responsibility to provide a safe work environment as well as a paramount interest in protecting the public by ensuring its employees are physically and emotionally fit to perform their jobs at all times. For these reasons, the abuse of prescribed drugs, and the abuse of alcohol or the use, possession, sale or transfer of illegal drugs, cannabis or non-prescribed controlled substances by department members is strictly prohibited on or off duty. Violation of these policies will result in disciplinary action as provided in Section 17.9 19.59 of this Article.

SECTION 17.2 19.52—Definitions.

A. "Drugs" Shall mean any controlled substance listed in 720 ILCS 570 et al, known as the Controlled Substance Act, for which the person tested does not submit a valid pre-dated prescription. Thus, the term "drugs" includes both abused prescription medications and illegal drugs of abuse. In addition, it includes "designer drugs" which may not be listed in the Controlled Substances Act but which have adverse effects on perception, judgment, memory or coordination.

A listing of drugs covered by this policy includes, but is not limited to:

Opium	Methaqualone	Psilocybin-psilocin
Morphine	Tranquilizers	MDA
Codeine	Cocaine	PCP
Heroin	Amphetamines	Chloral Hydrate
Meperdine	Phenmetrazine	Methylphenidate

Marijuana	LSD	Hash
Barbiturates	Mescaline	Hash Oil
Glutethimide	Steroids	

- B. "Impairment" due to drugs or alcohol shall mean a condition in which the employee is unable to properly perform his/her duties due to the effects of a drug in his/her body. Where impairment exists (or is presumed), incapacity for duty shall be presumed.
- C. "Positive Test Results" Shall mean a positive result on both a confirming test and an initial screening test. If the initial test is positive, but the confirming test is negative, the test results will be deemed negative and no action will be taken. A positive confirming test results is one where the specimen tested contained alcohol, drug or drug metabolite concentrations at or above the concentration specified in Section 47.6 19.56.
- D. "Drug Abuse" The term "drug abuse" includes the use of any controlled substance which has not been legally prescribed and/or dispensed, or the abuse of a legally prescribed drug which results in impairment while on duty.
- E. "The City" Shall include the Fire Chief, Human Resources Director or their respective designee.

**SECTION 47.3 19.53-- Probationary Screening.** Probationary employees shall be required to submit blood and urine specimens to be screened for the presence of drugs and/or alcohol upon request during their probationary period.

**SECTION 47.4 19.54-- Prohibitions of Drugs in the Work Place.** The concealment, transportation, promotion, sale, purchase, possession, or use of the following items or substances by employees of the Fire Department is strictly prohibited while on duty or during working hours, including lunch hour, and in the work place at any time:

- A. Drugs or controlled substances covered by this policy as defined in Section 47.2 19.52 of this Article.
- B. Alcoholic beverages.
- C. Drug paraphernalia.
- D. Over the counter drugs, and legally obtained pharmaceutical, to the extent that they mentally impair the employee.

Violations of these prohibitions shall result in disciplinary action as described in Section 47.9 19.59 of this Article.

**SECTION 47.5 19.55--Administration of Tests**

**A. Informing Employees Regarding the Policy**

All present employees shall be supplied a copy of this policy on drug and alcohol screening and the City will meet with employees to explain the policy. Local union representatives shall be afforded the opportunity to be present to explain the Union's role in regard to the policy. New employees will be supplied with a copy of this policy on drug and alcohol screening as

part of the new employee orientation.

## B. Reasonable Suspicion Testing

An employee shall be ordered to report for drug and alcohol testing when there is a reasonable suspicion to believe that an employee uses illegal drug or is physically or mentally impaired due to being under the influence of alcohol, the use of illegal drugs or the abuse of prescription drugs.

Reasonable Suspicion is a suspicion based upon specific objective facts and reasonable inferences drawn from those facts. The facts for determining reasonable suspicion shall be based upon the following:

1. Observable phenomena, such as direct observation of use and/or the physical symptoms of impairment resulting from using or being under the influence of alcohol or controlled drugs; or
2. Information provided by an identifiable third party which is independently investigated by the Fire Chief and Human Resources Director or their designee to determine the reliability or validity of the allegation.

## Random Testing

The employee must submit to random drug and alcohol testing when required by his/her supervisor. The employee may return to work as soon as the alcohol and drug tests are completed provided the alcohol test is negative.

~~Pool. Firefighters, Lieutenants, Captains, Fire Marshall and Battalion Chiefs shall not be included in the city pool with other employees required to submit to random drug and/or alcohol testing; however, the percent of Firefighters, Lieutenants, Captains, Fire Marshall and Battalion Chiefs required to submit to random testing during a calendar year will not be greater than the percent of employees in the city pool who are required to submit to random drug and/or alcohol testing during the same year.~~

~~ii. Following Collection. After submitting to the random drug and/or alcohol testing, the employee will return to work to finish his/her regular shift, provided the alcohol test is negative.~~

~~iii. Information Access. The Union shall have the right to information from the City regarding the selection of employees in order to confirm the process is random.~~

~~iv. On Duty Testing. The employee selected for random testing will not be sent for such testing until he/she is at work and on duty.~~

~~v. Policy Testing Procedures Govern. The parties agree that Section 17.6 shall apply to random drug and alcohol testing for employees. Employees who refuse to follow an order to submit to random~~

alcohol or drug testing authorized herein may be disciplined pursuant to Section 17.9 of this Article.

#### C. Accidents/Injuries

When a member is involved in an on-the-job accident or injury, a supervisor shall conduct a preliminary investigation promptly and, as part of the investigation, shall evaluate the member's appearance and behavior and shall promptly report his findings to the Fire Chief or his designee. Drug and alcohol testing may be required in the event of any on-the-job vehicle accident or workers' on-the-job injury. The failure of a supervisor to report findings of reasonable suspicion shall be cause for discipline.

#### D. Arrest or Indictment

This Policy shall in no way limit discipline for other offenses arising out of, related to or aggravated by alcohol or drug abuse (such as possession of illegal drugs). In cases of misconduct arising out of, related to, or aggravated by alcohol or drug abuse, the discipline imposed shall be based upon the extent, severity, and/or consequences of the misconduct (including whether such misconduct is a violation of public law).

#### E. Status of Employee Following Order for Testing

When testing is ordered, the employee will be removed from duty and placed on administrative leave with pay or non-emergency duty within the Fire Department pending the receipt of results.

In the event that an employee tests positive for alcohol or prohibited substances while on the job, he shall be subject to disciplinary action as provided in Section 17.9 19.59 of this Article.

#### F. Return to Duty Testing--Refusing to Test

An employee who tests positive may not return to duty until the employee passes a drug test administered under this part and the Medical Review Officer has determined the employee may return to duty as provided in Section 17.6 19.56 (5)(b)(iii). An employee who refuses to comply with an order to submit to a drug or alcohol test based upon reasonable suspicion shall be subject to discipline in accordance with Section 17.9 19.59 of this Article.

#### G. Procedure Following a Positive Test Result

In the first instance that an employee tests positive on the confirmatory test for drugs or alcohol, the employee must comply with the SAP's treatment plan, whereby the employee agrees to:

- i. Undergo and complete appropriate treatment as determined by the SAP; and
- ii. Discontinue use of illegal drugs or abuse of alcohol; and
- iii. After returning to work, the employee is obligated to complete the aftercare and follow-up testing program required by the SAP.

Employees who do not agree to or who do not act in accordance with the foregoing, or who test positive a second or subsequent time shall be subject to discipline, as provided in Section 47.9 19.59.

#### H. Mandatory Testing for Reasonable Suspicion

Failure of a supervisor to report evidence, including his own observations, of reasonable suspicion of employee participation in illegal drug use shall be cause for discipline of that supervisor.

~~SECTION 47.6 19.56--~~ Testing Procedures. The test procedures outlined in this Section shall conform with the SAMHSA Standards (Substance Abuse and Mental Health Services) of the Federal Guidelines issued by the Department of Health and Human Services, Alcohol, Drug Abuse and Mental Health Administration as set forth in Title 48 of the C.F.R. Effective 12/1/89. In the event there is any conflict between the procedures set forth in this Section and the SAMHSA Standards, the SAMHSA Standards shall control.

The HR Director in conjunction with the Fire Chief will ensure that the following procedures are established for the collection of urine and blood specimens and the testing of such specimens at a designated SAMHSA-certified laboratory.

#### A. General Procedures.

##### 1. Union Representation.

Employees covered by a collective bargaining agreement are entitled to union representation; a union representative shall accompany the employee to the collection site, provided such representative is available and that securing such representative does not delay the process for more than one (1) hour.

##### 2. Collection Sites.

Collection services will be provided at the Trinity Hospital or City's Wellness Center. For services needed other than those hours (evenings, weekends and holidays), collection services will be provided at Trinity Hospital.

##### 3. Chain-of-Custody.

In all cases, strict chain-of-custody procedures shall be followed:

##### a. Scheduling

- i. "For cause" collection of specimens for testing will not require an appointment, but the individual must be accompanied by a supervisor designated by the Fire Chief, who will present identification.
- ii. When collection is done at Trinity Hospital, the fire supervisor will call Guardian at 1-(800) 582-8807 and inform Guardian that they are on the way to the hospital.
- iii. In the event the Medical Review Officer, based upon a reasonable degree of medical certainty, believes the specimen has been adulterated, a second specimen shall be provided and witnessed.

b. Collection procedure

- i. Client identity will be verified by driver's license or by-supervisor in the absence of a picture I.D. verification will be done by the collector.
- ii. Drug history/drug disclosure form will be completed by the client, and reviewed by the doctor or nurse.
- iii. Consent form will be signed by client and witnessed.
- iv. The specimen will be obtained as follows:
  - a. At the lab site, the client will void in a bathroom with colored toilet water, taps shut off, and devoid of soap or other materials which would be used to adulterate the specimen. In the event the Medical Review Officer, based upon a reasonable degree of medical certainty, believes the specimen has been adulterated, a second specimen shall be provided and witnessed.
- v. Blood or breath alcohol specimen, at the employee's option, will be obtained by a lab technician. Blood or breath alcohol specimen will be labeled with name, test date, time, and will be initialed by the nurse or doctor and the client.
- vi. Urine specimen will be sealed in full view of the client and the confidence seal placed over the top of the bottle.
- vii. The chain-of-custody process will be initiated, and specimens will be given an I.D. Number. The specimen will be labeled with that number, as is the chain-of-custody form.
- viii. Copies of the chain-of-custody form will be sealed in a tamper-proof container with the specimen.

- ix. "For cause" Testing will also include a medical history and physical exam to gather an understanding of any physical conditions, known or unknown, of a client, as well as to provide a third party observation and assessment of the individual.

#### 4. Laboratory Process.

Alternate Safety & Testing Solutions to be used is the certified Laboratory that will be utilized for all drug/alcohol screening processing. The laboratory will:

- a. Use of five (5) drug panel of: Amphetamine, cocaine, marijuana, opiates and phencyclidine.  
b. Use of EMIT procedure as the initial screen, utilizing cutoff levels as follows:

Marijuana metabolites	50ng/ml
Cocaine metabolite	150ng/ml
Amphetamines	500ng/ml

- c. Use Gas Chromatography/Mass Spectroscopy (GC/MS) as the confirmatory method, utilizing cutoff levels as follows:

Marijuana metabolites (Delta-9-THC Carboxylic)	15 ng/ml
Cocaine metabolite	100ng/ml
Amphetamines	250ng/ml

- d. Confirmed positive test results above the specified cut-off levels set forth in this Section shall be deemed a positive test result.

- e. Freeze and retain all positive specimens for at least twelve (12) months after testing.  
f. For BAC tests, the cut-off level is .02. If the results show >.02, the collector will do a confirmation test in 15 minutes. If confirmation testing reveals >.02 or higher, the supervisor shall be notified.

#### 5. Review of Drug Testing Results.

- a. MRO Appointment. The certified lab shall designate or appoint a Medical Review Officer (MRO). The MRO

must be a licensed physician with knowledge of drug abuse disorders.

b. **MRO Duties.** The MRO shall perform the following functions:

- i. Review the results of drug testing before they are reported to the City.
- ii. Review and interpret each confirmed positive test results from employees as follows, to determine if there is an alternative medical explanation for the confirmed positive test result:
  - a. Conduct a medical interview with the individual tested.
  - b. Review the individual's medical history and any relevant biomedical factors.
  - c. Review all medical records made available by the individual tested to determine if a confirmed positive test resulted from legally prescribed medication.
  - d. If necessary, require that the original specimen be re-analyzed to determine the accuracy of the reported test result.
  - e. In the event the Medical Review Officer, based upon a reasonable degree of medical certainty, believes the specimen has been adulterated, the spit sample shall be reviewed.
- iii. Determine whether and when an employee who refused to take or did not pass a drug test administered under procedures provided in this order may be returned to duty.
- iv. MRO will assist in determining a schedule of unannounced testing for an employee who has returned to duty.
- v. Ensure that an employee has been drug tested in accordance with the procedure provided in this policy before the employee returns to duty.

c. **MRO Determinations.** The following rules govern MRO determinations:

- i. If the MRO determines, after appropriate review, that there is a legitimate medical explanation for the confirmed positive test result other than the unauthorized use of a prohibited drug, the MRO shall not take further action.
- ii. If the MRO determines, after appropriate review, that there is no legitimate medical explanation for the confirmed positive test result other than the illegal or unauthorized use of a drug, the MRO shall notify the City's HR Director who will have the Risk Manager refer to the City's SAP Professional.
- iii. Based on a review of laboratory inspection reports, quality assurance and quality control data, and other drug test results, the MRO may conclude that a particular drug test result is scientifically insufficient for further action.

**B. Confidentiality of Test Results.**

The results of confirmed positive drug and alcohol tests will be disclosed to the person tested, the Fire Chief, the Human Resources Director, including treatment needs, diagnosis, use of SAP and investigation of disciplinary action. Test results will not be disclosed externally except where the person tested consents or disclosure is permitted by law. Any member whose drug/alcohol screen is confirmed positive, shall have an opportunity to refute said results. A breach of confidentiality shall be considered a serious act of misconduct and the Union may grieve and remedy violations through the grievance procedure. Nothing in this provision shall be construed as waiving the Union's statutory right to collective bargaining or the administration of grievances. After the employee is separated, records will not be given to other people without employee permission.

**SECTION 19.57- Voluntary Request for Assistance and Employee Assistance Program.** There shall be established an Employee Assistance Program (EAP) whose functions shall be to aid in resolving employee drug and alcohol problems, providing counseling and assistance to employees who self-refer for treatment or whose drug test results are positive, and monitoring employee progress through treatment and rehabilitation.

Employees are encouraged to voluntarily seek treatment, counseling and/or other support and assistance for an alcohol or drug related problem. If such voluntary assistance is sought by the employee before the employee commits rule violations connected with drug/alcohol abuse, and/or before the employee is subjected for cause

to testing under this policy, there shall be no adverse employment action taken against an employee who voluntarily seeks assistance. When voluntary assistance is requested under this policy, the employee may use the City's Employee Assistance Program to obtain referrals. Treatment, counseling and other support and all such requests shall be treated as confidential pursuant to the City's normal procedures in the operation of its Employee Assistance Program. All records relating to an employee's request for assistance or participation in an EAP shall not be disclosed to parties outside the City after employee is separated from the City without the employee's consent.

#### **SECTION 47-8 19.58-- Specific Responsibilities.**

##### **A. The Fire Chief or his/her designee will:**

1. In accordance with the provisions of Section 47-5 19.55, administer tests to those members where a drug/alcohol screen is required and inform the Director of Human Resources or his designee of said status.
2. In accordance with the provisions of Section 47-9 19.59, will issue discipline when the test results disclose a confirmed positive.
3. The Fire Chief or his/her designee shall ensure that employees have been properly notified of the date and time of a drug/alcohol screen and that the notification has been properly documented.

##### **B. The member subject to a drug/alcohol screen will:**

1. Report on a date and time determined by the Fire Chief or his/her designee.
2. Furnish documentation relating to the use of any prescribed drugs, i.e. prescription bottle with prescription number, prescribing physician's statement, etc.
3. Answer all pre-medical examination questions including the use of any/all prescribed drugs and the name(s) of any prescribed drugs and the name(s) of any prescribing physician(s).
4. Cooperate in the completion of all phases of the drug/alcohol screen in accordance with the instructions of the examining physician or his/her designee.
5. Have in his/her possession his/her departmental identification card.
6. Any member who is taking prescription medication that could affect perception, judgment, memory, coordination or other necessary ability to perform one's duties shall file a report, in writing, such fact and the nature of the illness or condition requiring the medication in his medical

file at the City's Wellness Center. Such information will be treated on a confidential basis.

**SECTION 17.9 19.59--Disciplinary Action for Confirmed Positive Test Results or Refusal to Submit to Testing.**

**A. First Positive.**

The first confirmed positive test result shall be cause for disciplinary suspension of five (5) duty days, which penalty shall not be subject to the grievance procedure. As a condition for such penalty, the employee must agree to the following conditions:

Upon receipt of notification of a positive test result, the affected employee, will be referred to the Substance Abuse Professional (SAP) and will not return to until released by the SAP. The employee may choose to use any accumulated leave time or be placed on leave without pay. Employees will be required to use accumulated paid leave time in the following order: (1) vacation; (2) personal; (3) compensatory leave. After these leave banks are exhausted, an employee may use accrued sick leave or be placed on leave without pay.

1. The employee shall be mandatorily referred to the SAP for evaluation, diagnosis and development of a treatment plan consistent with generally accepted standards; and
2. The employee shall be required to cooperate in the treatment plan, undergo unannounced periodic random drug and/or alcohol screening for a period of up to 12 months, successfully complete the prescribed treatment, remain free of drug and alcohol abuse, and sign an agreement consenting to said conditions.

Failure to comply with these conditions of continued employment shall be cause for discharge and the penalty shall not be subject to the grievance procedure.

**B. Second Positive – During Treatment.**

If an employee has a first confirmed positive test under the previous paragraph and enters a treatment program, and thereafter the employee has a subsequent confirmed positive test results while the employee is in treatment, as a result of unannounced periodic drug and/or alcohol screening, the employee shall be subject to discharge, which penalty shall be final and binding on the Union and the employee and the penalty shall not be subject to the grievance procedure of the collective bargaining agreement.

**C. Second Positive – Reasonable Suspicion.**

An employee who has a first confirmed positive test under paragraph A of this Section, and who has a second confirmed positive test under the reasonable

suspicion standard shall be discharged, which discharge shall be final and binding on the Union and the employee and the penalty shall not be subject to the grievance procedure of the Collective Bargaining Agreement.

#### D. Employment Status.

There is no requirement on the part of the City to keep an employee on active employment status who is receiving treatment under this section if it is appropriately determined (i.e. determined by an independent physician and/or appropriately certified medical and/or psychological professional) that the employee's current use of alcohol or drugs prevents such individual from performing his duties or whose continuance on active status would constitute a direct threat to the property and safety of others.

The employee's health insurance coverage shall be maintained during any period of employment or through COBRA and the cost of said treatment shall be in accordance with the terms of such insurance.

#### E. Refusal to Submit to Testing.

An employee's refusal to submit to any drug and alcohol testing authorized by this Article shall be cause for discharge and the penalty shall not be subject to the grievance procedure.

## ARTICLE XX

### Subcontracting

#### Section 20.1 Subcontracting

In no event shall the City subcontract for the provision of any services currently performed by the bargaining unit, including but not limited to, fire suppression, fire inspection, fire investigation, fire education and emergency medical service during the term of this Agreement.

## ARTICLE XXI

### No Strike - No Lockout

#### Section 21.1 No Strike

Neither Local #26 nor any of its agents, officers or employees for any reason will authorize, institute, promote, aid, condone or engage in a strike, sympathy strike, slowdown, work stoppage, concerted refusal to perform overtime, mass absenteeism, or

any other interference with the work and statutory functions or obligations of the City unless allowed by State Statute. Local #26 agrees to notify all local officers and representatives of their obligation and responsibility for maintaining compliance with this no-strike provision, including their responsibility to remain at work during any interruption which may be caused or initiated by others, and to encourage employees violating this provision to return to work. The City may discharge or discipline any employee who violates the terms of this no-strike provision.

#### Section 21.2 No Lockout

The City will not lock out any employee during the term of this Agreement as a result of a labor dispute with Local #26.

#### Section 21.3 Penalty

The only matter which may be made the subject of a grievance concerning disciplinary action imposed for an alleged violation of Section 21.1 is whether or not the employee actually engaged in such prohibited conduct. The failure to confer a penalty in any instance is not a waiver of such right in any other instance, nor is it a precedent.

#### Section 21.4 Relocation

In no event shall the City assign or transfer Union employees to another governmental entity and/or geographic location outside the City limits for non-emergency functions during a labor dispute in such governmental entity and/or geographic location.

### ARTICLE XXII

#### Savings Clause

None of the foregoing shall be construed as requiring either party to do anything inconsistent with any Federal or State Law, or an order or decree of judgment of any court having jurisdiction over the parties. If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation affecting the provisions of this Agreement, or the rights of any party under this Agreement shall be modified, enacted or abolished, then the remaining parts or portions of this Agreement shall remain in full force and effect. The parties shall thereafter attempt to renegotiate the invalidated provision(s) of the Agreement.

### ARTICLE XXIII

#### Precedence of Agreement

In the event of a conflict between a provision of this Agreement and any rule, regulation or ordinance of the City insofar as said rule, regulation or ordinance affects the employees covered by this Agreement, the provisions of this Agreement will control and the City will take whatever legislative action is necessary to accomplish the same. It is understood that from time to time the City may have to adopt ordinances in order to comply with State and/or Federal mandates. In the event of a conflict in relationship to this Agreement and said rules, regulations or ordinances, the parties will work together in an expeditious fashion to resolve said conflict.

## ARTICLE XXIV

### Termination

This Agreement shall be effective as of the execution of this agreement except where a different effective date is specified in a specific article and shall remain in full force and effect until ~~March 30, 2014~~ December 31, 2018. The Personnel Rules of the City shall also apply to all employees represented by IAFF Local #26. In cases where the provisions of this Agreement differ from the provisions in the Personnel Rules, the Agreement shall apply.

The provisions of this Agreement shall be automatically renewed effective ~~March 30, 2014~~ December 31, 2018, unless either party shall notify the other in writing that it desires to modify or negotiate changes in the Agreement no later than November 1, ~~2013~~ 2018. If such notice is given, negotiations shall begin no later than December 1, ~~2013~~ 2018.

If negotiations are not concluded as of ~~March 30, 2014~~ December 31, 2018, the provisions of this Agreement and the provisions of the Personnel Rules shall remain in full force and effect until negotiations are completed. In the event the City or IAFF Local #26 desires to terminate this Agreement, written notice must be given to the other party not less than fourteen (14) calendar days prior to the desired termination date. This Agreement shall not be terminated by either party prior to ~~March 30, 2014~~ December 31, 2018.

## ARTICLE XXVI

### Entire Agreement

~~This Agreement, together with any side letters executed contemporaneously with or subsequent to this Agreement, constitutes the entire Agreement between the parties and concludes collective bargaining on any subject. This Agreement supersedes and cancels all prior practices and agreements, whether written or oral, which conflict with the express terms of this Agreement.~~

~~The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or ordinance from the area of~~

~~collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and IAFF Local #26, for the duration of this Agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.~~

This Agreement, together with any side letters and past practices, executed contemporaneously with or subsequent to this Agreement, constitutes the entire Agreement between the parties. Additionally, all practices, side agreements and other mutual understandings in existence at the time of the execution of this Agreement which are not inconsistent with this Agreement shall remain in effect. The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law from the area of collective bargaining and that the parties waive the right to negotiate on any issue that was known to it, discussed, or negotiated, and that the understanding practices and agreements reached by the party after the exercise of that right and opportunity are set forth in this Agreement. In agreeing to this Article, the Union does not waive its right to impact or effect bargaining for the life of this Agreement as allowed under the Illinois Public Labor Relations Act.

This Agreement is executed and approved this \_\_\_\_\_ day of \_\_\_\_\_ 2014 2014.

City of Rock Island, Illinois:

International Association of Firefighters  
AFL-CIO, CLC Local #26

By: \_\_\_\_\_  
City Manager

By: \_\_\_\_\_  
President

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Attest:

Attest:

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Secretary

ATTACHMENT ONE

Restrictive Duty for On-The-Job Injury

- A. Employees will be eligible for restrictive duty schedules as a result of an on-the-job injury, which occurs restricting the employee from their regular work assignment.
- B. Restrictive duty assignments will be provided in consultation with both the attending physician and the City Physician.
- C. Restrictive duty will be assigned on a case-by-case basis, matching the physical capabilities and limitations with available assignments, unless no assignments are available.
- D. All restrictive duty assignments will be coordinated through the Fire Chief Personnel Department.
- E. Restrictive duty assignments will be made for a period not to exceed three (3) months in duration, unless the injury sustained requires an excessive recuperation period supported by appropriate medical documentation from the treating physician and approved by the City Physician.
- F. Employees will be returned to regular duty upon receipt of a signed authorization from the treating physician.
- G. Any employee that fails to report for restrictive duty after being released to restrictive duty will be subject to disciplinary procedures for unexcused absence.
- H. Restrictive duty for Fire Department personnel shall be limited to assignments within the Fire Department.
- I. At no time shall any member on restrictive duty be assigned any duty that requires them to be at any emergency scene.

James J. Robert  
 City of Rock Island  
10/23/14  
 Date

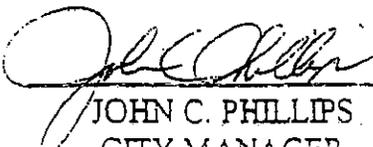
[Signature]  
 IAFF Local 26  
10/23/14  
 Date

MEMORANDUM OF AGREEMENT  
BETWEEN THE ROCK ISLAND FIREFIGHTERS ASSOC. IAFF LOCAL 26  
AND  
THE CITY OF ROCK ISLAND  
REGARDING ADVANCE NOTICE FOR USE OF F.L.S.A. COMPENSATORY TIME AND  
OTHER COMPENSATORY TIME ISSUES

THE ROCK ISLAND FIREFIGHTERS ASSOC. IAFF LOCAL 26 AND THE CITY OF ROCK ISLAND AGREE AS FOLLOWS WITH REGARDS TO THE USE OF COMPENSATORY TIME GENERATED BY FAIR LABOR STANDARDS ACT OVERTIME AND OTHER COMPENSATORY TIME ISSUES:

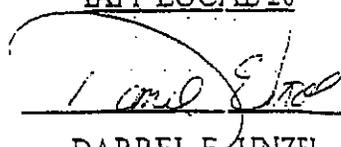
- 1) THAT ADVANCED NOTICE OF 120 HOURS SHALL BE THE MINIMUM NOTICE GIVEN PRIOR TO USE OF F.L.S.A COMPENSATORY TIME BY BARGAINING UNIT MEMBERS AND A REQUEST FOR USE OF F.L.S.A. COMPENSATORY TIME SHALL BE GRANTED UNLESS THEY ARE DULY DISRUPTIVE.
- 2) THAT THE CITY SHALL GIVE A MINMUM NOTICE OF 120 HOURS PRIOR TO THE INVOLUNTARY REDUCTION OF F.L.S.A. COMPENSATORY HOURS.
- 3) ALL COMPENSATORY TIME ON RECORD AS OF THE 29<sup>TH</sup> DAY OF NOVEMBER, 2002 SHALL BE CONSIDERED APPLICABLE TO THE F.L.S.A. COMPENSATORY BANK OF HOURS.
- 4) THE USE OF NON-F.L.S.A COMPENSATORY TIME AND F.L.S.A. COMPENSATORY TIME IS NOT COUNTED TOWARDS HOURS WORKED. NON-F.L.S.A. COMPENSATORY TIME USE WILL FOLLOW THE SAME ADVANCE NOTICE REQUIREMENTS AS VACATION, HOLIDAY, AND PERSONAL LEAVE.
- 5) NON-F.L.S.A. COMPENSATORY TIME WILL BE TRACKED SEPERATELY FROM F.L.S.A COMPENSATORY TIME AND THE COMBINED HOURS WILL NOT EXCEED THE 120 HOUR MAXIMUM.
- 6) THIS AGREEMENT WILL REMAIN IN EFFECT UNTIL THE EXPIRATION IDATE OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT UNLESS OTHERWISE MODIFIED.

CITY OF ROCK ISLAND

  
JOHN C. PHILLIPS  
CITY MANAGER

DATE 8/16/04

IAFF LOCAL 26

  
DARREL E. UNZEL  
PRESIDENT, LOCAL 26

DATE 8-16-04

ADDENDUM TO AGREEMENT REGARDING PAY FOR PERFORMANCE

Agreement, entered into this \_\_\_\_\_<sup>th</sup> day of August, 2000, by and between the City of Rock Island (hereinafter referred to as Employer) and IAFF Local #26 (hereinafter referred to as Union),

Whereas, the Employer has determined the need to implement a merit pay plan based on employee evaluations in addition to the wage schedule; and

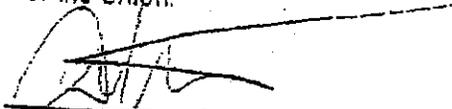
Whereas, the parties agree it is important for the morale of the department and the good of the City to implement a merit pay plan; and

Whereas, the Employees have agreed to and ratified the implementation of the merit pay plan; and

Now, Therefore, the parties agree as follows:

1. The revised merit pay plan shall become effective April 1, 2000 with evaluations to be completed by the employee's p anniversary date; and
2. In the event that the employee has more than one supervisor during the evaluation period, the evaluation shall be jointly made by the supervisors; and
3. In the event the employee disagrees with his/her supervisor's evaluation, he/she shall attach in writing the basis of their objection. The objection shall be responded to in writing by each supervisor in the evaluation chain of command up and including the Personnel Director; and
4. In the event that the employee disagrees with his/her supervisor's evaluation, the time table for the filing of a grievance shall commence upon the written response from the Personnel Director; and
5. The employer will propose a fully funded merit pay plan to the City Council each year; and
6. Other than the Employer exempting the merit pay plan for a fiscal year based on City Council action,
  - a. the Employer shall announce the percentage amounts available for the merit pay plan at the beginning of each fiscal year; and
  - b. employees who qualify for a merit pay increase shall receive such increase as designated by his/her score regardless of the line item budgeted for the merit pay plan that fiscal year.
7. The merit pay plan and copies of the evaluation form shall be attached hereto.
8. The parties assert that they have the authority to enter into this agreement.

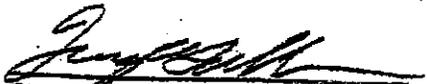
For the Union:



David Starofsky, IAFF Local #26 President

Date: 8-22-2000

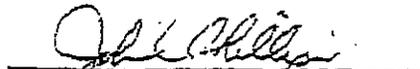
Attest:



Tim Gibbons, IAFF Local #26 Secretary

Date: Aug 22, 2000

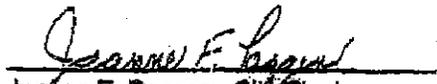
For the Employer:



John C. Phillips, City Manager

Date: 8/29/00

Attest:



Jeanne F. Pagger, City Clerk

Date: August 29, 2000

Letter of Understanding between the City of Rock Island and IAFF Local #26 regarding  
use of personal transportation while on duty

February 4, 2000

The purpose of this letter is to clarify the City of Rock Island's insurance coverage for employees of the Rock Island Fire Department who are utilizing their personal vehicles while on duty with the Fire Department. As was discussed at our February 3, 2000 negotiations session, the City's insurance policy would provide coverage for a vehicle accident involving a member of the department operating his private vehicle while performing his duties, such as transferring to another station or traveling to attend a meeting at another location. This would include vehicle damage, property damage, and medical expenses that might be incurred by an employee or others.

If the employee is not on duty at the time of an accident, then there would not be coverage for this accident through the City's insurance policy. Rather, that claim would be the responsibility of the employee's insurance.

Sincerely yours,



Daniel A. Allen  
Personnel Director/Assistant  
to the City Manager

Memorandum of Agreement  
Regarding  
Personnel Rules

The Personnel Department has updated the "City of Rock Island Employee Handbook and Policies and Procedures" manual to demonstrate the current policies and reflect current City practices.

This Memorandum of Agreement is intended to reflect the International Association of Firefighters, Local #26 (Union) has reviewed the manual and all policies and practices; and

The Union has provided input into the document and accepts the revised document.

City of Rock Island

*John Chellier* 8/16/04  
Date

IAFF Local 26

*[Signature]* 8-16-04  
Date

## Return to Work for Surgery or Non-Work Related Injury

In cases of leaves of absence resulting from surgery or non-work related injury which are for more than three duty days in length, the City may require a physical examination for an employee granted such leave and may require an examination before reinstatement of the employee.

Before an employee is permitted to return to work, the injured employee may be ordered to submit to an examination by the City's On-Site Nurse and/or Occupational Health Provider.

The City and the Union agree to the following rules regarding reinstatement:

1. Any employee who is disabled by a surgery or non-work related injury shall be required to submit a physician's release certifying that he/she is fit to return to work. This release must be submitted to the employee's department director and the department director will forward the physician's release to the On-Site Nurse or Risk Manager;

The physician's release shall be submitted to the department director immediately following the employee's examination declaring the employee eligible for reinstatement.

The employee shall also make an appointment with the On-Site Nurse after submitting the release to their department director.

2. Employees applying for reinstatement after a surgery or non-work related injury leave of absence of more than three duty days must be able to qualify for the job under the existing standards of the City as they exist on 4/1/10 or mutually agreed;

3. Any employee (submitting to an examination by the City's On-Site Nurse or Occupational Health Provider) shall receive straight-time pay during their on-duty day. (An on-duty day is defined as the employee's regularly scheduled work day including paid leave taken on the employee's regularly scheduled work day.) If the employee examination occurs during a non-scheduled duty day, the employee shall receive time-and-a-half (1.5) pay;

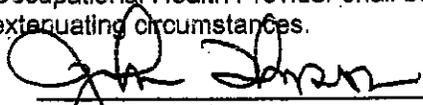
4. Any physical examination conducted by the City's On-Site Nurse or Occupational Health Provider will be strictly related to the employee's ability to safely perform the job requirements of the position;

5. Results from the physical examination conducted by the City's On-Site Nurse or Occupational Health Provider shall be reported as "able" or "not able" to perform the essential functions of the job when made available to the City;

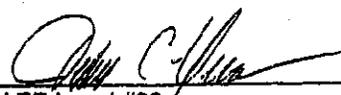
6. Employees not able to perform the essential functions of the job shall not be eligible for reinstatement and the employee shall be returned to paid leave or medical leave as agreed to by the parties;

7. Any injury incurred by the employee while participating in a physical examination conducted by the City's On-Site Nurse or Occupational Health Provider shall be considered as "on-the-job" and covered under the Workers' Compensation Act. The parties reserve the right to dispute any claim under the Act;

8. An employee who fails to submit to an examination ordered by the City's On-Site Nurse and/or Occupational Health Provider shall be considered an unexcused absence unless there is evidence of extenuating circumstances.

  
\_\_\_\_\_  
City of Rock Island

4/1/10  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
IAFF Local #26

4-1-10  
\_\_\_\_\_  
Date

Memorandum of Agreement

Regarding

The Office of Special Operations

Due to the elimination of one (1) Captain position, the decision was made by Fire Department Administration to reorganize the department with regards to the Office of Special Operations. IAFF Local #26 (Union) demanded to bargain over the effects of this reorganization as one of their issues presented in negotiating a successor labor agreement in 2011. On 13 July, 2011, the Union and Fire Department Administration met in a joint labor/management subcommittee, and both parties mutually agreed to the following:

1. Effective 3 August, 2011, the Office of Special Operations will be re-designated as the Office of EMS Coordinator.
  - a. The Special Operations Captain will be assigned to a Battalion
  - b. The Office of EMS Coordinator will be staffed with a Lieutenant who will work a forty (40) hour work week.
  - c. The Lieutenant assigned to the Office of EMS Coordinator will receive an annual stipend of \$1,500.00.
  - d. Those duties regarding Hazardous Materials and Technical Rescue operations that were handled by the Special Operations Captain prior to the reorganization will be assigned to the Battalion Chiefs.
2. Procedure on filling the EMS Coordinator position:
  - a. The Fire Chief will offer the position by seniority based on time in rank.
  - b. If no one voluntary accepts the position, the Fire Chief shall appoint a member to the position.

RTHaww

City of Rock Island

8.18.11

Date

[Signature]

IAFF Local #26

8/18/11

Date

C6  
C8

ATTACHMENT 8

Memorandum or Agreement between the City of Rock Island and IAFF Local 26

Regarding Vacation Leave Requests and Trade Time

The language in Fire Department Rule and Regulation-S1-040 and 01-043 will be modified as shown in the attached documents.

(new Rule and Regulation language is highlighted in Yellow on the attachments)

James J. Forest  
City of Rock Island  
10/23/14  
Date

[Signature]  
IAFF Local 26  
10/23/14  
Date

Battalion Chiefs shall have the authority to approve or disapprove all forms of leave based on the employees leave balance and the departments minimum staffing needs.

All hours taken must be accumulated at the start of the pay period that the leave time is to be used. Each B/C and his designated replacement shall not schedule time off during the same period.

To the extent possible, vacation/holiday leave and personal days shall be selected by employee seniority no later than the first day of April of each fiscal year. At least three (3) slots will be made available each cycle to bargaining unit employees for the scheduling of vacation/holiday leave, personal days, and Kelly days (Section 14.4 – Local #26 contract).

Any further selections of leave time following the initial three rounds of picks will be selected on a first come basis. There will be no trading of any leave time between personnel. If an individual chooses to cancel or change his/her scheduled leave time within the Vacation Calendar year, the time opened will be available for selection based on the following guidelines:

1) The time opened will be made available first to the member who had scheduled FLSA comp time during the time opened, if the notification to cancel or change is 60 hours or more.

2) If no member had scheduled FLSA comp time during the time opened, the time opened will be made available based on employee seniority if the notification to cancel or change is 60 hours or more.

3) Any leave time that is cancelled or changed with notification that is less than 60 hours will be selected on a first come basis.

If a person is transferred to a different battalion after they have selected their leave time, they will retain those periods selected, if they wish, even though the period that they selected may have the maximum personnel already scheduled off on that battalion.

A probationary employee may select and use leave time only after his probationary period and only after all permanent employees on the probationary employee's battalion have selected vacation, split vacation and leave time.

The Battalion Chiefs shall begin to accept any trade requests of Kelly Days on February 1<sup>st</sup> for the upcoming Vacation Calendar year (April 1<sup>st</sup> to March 31<sup>st</sup>).

Vacation picks for that same upcoming Vacation Calendar year (April 1<sup>st</sup> to March 31<sup>st</sup>) shall then start no later than February 15<sup>th</sup>.

Vacation picks for employees assigned to a battalion (24 hour shifts) shall be conducted by the Battalion Chiefs and shall consist of three (3) rounds. Picks for each round shall

be done by seniority, and in accordance with the Collective Bargaining Agreement between IAFF Local #26 and the City of Rock Island.

1. The first round shall be a pick of consecutive days off for vacation leave, and may be picked in conjunction with Kelly Days.
2. The second round shall be a pick of consecutive days off for vacation leave, and may be picked in conjunction with Kelly Days.
3. The third round may be a pick of consecutive days off for vacation leave in conjunction with Kelly Days, any individual days off for vacation leave, to schedule Personal leave, and to request FLSA compensatory leave time for the upcoming Vacation Calendar year (April 1<sup>st</sup> to March 31<sup>st</sup>).

01-040

**REGULAR SCHEDULING / NON-CONFLICTING LEAVE TIME  
LEAVE TIME REQUESTS**  
(Revised [ ], 2014)

**Vacation, Personal, and Non-FLSA Leave Requests**

See Collective Bargaining Agreement between Rock Island Firefighters Association, IAFF Local #26 and the City of Rock Island, Section 14.1 - Vacation or Vacation/Holiday Leave, Section 14.3 – Personal Leave, and Section 14.4 - Scheduling of Paid time off.

With the exception of initial vacation bidding, leave time may be requested and approved by the Battalion Chief no later than 0645 at the start of the duty day of personnel requesting leave. Leave time shall be granted if slots are available and there is no conflict with the above provisions.

Leave time requested after 0645 of the start of a duty day may be granted at the discretion of the Battalion Chief as long as it does not involve calling back personnel for overtime. The Battalion Chief may deny such request for any reason deemed necessary to maintain the smooth operation of the department.

In the event of a personal emergency, leave time shall be granted and overtime implemented, shall it be necessary.

Requests for Vacation, Personal, and Non-FLSA leave that are made greater than 48 hours prior to the beginning of a shift shall be made via email (See format below) to the shift Battalion Chief and shift Captain(s). Requests for Vacation, Personal, and Non-FLSA leave that is less than 48 hour prior to the beginning of a shift shall be made via telephone or in person to the on-duty Battalion Chief or on-duty Captain filling in for the Battalion Chief.

**Bereavement Leave Requests**

See Collective Bargaining Agreement between Rock Island Firefighters Association, IAFF Local #26 and the City of Rock Island, Section 14.6 – Bereavement.

Bereavement leave requests shall be submitted via phone or in person to the Battalion Chief or Captain filling in for the Battalion Chief of the person requesting the leave prior to leave being taken with as much notice as possible.

**Military Leave**

See Collective Bargaining Agreement between Rock Island Firefighters Association, IAFF Local #26 and the City of Rock Island, Section 14.8: Military Leave.

Military leave requests will be submitted via phone or in person to the Battalion Chief or Captain filling in for the Battalion Chief of the person requesting the leave prior to leave being taken with as much notice as possible.

**Jury Duty**

See Collective Bargaining Agreement between Rock Island Firefighters Association,

IAFF Local #26 and the City of Rock Island, Section 14.12 - Jury Duty.

Jury duty leave requests will be submitted via phone or in person to the Battalion Chief or Captain filling in for the Battalion Chief of the person requesting the leave prior to leave being taken with as much notice as possible.

**Trade Time Requests**

See Collective Bargaining Agreement between Rock Island Firefighters Association, IAFF Local #26 and the City of Rock Island, Section 14.16 – Trade Time.

All trade time must be approved 72 hours in advance by the Battalion Chief or Captain filling in for the Battalion Chief of the person requesting the trade. Trades initiated greater than 72 hours in advance shall be submitted to the shift Battalion Chief and shift Captain(s) via email (See format below). Emergency trades can be authorized with less notice at the discretion of the on-duty Battalion Chief, and must be requested via phone.

**Kelly Day Trades**

Requests for Kelly Day trades shall be approved in advance by the Battalion Chief or Captain filling in for the Battalion Chief of the person requesting the trade a minimum of 48 hours prior to the work day via email (See format below).

**FLSA Comp Time Requests**

Requests for FLSA comp time shall be approved in advanced by the Battalion Chief or Captain filling in for Battalion Chief of the person requesting the leave a minimum of 120 hours prior to the work day via email (See format below). The request shall be forwarded to the Chief and Assistant Chief via email.

**Email Format for Leave Time**

Electronic copies of the requests listed above shall be saved electronically by the Battalion Chief or Captain filling in for the Battalion Chief.

The subject line of the email shall state "Time off request". The body of the email shall request the date and time of time off requested and type of time to be charged (Vacation, personal, etc.). If the request is a trade, all parties involved with the trade shall be included in the "To" line of the email.

The Battalion Chief or Captain filling in for the Battalion Chief receiving the request shall reply back to the member to acknowledge that the request was received.

The Battalion Chief or Captain filling in for the Battalion Chief receiving the request shall also update the online tools as soon as possible once the request is received.

RIG BIDDING

The parties agree to establish a joint Rig Bidding Committee consisting of <sup>SIX 6</sup> ~~four~~ (X) persons, <sup>three 3</sup> ~~two~~ (X) appointed by the Fire Chief and <sup>three 3</sup> ~~two~~ (X) appointed by the Union President. The Committee shall endeavor to develop and implement a procedure by which employees in the ranks of Firefighter and Lieutenant shall have the opportunity to submit bids for their preferred regular rig assignments based on their seniority. The procedures shall provide that prior to the start of the bidding process the Fire Chief shall assign each Captain to a specific station.

The procedures shall also identify operational considerations that may be applied by the Fire Chief to move personnel to different assignments where seniority based assignments would create conflicts or bona fide operational problems.

The Committee shall meet from time to time with the objective of developing a recommendation as soon as practicable.

James J. Robert  
City of Rock Island  
10/23/14  
Date

[Signature]  
IAFF Local 26  
10/23/14  
Date

## Appendix A

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Low Merit	High Merit	
TP 5-F	Firefighter	331	<b>46,661</b>	<b>48,994</b>	<b>51,444</b>	<b>54,016</b>	<b>56,717</b>	<b>59,553</b>	<b>59,553</b>	<b>68,942</b>	<b>Annual Total</b>
			1794.65	1884.38	1978.62	2077.54	2181.42	2290.50	2290.50	2651.62	Bi-Weekly Rate
			22.4332	23.5548	24.7327	25.9692	27.2678	28.6313	28.6313	33.1452	Hourly Rate
			16.9676	17.8160	18.7069	19.6422	20.6244	21.6556	21.6556	25.0698	Fire Hourly Rate
			<b>47,611</b>	<b>49,944</b>	<b>52,394</b>	<b>54,966</b>	<b>57,667</b>	<b>60,503</b>	<b>60,503</b>	<b>69,892</b>	<b>5 YR Longevity</b>
			1831.19	1920.52	2015.15	2114.08	2217.96	2327.04	2327.04	2688.15	Bi-Weekly Rate
			22.8899	24.0115	25.1894	26.4260	27.7245	29.0880	29.0880	33.6019	Hourly Rate
			17.3131	18.1615	19.0524	19.9876	20.9698	22.0011	22.0011	25.4153	Fire Hourly Rate
			<b>48,561</b>	<b>50,894</b>	<b>53,344</b>	<b>55,916</b>	<b>58,617</b>	<b>61,453</b>	<b>61,453</b>	<b>70,842</b>	<b>10 YR Longevity</b>
			1867.73	1957.46	2051.69	2150.62	2254.50	2363.58	2363.58	2724.69	Bi-Weekly Rate
			23.3466	24.4683	25.6462	26.8827	28.1813	29.5447	29.5447	34.0587	Hourly Rate
			17.6585	18.5069	19.3978	20.3331	21.3153	22.3465	22.3465	25.7607	Fire Hourly Rate
			<b>49,511</b>	<b>51,844</b>	<b>54,294</b>	<b>56,866</b>	<b>59,567</b>	<b>62,403</b>	<b>62,403</b>	<b>71,792</b>	<b>15 YR Longevity</b>
			1904.27	1994.00	2088.23	2187.15	2291.04	2400.12	2400.12	2761.23	Bi-Weekly Rate
			23.8034	24.9250	26.1029	27.3394	28.6380	30.0014	30.0014	34.5154	Hourly Rate
			18.0040	18.8524	19.7433	20.6735	21.6607	22.6920	22.6920	26.1082	Fire Hourly Rate
			<b>50,461</b>	<b>52,794</b>	<b>55,244</b>	<b>57,816</b>	<b>60,517</b>	<b>63,353</b>	<b>63,353</b>	<b>72,742</b>	<b>20 YR Longevity</b>
			1940.81	2030.54	2124.77	2223.69	2327.58	2436.65	2436.65	2797.77	Bi-Weekly Rate
			24.2601	25.3817	26.5596	27.7962	29.0947	30.4582	30.4582	34.9721	Hourly Rate
			18.3495	19.1978	20.0887	21.0240	22.0062	23.0375	23.0375	26.4516	Fire Hourly Rate
			<b>51,411</b>	<b>53,744</b>	<b>56,194</b>	<b>58,766</b>	<b>61,467</b>	<b>64,303</b>	<b>64,303</b>	<b>73,692</b>	<b>25 YR Longevity</b>
			1977.35	2067.08	2161.31	2260.23	2364.12	2473.19	2473.19	2834.31	Bi-Weekly Rate
			24.7168	25.8385	27.0163	28.2529	29.5514	30.9149	30.9149	35.4288	Hourly Rate
			18.6949	19.5433	20.4342	21.3695	22.3516	23.3829	23.3829	26.7971	Fire Hourly Rate
			<b>52,361</b>	<b>54,694</b>	<b>57,144</b>	<b>59,716</b>	<b>62,417</b>	<b>65,253</b>	<b>65,253</b>	<b>74,642</b>	<b>30 YR Longevity</b>
			2013.88	2103.62	2197.85	2296.77	2400.65	2509.73	2509.73	2870.85	Bi-Weekly Rate
			25.1736	26.2952	27.4731	28.7096	30.0082	31.3716	31.3716	35.8856	Hourly Rate
			19.0404	19.8887	20.7796	21.7149	22.6971	23.7284	23.7284	27.1425	Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Low Merit	High Merit	
TP 5-F	Firefighter	331	<b>46,661</b>	<b>48,994</b>	<b>51,444</b>	<b>54,016</b>	<b>56,717</b>	<b>59,553</b>	<b>59,553</b>	<b>68,942</b>	<b>Annual Total</b>
			1794.65	1884.38	1978.62	2077.54	2181.42	2290.50	2290.50	2651.62	Bi-Weekly Rate
			22.4332	23.5548	24.7327	25.9692	27.2678	28.6313	28.6313	33.1452	Hourly Rate
			16.9676	17.8160	18.7069	19.6422	20.6244	21.6556	21.6556	25.0698	Fire Hourly Rate
			<b>47,611</b>	<b>49,944</b>	<b>52,394</b>	<b>54,966</b>	<b>57,667</b>	<b>60,503</b>	<b>60,503</b>	<b>69,892</b>	<b>5 YR Longevity</b>
			1831.19	1920.92	2015.15	2114.08	2217.96	2327.04	2327.04	2688.15	Bi-Weekly Rate
			22.8899	24.0115	25.1894	26.4260	27.7245	29.0880	29.0880	33.6019	Hourly Rate
			17.3131	18.1615	19.0524	19.9876	20.9698	22.0011	22.0011	25.4153	Fire Hourly Rate
			<b>48,811</b>	<b>51,144</b>	<b>53,594</b>	<b>56,166</b>	<b>58,867</b>	<b>61,703</b>	<b>61,703</b>	<b>71,092</b>	<b>10 YR Longevity</b>
			1877.35	1967.08	2061.31	2160.23	2264.12	2373.19	2373.19	2734.31	Bi-Weekly Rate
			23.4668	24.5885	25.7663	27.0029	28.3014	29.6649	29.6649	34.1788	Hourly Rate
			17.7495	18.5978	19.4887	20.4240	21.4062	22.4375	22.4375	25.8516	Fire Hourly Rate
			<b>50,011</b>	<b>52,344</b>	<b>54,794</b>	<b>57,366</b>	<b>60,067</b>	<b>62,903</b>	<b>62,903</b>	<b>72,292</b>	<b>15 YR Longevity</b>
			1923.50	2013.23	2107.46	2206.38	2310.27	2419.35	2419.35	2780.46	Bi-Weekly Rate
			24.0438	25.1654	26.3433	27.5798	28.8784	30.2418	30.2418	34.7558	Hourly Rate
			18.1858	19.0342	19.9251	20.8604	21.8425	22.8738	22.8738	26.2880	Fire Hourly Rate
			<b>51,211</b>	<b>53,544</b>	<b>55,994</b>	<b>58,566</b>	<b>61,267</b>	<b>64,103</b>	<b>64,103</b>	<b>73,492</b>	<b>20 YR Longevity</b>
			1969.65	2059.38	2153.62	2252.54	2356.42	2465.50	2465.50	2826.62	Bi-Weekly Rate
			24.6207	25.7423	26.9202	28.1567	29.4553	30.8188	30.8188	35.3327	Hourly Rate
			18.6222	19.4705	20.3615	21.2967	22.2789	23.3102	23.3102	26.7244	Fire Hourly Rate
			<b>52,411</b>	<b>54,744</b>	<b>57,194</b>	<b>59,766</b>	<b>62,467</b>	<b>65,303</b>	<b>65,303</b>	<b>74,692</b>	<b>25 YR Longevity</b>
			2015.81	2105.54	2199.77	2298.69	2402.58	2511.65	2511.65	2872.77	Bi-Weekly Rate
			25.1976	26.3192	27.4971	28.7337	30.0322	31.3957	31.3957	35.9096	Hourly Rate
			19.0585	19.9069	20.7978	21.7331	22.7153	23.7465	23.7465	27.1607	Fire Hourly Rate
			<b>53,611</b>	<b>55,944</b>	<b>58,394</b>	<b>60,966</b>	<b>63,667</b>	<b>66,503</b>	<b>66,503</b>	<b>75,892</b>	<b>30 YR Longevity</b>
			2061.96	2151.69	2245.92	2344.85	2448.73	2557.81	2557.81	2918.92	Bi-Weekly Rate
			25.7745	26.8962	28.0740	29.3106	30.6091	31.9726	31.9726	36.4865	Hourly Rate
			19.4949	20.3433	21.2342	22.1695	23.1516	24.1829	24.1829	27.5971	Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Low Merit	High Merit	
TP 5-F	Firefighter	331	<b>47,711</b>	<b>50,097</b>	<b>52,602</b>	<b>55,232</b>	<b>57,994</b>	<b>60,894</b>	<b>60,894</b>	<b>70,494</b>	<b>Annual Total</b>
			1835.04	1926.81	2023.15	2124.31	2230.54	2342.08	2342.08	2711.31	Bi-Weekly Rate
			22.9380	24.0851	25.2894	26.5538	27.8817	29.2760	29.2760	33.8913	Hourly Rate
			17.3495	18.2171	19.1280	20.0844	21.0887	22.1433	22.1433	25.6342	Fire Hourly Rate
			<b>48,661</b>	<b>51,047</b>	<b>53,552</b>	<b>56,162</b>	<b>58,944</b>	<b>61,844</b>	<b>61,844</b>	<b>71,444</b>	<b>5 YR Longevity</b>
			1871.58	1963.35	2059.69	2160.85	2267.08	2378.62	2378.62	2747.85	Bi-Weekly Rate
			23.3947	24.5418	25.7462	27.0106	28.3385	29.7327	29.7327	34.3481	Hourly Rate
			17.6949	18.5625	19.4735	20.4298	21.4342	22.4887	22.4887	25.9796	Fire Hourly Rate
			<b>49,861</b>	<b>52,247</b>	<b>54,752</b>	<b>57,382</b>	<b>60,144</b>	<b>63,044</b>	<b>63,044</b>	<b>72,644</b>	<b>10 YR Longevity</b>
			1917.73	2009.50	2105.85	2207.00	2313.23	2424.77	2424.77	2794.00	Bi-Weekly Rate
			23.9716	25.1188	26.3231	27.5875	28.9154	30.3096	30.3096	34.9250	Hourly Rate
			18.1313	18.9989	19.9098	20.8662	21.8705	22.9251	22.9251	26.4160	Fire Hourly Rate
			<b>51,061</b>	<b>53,447</b>	<b>55,952</b>	<b>58,582</b>	<b>61,344</b>	<b>64,244</b>	<b>64,244</b>	<b>73,844</b>	<b>15 YR Longevity</b>
			1963.88	2055.65	2152.00	2253.15	2359.38	2470.92	2470.92	2840.15	Bi-Weekly Rate
			24.5486	25.6957	26.9000	28.1644	29.4923	30.8865	30.8865	35.5019	Hourly Rate
			18.5676	19.4353	20.3462	21.3025	22.3069	23.3615	23.3615	26.8524	Fire Hourly Rate
			<b>52,261</b>	<b>54,647</b>	<b>57,152</b>	<b>59,782</b>	<b>62,544</b>	<b>65,444</b>	<b>65,444</b>	<b>75,044</b>	<b>20 YR Longevity</b>
			2010.04	2101.81	2198.15	2299.31	2405.54	2517.08	2517.08	2886.31	Bi-Weekly Rate
			25.1255	26.2726	27.4769	28.7413	30.0692	31.4635	31.4635	36.0788	Hourly Rate
			19.0040	19.8716	20.7825	21.7389	22.7433	23.7978	23.7978	27.2887	Fire Hourly Rate
			<b>53,461</b>	<b>55,847</b>	<b>58,352</b>	<b>60,982</b>	<b>63,744</b>	<b>66,644</b>	<b>66,644</b>	<b>76,244</b>	<b>25 YR Longevity</b>
			2056.19	2147.96	2244.31	2345.46	2451.69	2563.23	2563.23	2932.46	Bi-Weekly Rate
			25.7024	26.8495	28.0538	29.3183	30.6462	32.0404	32.0404	36.6558	Hourly Rate
			19.4404	20.3080	21.2189	22.1753	23.1796	24.2342	24.2342	27.7251	Fire Hourly Rate
			<b>54,661</b>	<b>57,047</b>	<b>59,552</b>	<b>62,182</b>	<b>64,944</b>	<b>67,844</b>	<b>67,844</b>	<b>77,444</b>	<b>30 YR Longevity</b>
			2102.35	2194.12	2290.46	2391.62	2497.85	2609.38	2609.38	2978.62	Bi-Weekly Rate
			26.2793	27.4264	28.6308	29.8952	31.2231	32.6173	32.6173	37.2327	Hourly Rate
			19.8767	20.7444	21.6553	22.6116	23.6160	24.6705	24.6705	28.1615	Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Low Merit	High Merit	
TP 5-F	Firefighter	331	<b>48,904</b>	<b>51,349</b>	<b>53,916</b>	<b>56,612</b>	<b>59,443</b>	<b>62,415</b>	<b>62,415</b>	<b>72,255</b>	<b>Annual Total</b>
			1880.92	1974.96	2073.69	2177.38	2286.27	2400.58	2400.58	2779.04	Bi-Weekly Rate
			23.5115	24.6670	25.9212	27.2173	28.5784	30.0072	30.0072	34.7380	Hourly Rate
			17.7833	18.6724	19.6058	20.5862	21.6156	22.6964	22.6964	26.2745	Fire Hourly Rate
			<b>49,854</b>	<b>52,299</b>	<b>54,866</b>	<b>57,562</b>	<b>60,393</b>	<b>63,365</b>	<b>63,365</b>	<b>73,205</b>	<b>5 YR Longevity</b>
			1917.46	2011.50	2110.23	2213.92	2322.81	2437.12	2437.12	2815.58	Bi-Weekly Rate
			23.9683	25.1438	26.3779	27.6740	29.0351	30.4639	30.4639	35.1947	Hourly Rate
			18.1287	19.0178	19.9513	20.9316	21.9611	23.0418	23.0418	26.6200	Fire Hourly Rate
			<b>51,054</b>	<b>53,499</b>	<b>56,066</b>	<b>58,762</b>	<b>61,593</b>	<b>64,565</b>	<b>64,565</b>	<b>74,405</b>	<b>10 YR Longevity</b>
			1963.62	2057.65	2156.38	2260.08	2368.96	2483.27	2483.27	2861.73	Bi-Weekly Rate
			24.5452	25.7207	26.9548	28.2510	29.6120	31.0409	31.0409	35.7716	Hourly Rate
			18.5651	19.4542	20.3876	21.3680	22.3975	23.4782	23.4782	27.0564	Fire Hourly Rate
			<b>52,254</b>	<b>54,699</b>	<b>57,266</b>	<b>59,962</b>	<b>62,793</b>	<b>65,765</b>	<b>65,765</b>	<b>75,605</b>	<b>15 YR Longevity</b>
			2009.77	2103.81	2202.54	2306.23	2415.12	2529.42	2529.42	2907.88	Bi-Weekly Rate
			25.1221	26.2976	27.5317	28.8279	30.1889	31.6178	31.6178	36.3486	Hourly Rate
			19.0015	19.8905	20.8240	21.8044	22.8338	23.9145	23.9145	27.4927	Fire Hourly Rate
			<b>53,454</b>	<b>55,899</b>	<b>58,466</b>	<b>61,162</b>	<b>63,993</b>	<b>66,965</b>	<b>66,965</b>	<b>76,805</b>	<b>20 YR Longevity</b>
			2055.92	2149.96	2248.69	2352.38	2461.27	2575.58	2575.58	2954.04	Bi-Weekly Rate
			25.6990	26.8745	28.1087	29.4048	30.7659	32.1947	32.1947	36.9255	Hourly Rate
			19.4378	20.3269	21.2604	22.2407	23.2702	24.3509	24.3509	27.9291	Fire Hourly Rate
			<b>54,654</b>	<b>57,099</b>	<b>59,666</b>	<b>62,362</b>	<b>65,193</b>	<b>68,165</b>	<b>68,165</b>	<b>78,005</b>	<b>25 YR Longevity</b>
			2102.08	2196.12	2294.85	2398.54	2507.42	2621.73	2621.73	3000.19	Bi-Weekly Rate
			26.2760	27.4514	28.6856	29.9817	31.3428	32.7716	32.7716	37.5024	Hourly Rate
			19.8742	20.7633	21.6967	22.6771	23.7065	24.7873	24.7873	28.3655	Fire Hourly Rate
			<b>55,854</b>	<b>58,299</b>	<b>60,866</b>	<b>63,562</b>	<b>66,393</b>	<b>69,365</b>	<b>69,365</b>	<b>79,205</b>	<b>30 YR Longevity</b>
			2148.23	2242.27	2341.00	2444.69	2553.58	2667.88	2667.88	3046.35	Bi-Weekly Rate
			26.8529	28.0284	29.2625	30.5587	31.9197	33.3486	33.3486	38.0793	Hourly Rate
			20.3105	21.1996	22.1331	23.1135	24.1429	25.2236	25.2236	28.8018	Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Low Merit	High Merit	
TP 5-F	Firefighter	331	<b>50,200</b> 1930.77 24,1346 18,2545	<b>52,710</b> 2027.31 25,3413 19,1673	<b>55,346</b> 2128.69 26,6087 20,1258	<b>58,113</b> 2235.12 27,9389 21,1320	<b>61,019</b> 2346.88 29,3361 22,1887	<b>64,070</b> 2464.23 30,8029 23,2982	<b>64,070</b> 2464.23 30,8029 23,2982	<b>74,171</b> 2852.73 35,6591 26,9713	<b>Annual Total</b> <b>Bi-Weekly Rate</b> <b>Hourly Rate</b> <b>Fire Hourly Rate</b> <b>5 YR Longevity</b>
			1967.31 24,5913 18,6000	2063.85 25,7981 19,5127	2165.23 27,0654 20,4713	2271.65 28,3957 21,4775	2383.42 29,7928 22,5342	2500.77 31,2596 23,6436	2500.77 31,2596 23,6436	2889.27 36,1159 27,3167	<b>Bi-Weekly Rate</b> <b>Hourly Rate</b> <b>Fire Hourly Rate</b> <b>10 YR Longevity</b>
			2013.46 25,1683 19,0364	2110.00 26,3750 19,9491	2211.38 27,6423 20,9076	2317.81 28,9726 21,9138	2429.58 30,3697 22,9705	2546.92 31,8365 24,0800	2546.92 31,8365 24,0800	2935.42 36,6928 27,7531	<b>Bi-Weekly Rate</b> <b>Hourly Rate</b> <b>Fire Hourly Rate</b> <b>15 YR Longevity</b>
			2059.62 25,7452 19,4727	2156.15 26,9519 20,3855	2257.54 28,2192 21,3440	2363.96 29,5495 22,3502	2475.73 30,9466 23,4069	2593.08 32,4135 24,5164	2593.08 32,4135 24,5164	2981.58 37,2697 28,1895	<b>Bi-Weekly Rate</b> <b>Hourly Rate</b> <b>Fire Hourly Rate</b> <b>20 YR Longevity</b>
			2105.77 26,3221 19,9091	2202.31 27,5288 20,8218	2303.69 28,7962 21,7804	2410.12 30,1264 22,7865	2521.88 31,5236 23,8433	2639.23 32,9804 24,9527	2639.23 32,9804 24,9527	3027.73 37,8466 28,6258	<b>Bi-Weekly Rate</b> <b>Hourly Rate</b> <b>Fire Hourly Rate</b> <b>25 YR Longevity</b>
			2151.92 26,8990 20,3455	2248.46 28,1058 21,2582	2349.85 29,3731 22,2167	2456.27 30,7034 23,2229	2568.04 32,1005 24,2796	2685.38 33,5673 25,3891	2685.38 33,5673 25,3891	3073.88 38,4236 29,0622	<b>Bi-Weekly Rate</b> <b>Hourly Rate</b> <b>Fire Hourly Rate</b> <b>30 YR Longevity</b>
			2198.08 27,4760 20,7818	2294.62 28,6827 21,6945	2396.00 29,9500 22,6531	2502.42 31,2803 23,6593	2614.19 32,6774 24,7160	2731.54 34,1442 25,8255	2731.54 34,1442 25,8255	3120.04 39,0005 29,4985	<b>Bi-Weekly Rate</b> <b>Hourly Rate</b> <b>Fire Hourly Rate</b>

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Low Merit	High Merit	
TP 5-F	Firefighter	331	<b>51,706</b>	<b>54,291</b>	<b>57,006</b>	<b>59,856</b>	<b>62,849</b>	<b>65,991</b>	<b>65,991</b>	<b>76,395</b>	<b>Annual Total</b>
			1988.69	2088.12	2192.54	2302.15	2417.27	2538.12	2538.12	2938.27	Bi-Weekly Rate
			24.8587	26.1014	27.4067	28.7769	30.2159	31.7264	31.7264	36.7284	Hourly Rate
			18.8022	19.7422	20.7295	21.7658	22.8542	23.9967	23.9967	27.7800	Fire Hourly Rate
			<b>52,656</b>	<b>55,241</b>	<b>57,956</b>	<b>60,806</b>	<b>63,799</b>	<b>66,941</b>	<b>66,941</b>	<b>77,345</b>	<b>5 YR Longevity</b>
			2025.23	2124.65	2229.08	2338.69	2453.81	2574.65	2574.65	2974.81	Bi-Weekly Rate
			25.3154	26.5582	27.8635	29.2337	30.6726	32.1832	32.1832	37.1851	Hourly Rate
			19.1476	20.0876	21.0749	22.1113	23.1996	24.3422	24.3422	28.1255	Fire Hourly Rate
			<b>53,856</b>	<b>56,441</b>	<b>59,156</b>	<b>62,006</b>	<b>64,999</b>	<b>68,141</b>	<b>68,141</b>	<b>78,545</b>	<b>10 YR Longevity</b>
			2071.38	2170.81	2275.23	2384.85	2499.96	2620.81	2620.81	3020.96	Bi-Weekly Rate
			25.8923	27.1351	28.4404	29.8106	31.2495	32.7601	32.7601	37.7620	Hourly Rate
			19.5840	20.5240	21.5113	22.5476	23.6360	24.7785	24.7785	28.5618	Fire Hourly Rate
			<b>55,056</b>	<b>57,641</b>	<b>60,356</b>	<b>63,206</b>	<b>66,199</b>	<b>69,341</b>	<b>69,341</b>	<b>79,745</b>	<b>15 YR Longevity</b>
			2117.54	2216.96	2321.38	2431.00	2546.12	2666.96	2666.96	3067.12	Bi-Weekly Rate
			26.4692	27.7120	29.0173	30.3875	31.8264	33.3370	33.3370	38.3389	Hourly Rate
			20.0204	20.9604	21.9476	22.9840	24.0724	25.2149	25.2149	28.9982	Fire Hourly Rate
			<b>56,256</b>	<b>58,841</b>	<b>61,556</b>	<b>64,406</b>	<b>67,399</b>	<b>70,541</b>	<b>70,541</b>	<b>80,945</b>	<b>20 YR Longevity</b>
			2163.69	2263.12	2367.54	2477.15	2592.27	2713.12	2713.12	3113.27	Bi-Weekly Rate
			27.0462	28.2889	29.5942	30.9644	32.4034	33.9139	33.9139	38.9159	Hourly Rate
			20.4567	21.3967	22.3840	23.4204	24.5087	25.6513	25.6513	29.4345	Fire Hourly Rate
			<b>57,456</b>	<b>60,041</b>	<b>62,756</b>	<b>65,606</b>	<b>68,599</b>	<b>71,741</b>	<b>71,741</b>	<b>82,145</b>	<b>25 YR Longevity</b>
			2209.85	2309.27	2413.69	2523.31	2638.42	2759.27	2759.27	3159.42	Bi-Weekly Rate
			27.6231	28.8659	30.1712	31.5413	32.9803	34.4909	34.4909	39.4928	Hourly Rate
			20.8931	21.8331	22.8204	23.8567	24.9451	26.0876	26.0876	29.8709	Fire Hourly Rate
			<b>58,656</b>	<b>61,241</b>	<b>63,956</b>	<b>66,806</b>	<b>69,799</b>	<b>72,941</b>	<b>72,941</b>	<b>83,345</b>	<b>30 YR Longevity</b>
			2256.00	2355.42	2459.85	2569.46	2684.58	2805.42	2805.42	3205.58	Bi-Weekly Rate
			28.2000	29.4428	30.7481	32.1183	33.5572	35.0678	35.0678	40.0697	Hourly Rate
			21.3295	22.2695	23.2567	24.2931	25.3815	26.5240	26.5240	30.3073	Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP 10-F	EMS Coordinator	364	<b>50,167</b>	<b>52,675</b>	<b>55,309</b>	<b>58,074</b>	<b>60,978</b>	<b>64,027</b>	<b>67,228</b>	<b>67,228</b>	<b>77,824</b>
	Fire Lieutenant	365	1929.50	2025.96	2127.27	2233.62	2345.31	2462.58	2585.69	2585.69	2993.23
			24,1188	25,3245	26,5909	27,9202	29,3163	30,7822	32,3212	32,3212	37,4154
			18,2425	19,1545	20,1124	21,1178	22,1738	23,2825	24,4465	24,4465	28,2996
			<b>51,117</b>	<b>53,625</b>	<b>56,259</b>	<b>59,024</b>	<b>61,928</b>	<b>64,977</b>	<b>68,178</b>	<b>68,178</b>	<b>78,774</b>
			1966.04	2062.50	2163.81	2270.15	2381.85	2499.12	2622.23	2622.23	3029.77
			24,5755	25,7813	27,0476	28,3769	29,7731	31,2389	32,7779	32,7779	37,8721
			18,5880	19,5000	20,4578	21,4633	22,5193	23,6280	24,7920	24,7920	28,6451
			<b>52,067</b>	<b>54,575</b>	<b>57,209</b>	<b>59,974</b>	<b>62,878</b>	<b>65,927</b>	<b>69,128</b>	<b>69,128</b>	<b>79,724</b>
			2002.58	2099.04	2200.35	2306.69	2418.38	2535.65	2658.77	2658.77	3066.31
			25,0322	26,2380	27,5043	28,8337	30,2298	31,6957	33,2346	33,2346	38,3288
			18,9335	19,8455	20,8033	21,8087	22,8647	23,9735	25,1375	25,1375	28,9905
			<b>53,017</b>	<b>55,525</b>	<b>58,159</b>	<b>60,924</b>	<b>63,828</b>	<b>66,877</b>	<b>70,078</b>	<b>70,078</b>	<b>80,674</b>
			2039.12	2135.58	2236.88	2343.23	2454.92	2572.19	2695.31	2695.31	3102.85
			25,4889	26,6947	27,9611	29,2904	30,6865	32,1524	33,6913	33,6913	38,7856
			19,2789	20,1909	21,1487	22,1542	23,2102	24,3189	25,4829	25,4829	29,3360
			<b>53,967</b>	<b>56,475</b>	<b>59,109</b>	<b>61,874</b>	<b>64,778</b>	<b>67,827</b>	<b>71,028</b>	<b>71,028</b>	<b>81,624</b>
			2075.65	2172.12	2273.42	2379.77	2491.46	2608.73	2731.85	2731.85	3139.38
			25,9457	27,1514	28,4178	29,7471	31,1433	32,6091	34,1481	34,1481	39,2423
			19,6244	20,5364	21,4942	22,4996	23,5556	24,6644	25,8284	25,8284	29,6815
			<b>54,917</b>	<b>57,425</b>	<b>60,059</b>	<b>62,824</b>	<b>65,728</b>	<b>68,777</b>	<b>71,978</b>	<b>71,978</b>	<b>82,574</b>
			2112.19	2208.65	2309.96	2416.31	2528.00	2645.27	2768.38	2768.38	3175.92
			26,4024	27,6082	28,8745	30,2038	31,6000	33,0659	34,6048	34,6048	39,6990
			19,9698	20,8818	21,8396	22,8451	23,9011	25,0098	26,1738	26,1738	30,0269
			<b>55,867</b>	<b>58,375</b>	<b>61,009</b>	<b>63,774</b>	<b>66,678</b>	<b>69,727</b>	<b>72,928</b>	<b>72,928</b>	<b>83,524</b>
			2148.73	2245.19	2346.50	2452.85	2564.54	2681.81	2804.92	2804.92	3212.46
			26,8591	28,0649	29,3313	30,6606	32,0567	33,5226	35,0615	35,0615	40,1558
			20,3153	21,2273	22,1851	23,1905	24,2465	25,3553	26,5193	26,5193	30,3724

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	
TP 10-F	EMS Coordinator	364	<b>50,167</b>	<b>52,675</b>	<b>55,309</b>	<b>58,074</b>	<b>60,978</b>	<b>64,027</b>	<b>67,228</b>	<b>67,228</b>	<b>77,824</b>	<b>Annual Total</b>
	Fire Lieutenant	365	1929.50	2025.96	2127.27	2233.62	2345.31	2462.58	2585.69	2585.69	2993.23	Bi-Weekly Rate
			24,1186	25,3245	26,5909	27,9202	29,3163	30,7822	32,3212	32,3212	37,4154	Hourly Rate
			18,2425	19,1545	20,1124	21,1178	22,1738	23,2825	24,4465	24,4465	28,2996	Fire Hourly Rate
			<b>51,117</b>	<b>53,625</b>	<b>56,259</b>	<b>59,024</b>	<b>61,928</b>	<b>64,977</b>	<b>68,178</b>	<b>68,178</b>	<b>78,774</b>	<b>5 YR Longevity</b>
			1966.04	2062.50	2163.81	2270.15	2381.85	2499.12	2622.23	2622.23	3029.77	Bi-Weekly Rate
			24,5755	25,7813	27,0476	28,3769	29,7731	31,2389	32,7779	32,7779	37,8721	Hourly Rate
			18,5880	19,5000	20,4578	21,4633	22,5193	23,6280	24,7920	24,7920	28,6451	Fire Hourly Rate
			<b>52,317</b>	<b>54,825</b>	<b>57,459</b>	<b>60,224</b>	<b>63,128</b>	<b>66,177</b>	<b>69,378</b>	<b>69,378</b>	<b>79,974</b>	<b>10 YR Longevity</b>
			2012.19	2108.65	2209.96	2316.31	2428.00	2545.27	2668.38	2668.38	3075.92	Bi-Weekly Rate
			25,1524	26,3582	27,6245	28,9538	30,3500	31,8159	33,3548	33,3548	38,4490	Hourly Rate
			19,0244	19,9364	20,8942	21,8996	22,9556	24,0644	25,2284	25,2284	29,0815	Fire Hourly Rate
			<b>53,517</b>	<b>56,025</b>	<b>58,659</b>	<b>61,424</b>	<b>64,328</b>	<b>67,377</b>	<b>70,578</b>	<b>70,578</b>	<b>81,174</b>	<b>15 YR Longevity</b>
			2058.35	2154.81	2256.12	2362.46	2474.15	2591.42	2714.54	2714.54	3122.08	Bi-Weekly Rate
			25,7293	26,9351	28,2014	29,5308	30,9269	32,3928	33,9317	33,9317	39,0260	Hourly Rate
			19,4607	20,3727	21,3305	22,3360	23,3920	24,5007	25,6647	25,6647	29,5178	Fire Hourly Rate
			<b>54,717</b>	<b>57,225</b>	<b>59,859</b>	<b>62,624</b>	<b>65,528</b>	<b>68,577</b>	<b>71,778</b>	<b>71,778</b>	<b>82,374</b>	<b>20 YR Longevity</b>
			2104.50	2200.96	2302.27	2408.62	2520.31	2637.58	2760.69	2760.69	3168.23	Bi-Weekly Rate
			26,3063	27,5120	28,7784	30,1077	31,5038	32,9697	34,5087	34,5087	39,6029	Hourly Rate
			19,8971	20,8091	21,7669	22,7724	23,8284	24,9371	26,1011	26,1011	29,9542	Fire Hourly Rate
			<b>55,917</b>	<b>58,425</b>	<b>61,059</b>	<b>63,824</b>	<b>66,728</b>	<b>69,777</b>	<b>72,978</b>	<b>72,978</b>	<b>83,574</b>	<b>25 YR Longevity</b>
			2150.65	2247.12	2348.42	2454.77	2566.46	2683.73	2806.85	2806.85	3214.38	Bi-Weekly Rate
			26,8832	28,0889	29,3553	30,6846	32,0808	33,5466	35,0856	35,0856	40,1798	Hourly Rate
			20,3335	21,2455	22,2033	23,2087	24,2647	25,3735	26,5375	26,5375	30,3905	Fire Hourly Rate
			<b>57,117</b>	<b>59,625</b>	<b>62,259</b>	<b>65,024</b>	<b>67,928</b>	<b>70,977</b>	<b>74,178</b>	<b>74,178</b>	<b>84,774</b>	<b>30 YR Longevity</b>
			2196.81	2293.27	2394.58	2500.92	2612.62	2729.88	2853.00	2853.00	3260.54	Bi-Weekly Rate
			27,4601	28,6659	29,9322	31,2615	32,6577	34,1236	35,6625	35,6625	40,7567	Hourly Rate
			20,7698	21,6818	22,6396	23,6451	24,7011	25,8098	26,9738	26,9738	30,8269	Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP 10-F	EMS Coordinator	364	<b>51,296</b>	<b>53,831</b>	<b>56,554</b>	<b>59,382</b>	<b>62,351</b>	<b>65,469</b>	<b>68,742</b>	<b>68,742</b>	<b>79,576</b>
	Fire Lieutenant	365	1972.92	2071.58	2175.15	2283.92	2398.12	2518.04	2643.92	2643.92	3060.62
			24,6615	25,8947	27,1894	28,5490	29,9764	31,4755	33,0490	33,0490	38,2577
			18,6531	19,5858	20,5651	21,5935	22,6731	23,8069	24,9971	24,9971	28,9367
			<b>52,246</b>	<b>54,811</b>	<b>57,504</b>	<b>60,332</b>	<b>63,301</b>	<b>66,419</b>	<b>69,692</b>	<b>69,692</b>	<b>80,526</b>
			2009.46	2108.12	2211.69	2320.46	2434.65	2554.58	2680.46	2680.46	3097.15
			25,1183	26,3514	27,6462	29,0058	30,4332	31,9322	33,5058	33,5058	38,7144
			18,9985	19,9313	20,9106	21,9389	23,0186	24,1524	25,3425	25,3425	29,2822
			<b>53,446</b>	<b>56,011</b>	<b>58,704</b>	<b>61,532</b>	<b>64,501</b>	<b>67,619</b>	<b>70,892</b>	<b>70,892</b>	<b>81,726</b>
			2055.62	2154.27	2257.85	2366.62	2480.81	2600.73	2726.62	2726.62	3143.31
			25,6952	26,9284	28,2231	29,5827	31,0101	32,5091	34,0827	34,0827	39,2913
			19,4349	20,3676	21,3469	22,3753	23,4549	24,5887	25,7789	25,7789	29,7185
			<b>54,646</b>	<b>57,211</b>	<b>59,904</b>	<b>62,732</b>	<b>65,701</b>	<b>68,819</b>	<b>72,092</b>	<b>72,092</b>	<b>82,926</b>
			2101.77	2200.42	2304.00	2412.77	2526.96	2646.88	2772.77	2772.77	3189.46
			26,2721	27,5053	28,8000	30,1596	31,5870	33,0861	34,6596	34,6596	39,8683
			19,8713	20,8040	21,7833	22,8116	23,8913	25,0251	26,2153	26,2153	30,1549
			<b>55,846</b>	<b>58,411</b>	<b>61,104</b>	<b>63,932</b>	<b>66,901</b>	<b>70,019</b>	<b>73,292</b>	<b>73,292</b>	<b>84,126</b>
			2147.92	2246.58	2350.15	2458.92	2573.12	2693.04	2818.92	2818.92	3235.62
			26,8490	28,0822	29,3769	30,7365	32,1639	33,6630	35,2365	35,2365	40,4452
			20,3076	21,2404	22,2196	23,2480	24,3276	25,4615	26,6516	26,6516	30,5913
			<b>57,046</b>	<b>59,611</b>	<b>62,304</b>	<b>65,132</b>	<b>68,101</b>	<b>71,219</b>	<b>74,492</b>	<b>74,492</b>	<b>85,326</b>
			2194.08	2292.73	2396.31	2505.08	2619.27	2739.19	2865.08	2865.08	3281.77
			27,4260	28,6591	29,9538	31,3135	32,7409	34,2399	35,8135	35,8135	41,0221
			20,7440	21,6767	22,6560	23,6844	24,7640	25,8978	27,0880	27,0880	31,0276
			<b>58,246</b>	<b>60,811</b>	<b>63,504</b>	<b>66,332</b>	<b>69,301</b>	<b>72,419</b>	<b>75,692</b>	<b>75,692</b>	<b>86,526</b>
			2240.23	2338.88	2442.46	2551.23	2665.42	2785.35	2911.23	2911.23	3327.92
			28,0029	29,2361	30,5308	31,8904	33,3178	34,8168	36,3904	36,3904	41,5990
			21,1804	22,1131	23,0924	24,1207	25,2004	26,3342	27,5244	27,5244	31,4640

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	
TP 10-F	EMS Coordinator	364	<b>52,578</b>	<b>55,207</b>	<b>57,967</b>	<b>60,865</b>	<b>63,908</b>	<b>67,103</b>	<b>70,458</b>	<b>70,458</b>	<b>81,563</b>	<b>Annual Total</b>
	Fire Lieutenant	365	2022.23	2123.35	2229.50	2340.96	2458.00	2580.88	2709.92	2709.92	3137.04	Bi-Weekly Rate
			25.2779	26.5418	27.8688	29.2620	30.7250	32.2611	33.8740	33.8740	39.2130	Hourly Rate
			19.1193	20.0753	21.0789	22.1327	23.2393	24.4011	25.6211	25.6211	29.6593	Fire Hourly Rate
			<b>53,528</b>	<b>56,157</b>	<b>58,917</b>	<b>61,815</b>	<b>64,858</b>	<b>68,053</b>	<b>71,408</b>	<b>71,408</b>	<b>82,513</b>	<b>5 YR Longevity</b>
			2058.77	2159.88	2266.04	2377.50	2494.54	2617.42	2746.46	2746.46	3173.58	Bi-Weekly Rate
			25.7346	26.9986	28.3255	29.7188	31.1817	32.7178	34.3308	34.3308	39.6697	Hourly Rate
			19.4647	20.4207	21.4244	22.4782	23.5847	24.7465	25.9665	25.9665	30.0047	Fire Hourly Rate
			<b>54,728</b>	<b>57,357</b>	<b>60,117</b>	<b>63,015</b>	<b>66,058</b>	<b>69,253</b>	<b>72,608</b>	<b>72,608</b>	<b>83,713</b>	<b>10 YR Longevity</b>
			2104.92	2206.04	2312.19	2423.65	2540.69	2663.58	2792.62	2792.62	3219.73	Bi-Weekly Rate
			26.3115	27.5755	28.9024	30.2957	31.7587	33.2947	34.9077	34.9077	40.2466	Hourly Rate
			19.9011	20.8571	21.8607	22.9145	24.0211	25.1829	26.4029	26.4029	30.4411	Fire Hourly Rate
			<b>55,928</b>	<b>58,557</b>	<b>61,317</b>	<b>64,215</b>	<b>67,258</b>	<b>70,453</b>	<b>73,808</b>	<b>73,808</b>	<b>84,913</b>	<b>15 YR Longevity</b>
			2151.08	2252.19	2358.35	2469.81	2586.85	2709.73	2838.77	2838.77	3265.88	Bi-Weekly Rate
			26.8885	28.1524	29.4793	30.8728	32.3355	33.8716	35.4846	35.4846	40.8236	Hourly Rate
			20.3375	21.2635	22.2971	23.3509	24.4575	25.6193	26.8393	26.8393	30.8775	Fire Hourly Rate
			<b>57,128</b>	<b>59,757</b>	<b>62,517</b>	<b>65,415</b>	<b>68,458</b>	<b>71,653</b>	<b>75,008</b>	<b>75,008</b>	<b>86,113</b>	<b>20 YR Longevity</b>
			2197.23	2298.35	2404.50	2515.96	2633.00	2756.88	2884.92	2884.92	3312.04	Bi-Weekly Rate
			27.4654	28.7293	30.0563	31.4485	32.9125	34.4486	36.0615	36.0615	41.4005	Hourly Rate
			20.7738	21.7298	22.7335	23.7873	24.8938	26.0556	27.2756	27.2756	31.3138	Fire Hourly Rate
			<b>58,328</b>	<b>60,957</b>	<b>63,717</b>	<b>66,615</b>	<b>69,658</b>	<b>72,853</b>	<b>76,208</b>	<b>76,208</b>	<b>87,313</b>	<b>25 YR Longevity</b>
			2243.38	2344.50	2450.65	2562.12	2679.15	2802.04	2931.08	2931.08	3358.19	Bi-Weekly Rate
			28.0423	29.3063	30.6332	32.0264	33.4894	35.0255	36.6385	36.6385	41.9774	Hourly Rate
			21.2102	22.1662	23.1698	24.2236	25.3302	26.4920	27.7120	27.7120	31.7502	Fire Hourly Rate
			<b>59,528</b>	<b>62,157</b>	<b>64,917</b>	<b>67,815</b>	<b>70,858</b>	<b>74,053</b>	<b>77,408</b>	<b>77,408</b>	<b>88,513</b>	<b>30 YR Longevity</b>
			2289.54	2390.65	2496.81	2608.27	2725.31	2848.19	2977.23	2977.23	3404.35	Bi-Weekly Rate
			28.6192	29.8832	31.2101	32.6034	34.0663	35.6024	37.2154	37.2154	42.5543	Hourly Rate
			21.6465	22.6025	23.6062	24.6600	25.7665	26.9284	28.1484	28.1484	32.1865	Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP 10-F	EMS Coordinator	364	<b>53,971</b>	<b>56,670</b>	<b>59,504</b>	<b>62,479</b>	<b>65,603</b>	<b>68,883</b>	<b>72,327</b>	<b>72,327</b>	<b>83,727</b>
	Fire Lieutenant	365	2075.81	2179.52	2288.62	2403.04	2523.19	2649.35	2781.81	2781.81	3220.27
			25.9476	27.2452	28.6077	30.0380	31.5399	33.1168	34.7726	34.7726	40.2534
			19.6258	20.6073	21.6378	22.7196	23.8556	25.0484	26.3007	26.3007	30.4462
			<b>54,921</b>	<b>57,620</b>	<b>60,454</b>	<b>63,429</b>	<b>66,553</b>	<b>69,833</b>	<b>73,277</b>	<b>73,277</b>	<b>84,677</b>
			2112.35	2216.15	2325.15	2439.58	2559.73	2685.88	2818.35	2818.35	3256.81
			26.4043	27.7019	29.0844	30.4947	31.9966	33.5736	35.2293	35.2293	40.7101
			19.9713	20.9527	21.9833	23.0651	24.2011	25.3938	26.6462	26.6462	30.7916
			<b>56,121</b>	<b>58,820</b>	<b>61,654</b>	<b>64,629</b>	<b>67,753</b>	<b>71,033</b>	<b>74,477</b>	<b>74,477</b>	<b>85,877</b>
			2158.50	2262.31	2371.31	2485.73	2605.88	2732.04	2864.50	2864.50	3302.96
			26.9813	28.2788	29.6413	31.0716	32.5736	34.1505	35.8063	35.8063	41.2870
			20.4076	21.3891	22.4196	23.5015	24.6375	25.8302	27.0825	27.0825	31.2280
			<b>57,321</b>	<b>60,020</b>	<b>62,854</b>	<b>65,829</b>	<b>68,953</b>	<b>72,233</b>	<b>75,677</b>	<b>75,677</b>	<b>87,077</b>
			2204.65	2308.46	2417.46	2531.88	2652.04	2778.19	2910.65	2910.65	3349.12
			27.5582	28.8558	30.2183	31.6486	33.1505	34.7274	36.3832	36.3832	41.8639
			20.8440	21.8255	22.8560	23.9378	25.0738	26.2665	27.5189	27.5189	31.6644
			<b>58,521</b>	<b>61,220</b>	<b>64,054</b>	<b>67,029</b>	<b>70,153</b>	<b>73,433</b>	<b>76,877</b>	<b>76,877</b>	<b>88,277</b>
			2250.81	2354.62	2463.62	2578.04	2698.19	2824.35	2956.81	2956.81	3395.27
			28.1351	29.4327	30.7952	32.2255	33.7274	35.3043	36.9601	36.9601	42.4409
			21.2804	22.2618	23.2924	24.3742	25.5102	26.7029	27.9553	27.9553	32.1007
			<b>59,721</b>	<b>62,420</b>	<b>65,254</b>	<b>68,229</b>	<b>71,353</b>	<b>74,633</b>	<b>78,077</b>	<b>78,077</b>	<b>89,477</b>
			2296.96	2400.77	2509.77	2624.19	2744.35	2870.50	3002.96	3002.96	3441.42
			28.7120	30.0096	31.3721	32.8024	34.3043	35.8613	37.5370	37.5370	43.0178
			21.7167	22.6982	23.7287	24.8105	25.9485	27.1393	28.3916	28.3916	32.5371
			<b>60,921</b>	<b>63,620</b>	<b>66,454</b>	<b>69,429</b>	<b>72,553</b>	<b>75,833</b>	<b>79,277</b>	<b>79,277</b>	<b>90,677</b>
			2343.12	2446.92	2555.92	2670.35	2790.50	2916.65	3049.12	3049.12	3487.58
			29.2889	30.5865	31.9490	33.3793	34.8813	36.4582	38.1139	38.1139	43.5947
			22.1531	23.1345	24.1651	25.2469	26.3829	27.5756	28.8280	28.8280	32.9735

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP 10-F	EMS Coordinator	364	<b>55,590</b>	<b>58,370</b>	<b>61,289</b>	<b>64,353</b>	<b>67,571</b>	<b>70,950</b>	<b>74,498</b>	<b>74,498</b>	<b>86,240</b>
	Fire Lieutenant	365	2138.08	2245.00	2357.27	2475.12	2598.88	2728.85	2865.31	2865.31	3316.92
			26.7260	28.0625	29.4659	30.9389	32.4861	34.1106	35.8163	35.8163	41.4615
			20.2145	21.2355	22.2869	23.4011	24.5713	25.8000	27.0902	27.0902	31.3600
			<b>56,540</b>	<b>59,320</b>	<b>62,239</b>	<b>65,303</b>	<b>68,521</b>	<b>71,900</b>	<b>75,448</b>	<b>75,448</b>	<b>87,190</b>
			2174.62	2281.54	2393.81	2511.65	2635.42	2765.38	2901.85	2901.85	3353.46
			27.1827	28.5192	29.9226	31.3957	32.9428	34.5673	36.2731	36.2731	41.9183
			20.5600	21.5709	22.6324	23.7465	24.9167	26.1455	27.4356	27.4356	31.7055
			<b>57,740</b>	<b>60,520</b>	<b>63,439</b>	<b>66,503</b>	<b>69,721</b>	<b>73,100</b>	<b>76,648</b>	<b>76,648</b>	<b>88,390</b>
			2220.77	2327.69	2439.96	2557.81	2681.58	2811.54	2948.00	2948.00	3399.62
			27.7596	29.0962	30.4995	31.9726	33.5197	35.1442	36.8500	36.8500	42.4952
			20.9964	22.0073	23.0687	24.1829	25.3531	26.5818	27.8720	27.8720	32.1418
			<b>58,940</b>	<b>61,720</b>	<b>64,639</b>	<b>67,703</b>	<b>70,921</b>	<b>74,300</b>	<b>77,848</b>	<b>77,848</b>	<b>89,590</b>
			2266.92	2373.85	2486.12	2603.96	2727.73	2857.69	2994.15	2994.15	3445.77
			28.3365	29.6731	31.0764	32.5495	34.0966	35.7212	37.4269	37.4269	43.0721
			21.4327	22.4436	23.5051	24.6193	25.7895	27.0182	28.3084	28.3084	32.5782
			<b>60,140</b>	<b>62,920</b>	<b>65,839</b>	<b>68,903</b>	<b>72,121</b>	<b>75,500</b>	<b>79,048</b>	<b>79,048</b>	<b>90,790</b>
			2313.08	2420.00	2532.27	2650.12	2773.88	2903.85	3040.31	3040.31	3491.92
			28.9135	30.2500	31.6534	33.1264	34.6736	36.2981	38.0038	38.0038	43.6490
			21.8691	22.8800	23.9415	25.0556	26.2258	27.4545	28.7447	28.7447	33.0145
			<b>61,340</b>	<b>64,120</b>	<b>67,039</b>	<b>70,103</b>	<b>73,321</b>	<b>76,700</b>	<b>80,248</b>	<b>80,248</b>	<b>91,990</b>
			2359.23	2466.15	2578.42	2696.27	2820.04	2950.00	3086.46	3086.46	3538.08
			29.4904	30.8269	32.2303	33.7034	35.2505	36.8750	38.5808	38.5808	44.2260
			22.3055	23.3164	24.3778	25.4920	26.6622	27.8909	29.1811	29.1811	33.4509
			<b>62,540</b>	<b>65,320</b>	<b>68,239</b>	<b>71,303</b>	<b>74,521</b>	<b>77,900</b>	<b>81,448</b>	<b>81,448</b>	<b>93,190</b>
			2405.38	2512.31	2624.58	2742.42	2866.19	2996.15	3132.62	3132.62	3584.23
			30.0673	31.4038	32.8072	34.2803	35.8274	37.4519	39.1577	39.1577	44.8029
			22.7418	23.7527	24.8142	25.9284	27.0985	28.3273	29.6175	29.6175	33.8873

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP12-F	Fire Captain	373	<b>55,255</b> 2125.19 26.5649 20.0927 <b>56,205</b> 2161.73 27.0216 20.4382 <b>57,155</b> 2198.27 27.4784 20.7836 <b>58,105</b> 2234.81 27.9351 21.1291 <b>59,055</b> 2271.35 28.3918 21.4745 <b>60,005</b> 2307.88 28.8486 21.8200 <b>60,955</b> 2344.42 29.3053 22.1655	<b>58,018</b> 2231.46 27.8933 21.0975 <b>58,968</b> 2268.00 28.3500 21.4429 <b>59,918</b> 2304.54 28.8067 21.7884 <b>60,868</b> 2341.08 29.2635 22.1338 <b>61,818</b> 2377.62 29.7202 22.4793 <b>62,768</b> 2414.15 30.1769 22.8247 <b>63,718</b> 2450.69 30.6337 23.1702	<b>60,919</b> 2343.04 29.2880 22.1524 <b>61,869</b> 2379.58 29.7447 22.4978 <b>62,819</b> 2416.12 30.2014 22.8433 <b>63,769</b> 2452.65 30.6582 23.1887 <b>64,719</b> 2489.19 31.1149 23.5342 <b>65,669</b> 2525.73 31.5716 23.8796 <b>66,619</b> 2562.27 32.0284 24.2251	<b>63,964</b> 2460.15 30.7519 23.2596 <b>64,914</b> 2496.69 31.2087 23.6051 <b>65,864</b> 2533.23 31.6854 23.9505 <b>66,814</b> 2569.77 32.1221 24.2960 <b>67,764</b> 2606.31 32.5788 24.6415 <b>68,714</b> 2642.85 33.0356 24.9869 <b>69,664</b> 2679.38 33.4923 25.3324	<b>67,162</b> 2583.15 32.2894 24.4225 <b>68,112</b> 2619.69 32.7462 24.7680 <b>69,062</b> 2656.23 33.2029 25.1135 <b>70,012</b> 2692.77 33.6596 25.4589 <b>70,962</b> 2729.31 34.1163 25.8044 <b>71,912</b> 2765.85 34.5731 26.1498 <b>72,862</b> 2802.38 35.0298 26.4953	<b>70,520</b> 2712.31 33.9038 25.6436 <b>71,470</b> 2748.85 34.3606 25.9891 <b>72,420</b> 2785.38 34.8173 26.3345 <b>73,370</b> 2821.92 35.2740 26.6800 <b>74,320</b> 2858.46 35.7308 27.0255 <b>75,270</b> 2895.00 36.1875 27.3709 <b>76,220</b> 2931.54 36.6442 27.7164	<b>74,046</b> 2847.92 35.5990 26.9258 <b>74,996</b> 2884.46 36.0558 27.2713 <b>75,946</b> 2921.00 36.5125 27.6167 <b>76,896</b> 2957.54 36.9692 27.9622 <b>77,846</b> 2994.08 37.4260 28.3076 <b>78,796</b> 3030.62 37.8827 28.6531 <b>79,746</b> 3067.15 38.3394 28.9985	<b>85,719</b> 3296.88 41.2111 31.1705 <b>86,669</b> 3333.42 41.6678 31.5160 <b>87,619</b> 3369.96 42.1245 31.8615 <b>88,569</b> 3406.50 42.5813 32.2069 <b>89,519</b> 3443.04 43.0380 32.5524 <b>90,469</b> 3479.58 43.4947 32.8978 <b>91,419</b> 3516.12 43.9514 33.2433	<b>Annual Total</b> Bi-Weekly Rate Hourly Rate Fire Hourly Rate <b>5 YR Longevity</b> Bi-Weekly Rate Hourly Rate Fire Hourly Rate <b>10 YR Longevity</b> Bi-Weekly Rate Hourly Rate Fire Hourly Rate <b>15 YR Longevity</b> Bi-Weekly Rate Hourly Rate Fire Hourly Rate <b>20 YR Longevity</b> Bi-Weekly Rate Hourly Rate Fire Hourly Rate <b>25 YR Longevity</b> Bi-Weekly Rate Hourly Rate Fire Hourly Rate <b>30 YR Longevity</b> Bi-Weekly Rate Hourly Rate Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP12-F	Fire Captain	373	<b>55,255</b>	<b>58,018</b>	<b>60,919</b>	<b>63,964</b>	<b>67,162</b>	<b>70,520</b>	<b>74,046</b>	<b>74,046</b>	<b>85,719</b>
			2125.19	2231.46	2343.04	2460.15	2583.15	2712.31	2847.92	2847.92	3296.88
			26.5649	27.8933	29.2880	30.7519	32.2894	33.9038	35.5990	35.5990	41.2111
			20.0927	21.0975	22.1524	23.2596	24.4225	25.6436	26.9258	26.9258	31.1705
			<b>56,205</b>	<b>58,968</b>	<b>61,869</b>	<b>64,914</b>	<b>68,112</b>	<b>71,470</b>	<b>74,996</b>	<b>74,996</b>	<b>86,669</b>
			2161.73	2268.00	2379.58	2496.69	2619.69	2748.85	2884.46	2884.46	3333.42
			27.0216	28.3500	29.7447	31.2087	32.7462	34.3606	36.0558	36.0558	41.6678
			20.4382	21.4429	22.4978	23.6051	24.7680	25.9891	27.2713	27.2713	31.5160
			<b>57,405</b>	<b>60,168</b>	<b>63,069</b>	<b>66,114</b>	<b>69,312</b>	<b>72,670</b>	<b>76,196</b>	<b>76,196</b>	<b>87,869</b>
			2207.88	2314.15	2425.73	2542.85	2665.85	2795.00	2930.62	2930.62	3379.58
			27.5986	28.9269	30.3216	31.7856	33.3231	34.9375	36.6327	36.6327	42.2447
			20.8745	21.8793	22.9342	24.0415	25.2044	26.4255	27.7076	27.7076	31.9524
			<b>58,605</b>	<b>61,368</b>	<b>64,269</b>	<b>67,314</b>	<b>70,512</b>	<b>73,870</b>	<b>77,396</b>	<b>77,396</b>	<b>89,069</b>
			2254.04	2360.31	2471.88	2589.00	2712.00	2841.15	2976.77	2976.77	3425.73
			28.1755	29.5038	30.8986	32.3625	33.9000	35.5144	37.2096	37.2096	42.8216
			21.3109	22.3156	23.3705	24.4778	25.6407	26.8618	28.1440	28.1440	32.3887
			<b>59,805</b>	<b>62,568</b>	<b>65,469</b>	<b>68,514</b>	<b>71,712</b>	<b>75,070</b>	<b>78,596</b>	<b>78,596</b>	<b>90,269</b>
			2300.19	2406.46	2518.04	2635.15	2758.15	2887.31	3022.92	3022.92	3471.88
			28.7524	30.0808	31.4755	32.9394	34.4769	36.0913	37.7865	37.7865	43.3986
			21.7473	22.7520	23.8069	24.9142	26.0771	27.2982	28.5804	28.5804	32.8251
			<b>61,005</b>	<b>63,768</b>	<b>66,669</b>	<b>69,714</b>	<b>72,912</b>	<b>76,270</b>	<b>79,796</b>	<b>79,796</b>	<b>91,469</b>
			2346.35	2452.62	2564.19	2681.31	2804.31	2933.46	3069.08	3069.08	3518.04
			29.3293	30.6577	32.0524	33.5163	35.0538	36.6683	38.3635	38.3635	43.9755
			22.1836	23.1884	24.2433	25.3505	26.5135	27.7345	29.0167	29.0167	33.2615
			<b>62,205</b>	<b>64,968</b>	<b>67,869</b>	<b>70,914</b>	<b>74,112</b>	<b>77,470</b>	<b>80,996</b>	<b>80,996</b>	<b>92,669</b>
			2392.50	2498.77	2610.35	2727.46	2850.46	2979.62	3115.23	3115.23	3564.19
			29.9063	31.2346	32.6293	34.0933	35.6308	37.2452	38.9404	38.9404	44.5524
			22.6200	23.6247	24.6796	25.7869	26.9498	28.1709	29.4531	29.4531	33.6978

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	
TP12-F	Fire Captain	373	<b>56,498</b>	<b>59,323</b>	<b>62,289</b>	<b>65,402</b>	<b>68,672</b>	<b>72,106</b>	<b>75,711</b>	<b>75,711</b>	<b>87,646</b>	<b>Annual Total</b>
			2173.00	2281.65	2395.73	2515.46	2641.23	2773.31	2911.96	2911.96	3371.00	Bi-Weekly Rate
			27.1625	28.5207	29.9466	31.4433	33.0154	34.6663	36.3995	36.3995	42.1375	Hourly Rate
			20.5447	21.5720	22.6505	23.7825	24.9716	26.2204	27.5313	27.5313	31.8713	Fire Hourly Rate
			<b>57,448</b>	<b>60,273</b>	<b>63,239</b>	<b>66,352</b>	<b>69,622</b>	<b>73,056</b>	<b>76,661</b>	<b>76,661</b>	<b>88,596</b>	<b>5 YR Longevity</b>
			2209.54	2318.19	2432.27	2552.00	2677.77	2809.85	2948.50	2948.50	3407.54	Bi-Weekly Rate
			27.6192	28.9774	30.4034	31.9000	33.4721	35.1231	36.8563	36.8563	42.5942	Hourly Rate
			20.8902	21.9175	22.9960	24.1280	25.3171	26.5658	27.8767	27.8767	32.2167	Fire Hourly Rate
			<b>58,648</b>	<b>61,473</b>	<b>64,439</b>	<b>67,552</b>	<b>70,822</b>	<b>74,256</b>	<b>77,861</b>	<b>77,861</b>	<b>89,796</b>	<b>10 YR Longevity</b>
			2255.69	2364.35	2478.42	2598.15	2723.92	2856.00	2994.65	2994.65	3453.69	Bi-Weekly Rate
			28.1962	29.5543	30.9803	32.4769	34.0490	35.7000	37.4332	37.4332	43.1712	Hourly Rate
			21.3265	22.3538	23.4324	24.5644	25.7535	27.0022	28.3131	28.3131	32.6531	Fire Hourly Rate
			<b>59,848</b>	<b>62,673</b>	<b>65,639</b>	<b>68,752</b>	<b>72,022</b>	<b>75,456</b>	<b>79,061</b>	<b>79,061</b>	<b>90,996</b>	<b>15 YR Longevity</b>
			2301.85	2410.50	2524.58	2644.31	2770.08	2902.15	3040.81	3040.81	3499.85	Bi-Weekly Rate
			28.7731	30.1313	31.5572	33.0538	34.6260	36.2769	38.0101	38.0101	43.7481	Hourly Rate
			21.7629	22.7902	23.8687	25.0007	26.1898	27.4385	28.7495	28.7495	33.0895	Fire Hourly Rate
			<b>61,048</b>	<b>63,873</b>	<b>66,839</b>	<b>69,952</b>	<b>73,222</b>	<b>76,656</b>	<b>80,261</b>	<b>80,261</b>	<b>92,196</b>	<b>20 YR Longevity</b>
			2348.00	2456.65	2570.73	2690.46	2816.23	2948.31	3086.96	3086.96	3546.00	Bi-Weekly Rate
			29.3500	30.7082	32.1341	33.6308	35.2029	36.8538	38.5870	38.5870	44.3250	Hourly Rate
			22.1993	23.2265	24.3051	25.4371	26.6262	27.8749	29.1858	29.1858	33.5258	Fire Hourly Rate
			<b>62,248</b>	<b>65,073</b>	<b>68,039</b>	<b>71,152</b>	<b>74,422</b>	<b>77,856</b>	<b>81,461</b>	<b>81,461</b>	<b>93,396</b>	<b>25 YR Longevity</b>
			2394.15	2532.81	2616.88	2736.62	2882.38	2994.46	3133.12	3133.12	3592.15	Bi-Weekly Rate
			29.9269	31.2851	32.7111	34.2077	35.7798	37.4308	39.1639	39.1639	44.9019	Hourly Rate
			22.6356	23.6629	24.7415	25.8735	27.0625	28.3113	29.6222	29.6222	33.9622	Fire Hourly Rate
			<b>63,448</b>	<b>66,273</b>	<b>69,239</b>	<b>72,352</b>	<b>75,622</b>	<b>79,056</b>	<b>82,661</b>	<b>82,661</b>	<b>94,596</b>	<b>30 YR Longevity</b>
			2440.31	2548.96	2663.04	2782.77	2908.54	3040.62	3179.27	3179.27	3638.31	Bi-Weekly Rate
			30.5038	31.8620	33.2880	34.7846	36.3567	38.0077	39.7409	39.7409	45.4788	Hourly Rate
			23.0720	24.0993	25.1778	26.3098	27.4989	28.7476	30.0585	30.0585	34.3985	Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP12-F	Fire Captain	373	<b>57,910</b>	<b>60,806</b>	<b>63,846</b>	<b>67,037</b>	<b>70,389</b>	<b>73,908</b>	<b>77,603</b>	<b>77,603</b>	<b>89,836</b>
			2227.31	2338.69	2455.62	2578.35	2707.27	2842.62	2984.73	2984.73	3455.23
			27,8413	29,2337	30,6952	32,2293	33,8409	35,5327	37,3091	37,3091	43,1904
			21,0582	22,1113	23,2167	24,3771	25,5960	26,8756	28,2193	28,2193	32,6676
			<b>58,860</b>	<b>61,756</b>	<b>64,796</b>	<b>67,987</b>	<b>71,339</b>	<b>74,858</b>	<b>78,553</b>	<b>78,553</b>	<b>90,785</b>
			2263.85	2375.23	2492.15	2614.88	2743.81	2879.15	3021.27	3021.27	3491.77
			28,2981	29,6904	31,1519	32,6861	34,2976	35,9894	37,7659	37,7659	43,6471
			21,4036	22,4567	23,5622	24,7225	25,9415	27,2211	28,5647	28,5647	33,0131
			<b>60,060</b>	<b>62,956</b>	<b>65,996</b>	<b>69,187</b>	<b>72,539</b>	<b>76,058</b>	<b>79,753</b>	<b>79,753</b>	<b>91,986</b>
			2310.00	2421.38	2538.31	2661.04	2789.96	2925.31	3067.42	3067.42	3537.92
			28,8750	30,2673	31,7288	33,2630	34,8745	36,5663	38,3428	38,3428	44,2240
			21,8400	22,8931	23,9985	25,1589	26,3778	27,6575	29,0011	29,0011	33,4495
			<b>61,260</b>	<b>64,156</b>	<b>67,196</b>	<b>70,387</b>	<b>73,739</b>	<b>77,258</b>	<b>80,953</b>	<b>80,953</b>	<b>93,186</b>
			2356.15	2467.54	2584.46	2707.19	2836.12	2971.46	3113.58	3113.58	3584.08
			29,4519	30,8442	32,3058	33,8399	35,4514	37,1433	38,9197	38,9197	44,8010
			22,2764	23,3295	24,4349	25,5953	26,8142	28,0938	29,4375	29,4375	33,8858
			<b>62,460</b>	<b>65,356</b>	<b>68,396</b>	<b>71,587</b>	<b>74,939</b>	<b>78,458</b>	<b>82,153</b>	<b>82,153</b>	<b>94,386</b>
			2402.31	2513.69	2630.62	2753.35	2882.27	3017.62	3159.73	3159.73	3630.23
			30,0288	31,4212	32,8827	34,4168	36,0284	37,7202	39,4966	39,4966	45,3779
			22,7127	23,7658	24,8713	26,0316	27,2505	28,5302	29,8738	29,8738	34,3222
			<b>63,660</b>	<b>66,556</b>	<b>69,596</b>	<b>72,787</b>	<b>76,139</b>	<b>79,658</b>	<b>83,353</b>	<b>83,353</b>	<b>95,586</b>
			2448.46	2559.85	2676.77	2799.50	2928.42	3063.77	3205.88	3205.88	3676.38
			30,6058	31,9981	33,4596	34,9938	36,6053	38,2971	40,0736	40,0736	45,9548
			23,1491	24,2022	25,3076	26,4680	27,6869	28,9665	30,3102	30,3102	34,7585
			<b>64,860</b>	<b>67,756</b>	<b>70,796</b>	<b>73,987</b>	<b>77,339</b>	<b>80,858</b>	<b>84,553</b>	<b>84,553</b>	<b>96,786</b>
			2494.62	2606.00	2722.92	2845.65	2974.58	3109.92	3252.04	3252.04	3722.54
			31,1827	32,5750	34,0365	35,5707	37,1822	38,8740	40,6505	40,6505	46,5317
			23,5855	24,6385	25,7440	26,9044	28,1233	29,4029	30,7465	30,7465	35,1949

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP12-F	Fire Captain	373	<b>59,445</b>	<b>62,417</b>	<b>65,538</b>	<b>68,814</b>	<b>72,255</b>	<b>75,868</b>	<b>79,661</b>	<b>79,661</b>	<b>92,219</b>
			2286.35	2400.65	2520.69	2646.69	2779.04	2918.00	3063.88	3063.88	3546.88
			28,5793	30,0082	31,5087	33,0837	34,7380	36,4750	38,2986	38,2986	44,3361
			21,6164	22,6971	23,8320	25,0233	26,2745	27,5884	28,9676	28,9676	33,5342
			<b>60,395</b>	<b>63,367</b>	<b>66,488</b>	<b>69,764</b>	<b>73,205</b>	<b>76,818</b>	<b>80,611</b>	<b>80,611</b>	<b>93,169</b>
			2322.88	2437.19	2557.23	2683.23	2815.58	2954.54	3100.42	3100.42	3583.42
			29,0361	30,4649	31,9654	33,5404	35,1947	36,9317	38,7553	38,7553	44,7928
			21,9618	23,0425	24,1775	25,3687	26,6200	27,9338	29,3131	29,3131	33,8796
			<b>61,595</b>	<b>64,567</b>	<b>67,688</b>	<b>70,964</b>	<b>74,405</b>	<b>78,018</b>	<b>81,811</b>	<b>81,811</b>	<b>94,369</b>
			2369.04	2483.35	2603.38	2729.38	2861.73	3000.69	3146.58	3146.58	3629.58
			29,6130	31,0418	32,5423	34,1173	35,7716	37,5087	39,3322	39,3322	45,3697
			22,3982	23,4789	24,6138	25,8051	27,0564	28,3702	29,7495	29,7495	34,3160
			<b>62,795</b>	<b>65,767</b>	<b>68,888</b>	<b>72,164</b>	<b>75,605</b>	<b>79,218</b>	<b>83,011</b>	<b>83,011</b>	<b>95,569</b>
			2415.19	2529.50	2649.54	2775.54	2907.88	3046.85	3192.73	3192.73	3675.73
			30,1899	31,6188	33,1192	34,6942	36,3486	38,0856	39,9091	39,9091	45,9466
			22,8345	23,9153	25,0502	26,2415	27,4927	28,8065	30,1858	30,1858	34,7524
			<b>63,995</b>	<b>66,967</b>	<b>70,088</b>	<b>73,364</b>	<b>76,805</b>	<b>80,418</b>	<b>84,211</b>	<b>84,211</b>	<b>96,769</b>
			2461.35	2575.65	2695.69	2821.69	2954.04	3093.00	3238.88	3238.88	3721.88
			30,7668	32,1957	33,6962	35,2712	36,9255	38,6625	40,4861	40,4861	46,5236
			23,2709	24,3516	25,4865	26,6778	27,9291	29,2429	30,6222	30,6222	35,1887
			<b>65,195</b>	<b>68,167</b>	<b>71,288</b>	<b>74,564</b>	<b>78,005</b>	<b>81,618</b>	<b>85,411</b>	<b>85,411</b>	<b>97,969</b>
			2507.50	2621.81	2741.85	2867.85	3000.19	3139.15	3285.04	3285.04	3768.04
			31,3438	32,7726	34,2731	35,8481	37,5024	39,2394	41,0630	41,0630	47,1005
			23,7073	24,7880	25,9229	27,1142	28,3655	29,6793	31,0585	31,0585	35,6251
			<b>66,395</b>	<b>69,367</b>	<b>72,488</b>	<b>75,764</b>	<b>79,205</b>	<b>82,818</b>	<b>86,611</b>	<b>86,611</b>	<b>99,169</b>
			2553.65	2667.96	2788.00	2914.00	3046.35	3185.31	3331.19	3331.19	3814.19
			31,9207	33,3495	34,8500	36,4250	38,0793	39,8163	41,6399	41,6399	47,6774
			24,1436	25,2244	26,3593	27,5505	28,8018	30,1156	31,4949	31,4949	36,0615

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP12-F	Fire Captain	373	<b>61,228</b>	<b>64,289</b>	<b>67,503</b>	<b>70,877</b>	<b>74,421</b>	<b>78,142</b>	<b>82,049</b>	<b>82,049</b>	<b>94,983</b>
			2354.92	2472.65	2596.27	2726.04	2862.35	3005.46	3155.73	3155.73	3653.19
			29.4365	30.9082	32.4534	34.0755	35.7793	37.5683	39.4466	39.4466	45.6649
			22.2647	23.3778	24.5465	25.7735	27.0622	28.4153	29.8360	29.8360	34.5393
			<b>62,178</b>	<b>65,239</b>	<b>68,453</b>	<b>71,827</b>	<b>75,371</b>	<b>79,092</b>	<b>82,999</b>	<b>82,999</b>	<b>95,933</b>
			2391.46	2509.19	2632.81	2762.58	2898.88	3042.00	3192.27	3192.27	3689.73
			29.8933	31.3649	32.9101	34.5322	36.2361	38.0250	39.9034	39.9034	46.1216
			22.6102	23.7233	24.8920	26.1189	27.4076	28.7607	30.1815	30.1815	34.8847
			<b>63,378</b>	<b>66,439</b>	<b>69,653</b>	<b>73,027</b>	<b>76,571</b>	<b>80,292</b>	<b>84,199</b>	<b>84,199</b>	<b>97,133</b>
			2437.62	2555.35	2678.96	2808.73	2945.04	3088.15	3238.42	3238.42	3735.88
			30.4702	31.9418	33.4870	35.1091	36.8130	38.6019	40.4803	40.4803	46.6986
			23.0465	24.1596	25.3284	26.5553	27.8440	29.1971	30.6178	30.6178	35.3211
			<b>64,578</b>	<b>67,639</b>	<b>70,853</b>	<b>74,227</b>	<b>77,771</b>	<b>81,492</b>	<b>85,399</b>	<b>85,399</b>	<b>98,333</b>
			2483.77	2601.50	2725.12	2854.88	2991.19	3134.31	3284.58	3284.58	3782.04
			31.0471	32.5188	34.0639	35.6861	37.3899	39.1788	41.0572	41.0572	47.2755
			23.4829	24.5960	25.7647	26.9916	28.2804	29.6335	31.0542	31.0542	35.7575
			<b>65,778</b>	<b>68,839</b>	<b>72,053</b>	<b>75,427</b>	<b>78,971</b>	<b>82,692</b>	<b>86,599</b>	<b>86,599</b>	<b>99,533</b>
			2529.92	2647.65	2771.27	2901.04	3037.35	3180.46	3330.73	3330.73	3828.19
			31.6240	33.0957	34.6409	36.2630	37.9668	39.7558	41.6341	41.6341	47.8624
			23.9193	25.0324	26.2011	27.4280	28.7167	30.0698	31.4905	31.4905	36.1938
			<b>66,978</b>	<b>70,039</b>	<b>73,253</b>	<b>76,627</b>	<b>80,171</b>	<b>83,892</b>	<b>87,799</b>	<b>87,799</b>	<b>100,733</b>
			2576.08	2693.81	2817.42	2947.19	3083.50	3226.62	3376.88	3376.88	3874.35
			32.2010	33.6726	35.2178	36.8399	38.5438	40.3327	42.2111	42.2111	48.4293
			24.3556	25.4687	26.6375	27.8644	29.1531	30.5062	31.9269	31.9269	36.6302
			<b>68,178</b>	<b>71,239</b>	<b>74,453</b>	<b>77,827</b>	<b>81,371</b>	<b>85,092</b>	<b>88,999</b>	<b>88,999</b>	<b>101,933</b>
			2622.23	2739.96	2863.58	2993.35	3129.65	3272.77	3423.04	3423.04	3920.50
			32.7779	34.2495	35.7947	37.4168	39.1207	40.9096	42.7880	42.7880	49.0063
			24.7920	25.9051	27.0738	28.3007	29.5895	30.9425	32.3633	32.3633	37.0665

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP 14-F	Fire Battalion Chief	381	<b>57,990</b>	<b>60,919</b>	<b>63,964</b>	<b>67,162</b>	<b>70,520</b>	<b>74,046</b>	<b>77,747</b>	<b>77,747</b>	<b>90,004</b>
	Fire Marshal	382	2230.38	2343.04	2460.15	2583.15	2712.31	2847.92	2990.27	2990.27	3461.69
			27.8798	29.2880	30.7519	32.2894	33.9038	35.5990	37.3784	37.3784	43.2712
			21.0873	22.1524	23.2596	24.4225	25.6436	26.9258	28.2716	28.2716	32.7287
			<b>58,940</b>	<b>61,869</b>	<b>64,914</b>	<b>68,112</b>	<b>71,470</b>	<b>74,996</b>	<b>78,697</b>	<b>78,697</b>	<b>90,954</b>
			2266.92	2379.58	2496.69	2619.69	2748.85	2884.46	3026.81	3026.81	3498.23
			28.3366	29.7447	31.2087	32.7462	34.3606	36.0556	37.8351	37.8351	43.7279
			21.4327	22.4978	23.6051	24.7680	25.9891	27.2713	28.6171	28.6171	33.0742
			<b>59,890</b>	<b>62,819</b>	<b>65,864</b>	<b>69,062</b>	<b>72,420</b>	<b>75,946</b>	<b>79,647</b>	<b>79,647</b>	<b>91,904</b>
			2303.46	2416.12	2533.23	2656.23	2786.38	2921.00	3063.35	3063.35	3534.77
			28.7933	30.2014	31.6654	33.2029	34.8173	36.5125	38.2918	38.2918	44.1846
			21.7782	22.8433	23.9505	25.1135	26.3345	27.6167	28.9625	28.9625	33.4196
			<b>60,840</b>	<b>63,769</b>	<b>66,814</b>	<b>70,012</b>	<b>73,370</b>	<b>76,896</b>	<b>80,597</b>	<b>80,597</b>	<b>92,854</b>
			2340.00	2452.65	2569.77	2692.77	2821.92	2957.54	3099.88	3099.88	3571.31
			29.2500	30.6582	32.1221	33.6596	35.2740	36.9692	38.7486	38.7486	44.6413
			22.1236	23.1887	24.2960	25.4589	26.6800	27.9622	29.3080	29.3080	33.7651
			<b>61,790</b>	<b>64,719</b>	<b>67,764</b>	<b>70,962</b>	<b>74,320</b>	<b>77,846</b>	<b>81,547</b>	<b>81,547</b>	<b>93,804</b>
			2376.54	2489.19	2606.31	2729.31	2858.46	2994.08	3136.42	3136.42	3607.85
			29.7067	31.1149	32.5788	34.1163	35.7308	37.4260	39.2053	39.2053	45.0981
			22.4691	23.5342	24.6415	25.8044	27.0255	28.3076	29.6535	29.6535	34.1105
			<b>62,740</b>	<b>65,669</b>	<b>68,714</b>	<b>71,912</b>	<b>75,270</b>	<b>78,796</b>	<b>82,497</b>	<b>82,497</b>	<b>94,754</b>
			2413.08	2525.73	2642.85	2765.85	2895.00	3030.62	3172.96	3172.96	3644.38
			30.1635	31.5716	33.0356	34.5731	36.1875	37.8827	39.6620	39.6620	45.5548
			22.8145	23.8796	24.9869	26.1498	27.3709	28.6531	29.9989	29.9989	34.4560
			<b>63,690</b>	<b>66,619</b>	<b>69,664</b>	<b>72,862</b>	<b>76,220</b>	<b>79,746</b>	<b>83,447</b>	<b>83,447</b>	<b>95,704</b>
			2449.62	2562.27	2679.38	2802.38	2931.54	3067.15	3209.50	3209.50	3680.92
			30.6202	32.0284	33.4923	35.0298	36.6442	38.3394	40.1188	40.1188	46.0115
			23.1600	24.2251	25.3324	26.4953	27.7164	28.9985	30.3444	30.3444	34.8015

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP 14-F	Fire Battalion Chief	381	<b>57,990</b>	<b>60,919</b>	<b>63,964</b>	<b>67,162</b>	<b>70,520</b>	<b>74,046</b>	<b>77,747</b>	<b>77,747</b>	<b>90,004</b>
	Fire Marshall	382	2230.38	2343.04	2460.15	2583.15	2712.31	2847.92	2990.27	2990.27	3461.69
			27.8798	29.2880	30.7519	32.2894	33.9038	35.5990	37.3784	37.3784	43.2712
			21.0873	22.1524	23.2596	24.4225	25.6436	26.9258	28.2716	28.2716	32.7287
			<b>58,940</b>	<b>61,869</b>	<b>64,914</b>	<b>68,112</b>	<b>71,470</b>	<b>74,996</b>	<b>78,697</b>	<b>78,697</b>	<b>90,954</b>
			2266.92	2379.58	2496.69	2619.69	2748.85	2884.46	3026.81	3026.81	3498.23
			28.3365	29.7447	31.2087	32.7462	34.3606	36.0558	37.8351	37.8351	43.7279
			21.4327	22.4978	23.6051	24.7680	25.9891	27.2713	28.6171	28.6171	33.0742
			<b>60,140</b>	<b>63,069</b>	<b>66,114</b>	<b>69,312</b>	<b>72,670</b>	<b>76,196</b>	<b>79,897</b>	<b>79,897</b>	<b>92,154</b>
			2313.08	2425.73	2542.85	2665.85	2795.00	2930.62	3072.96	3072.96	3544.38
			28.9135	30.3216	31.7856	33.3231	34.9375	36.6327	38.4120	38.4120	44.3048
			21.8691	22.9342	24.0415	25.2044	26.4255	27.7076	29.0535	29.0535	33.5105
			<b>61,340</b>	<b>64,269</b>	<b>67,314</b>	<b>70,512</b>	<b>73,870</b>	<b>77,396</b>	<b>81,097</b>	<b>81,097</b>	<b>93,354</b>
			2359.23	2471.88	2589.00	2712.00	2841.15	2976.77	3119.12	3119.12	3590.54
			29.4904	30.8986	32.3625	33.9000	35.5144	37.2096	38.9889	38.9889	44.8817
			22.3055	23.3705	24.4778	25.6407	26.8618	28.1440	29.4898	29.4898	33.9469
			<b>62,540</b>	<b>65,469</b>	<b>68,514</b>	<b>71,712</b>	<b>75,070</b>	<b>78,596</b>	<b>82,297</b>	<b>82,297</b>	<b>94,554</b>
			2405.38	2518.04	2635.15	2758.15	2887.31	3022.92	3165.27	3165.27	3636.69
			30.0673	31.4755	32.9394	34.4769	36.0913	37.7865	39.5659	39.5659	45.4587
			22.7418	23.8069	24.9142	26.0771	27.2982	28.5804	29.9262	29.9262	34.3833
			<b>63,740</b>	<b>66,669</b>	<b>69,714</b>	<b>72,912</b>	<b>76,270</b>	<b>79,796</b>	<b>83,497</b>	<b>83,497</b>	<b>95,754</b>
			2451.54	2564.19	2681.31	2804.31	2933.46	3069.08	3211.42	3211.42	3682.85
			30.6442	32.11524	33.5163	35.0538	36.6683	38.3635	40.1428	40.1428	46.0356
			23.1782	24.2433	25.3505	26.5135	27.7345	29.0167	30.3625	30.3625	34.8196
			<b>64,940</b>	<b>67,869</b>	<b>70,914</b>	<b>74,112</b>	<b>77,470</b>	<b>80,996</b>	<b>84,697</b>	<b>84,697</b>	<b>96,954</b>
			2497.69	2610.35	2727.46	2850.46	2979.62	3115.23	3257.58	3257.58	3729.00
			31.2212	32.6293	34.0933	35.6308	37.2452	38.9404	40.7197	40.7197	46.6125
			23.6145	24.6796	25.7869	26.9498	28.1709	29.4531	30.7989	30.7989	35.2560

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP 14-F	Fire Battalion Chief	381	<b>59,295</b>	<b>62,289</b>	<b>65,402</b>	<b>68,672</b>	<b>72,106</b>	<b>75,711</b>	<b>79,496</b>	<b>79,496</b>	<b>92,029</b>
	Fire Marshal	382	2280.58	2395.73	2515.46	2641.23	2773.31	2911.96	3057.54	3057.54	3539.58
			28.5072	29.9466	31.4433	33.0154	34.6663	36.3995	38.2192	38.2192	44.2447
			21.5618	22.6505	23.7825	24.9716	26.2204	27.5313	28.9076	28.9076	33.4651
			<b>60,245</b>	<b>63,239</b>	<b>66,352</b>	<b>69,622</b>	<b>73,056</b>	<b>76,661</b>	<b>80,446</b>	<b>80,446</b>	<b>92,979</b>
			2317.12	2432.27	2552.00	2677.77	2809.85	2948.50	3094.08	3094.08	3576.12
			28.9639	30.4034	31.9000	33.4721	35.1231	36.8563	38.6760	38.6760	44.7014
			21.9073	22.9960	24.1280	25.3171	26.5658	27.8767	29.2531	29.2531	33.8105
			<b>61,445</b>	<b>64,439</b>	<b>67,552</b>	<b>70,822</b>	<b>74,256</b>	<b>77,861</b>	<b>81,646</b>	<b>81,646</b>	<b>94,179</b>
			2363.27	2478.42	2598.15	2723.92	2856.00	2994.65	3140.23	3140.23	3622.27
			29.5409	30.9803	32.4769	34.0490	35.7000	37.4332	39.2529	39.2529	45.2784
			22.3436	23.4324	24.5644	25.7535	27.0022	28.3131	29.6895	29.6895	34.2469
			<b>62,645</b>	<b>65,639</b>	<b>68,752</b>	<b>72,022</b>	<b>75,456</b>	<b>79,061</b>	<b>82,846</b>	<b>82,846</b>	<b>95,379</b>
			2409.42	2524.58	2644.31	2770.08	2902.15	3040.81	3186.38	3186.38	3668.42
			30.1178	31.5572	33.0538	34.6260	36.2769	38.0101	39.8298	39.8298	45.8553
			22.7800	23.8687	25.0007	26.1898	27.4385	28.7495	30.1258	30.1258	34.6833
			<b>63,845</b>	<b>66,839</b>	<b>69,952</b>	<b>73,222</b>	<b>76,656</b>	<b>80,261</b>	<b>84,046</b>	<b>84,046</b>	<b>96,579</b>
			2455.58	2570.73	2690.46	2816.23	2948.31	3086.96	3232.54	3232.54	3714.58
			30.6947	32.1341	33.6308	35.2029	36.8538	38.5870	40.4067	40.4067	46.4322
			23.2164	24.3051	25.4371	26.6262	27.8749	29.1858	30.5622	30.5622	35.1196
			<b>65,045</b>	<b>68,039</b>	<b>71,152</b>	<b>74,422</b>	<b>77,856</b>	<b>81,461</b>	<b>85,246</b>	<b>85,246</b>	<b>97,779</b>
			2501.73	2616.88	2736.62	2862.38	2994.46	3133.12	3278.69	3278.69	3760.73
			31.2716	32.7111	34.2077	35.7798	37.4308	39.1639	40.9837	40.9837	47.0091
			23.6527	24.7415	25.8735	27.0625	28.3113	29.6222	30.9985	30.9985	35.5560
			<b>66,245</b>	<b>69,239</b>	<b>72,352</b>	<b>75,622</b>	<b>79,056</b>	<b>82,661</b>	<b>86,446</b>	<b>86,446</b>	<b>98,979</b>
			2547.88	2663.04	2782.77	2908.54	3040.62	3179.27	3324.85	3324.85	3806.88
			31.8486	33.2880	34.7846	36.3567	38.0077	39.7409	41.5606	41.5606	47.5861
			24.0891	25.1778	26.3098	27.4869	28.7476	30.0585	31.4349	31.4349	35.9924

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	
TP 14-F	Fire Battalion Chief	381	60,777	63,846	67,037	70,389	73,908	77,603	81,482	81,482	94,328	Annual Total
	Fire Marshal	382	2337.58	2455.62	2578.35	2707.27	2842.62	2984.73	3133.92	3133.92	3628.00	Bi-Weekly Rate
			29,2197	30,6952	32,2293	33,8409	35,5327	37,3091	39,1740	39,1740	45,3500	Hourly Rate
			22,1007	23,2167	24,3771	25,5960	26,8756	28,2193	29,6298	29,6298	34,3011	Fire Hourly Rate
			61,727	64,796	67,987	71,339	74,858	78,553	82,432	82,432	95,278	5 YR Longevity
			2374.12	2492.15	2614.88	2743.81	2879.15	3021.27	3170.46	3170.46	3664.54	Bi-Weekly Rate
			29,6784	31,1519	32,6861	34,2976	35,9894	37,7659	39,6308	39,6308	45,8067	Hourly Rate
			22,4462	23,5622	24,7225	25,9415	27,2211	28,5647	29,9753	29,9753	34,6465	Fire Hourly Rate
			62,927	65,996	69,187	72,539	76,058	79,753	83,632	83,632	96,478	10 YR Longevity
			2420.27	2538.31	2661.04	2789.96	2925.31	3067.42	3216.62	3216.62	3710.69	Bi-Weekly Rate
			30,2534	31,7288	33,2630	34,8745	36,5663	38,3428	40,2077	40,2077	46,3837	Hourly Rate
			22,8825	23,9985	25,1589	26,3778	27,6575	29,0011	30,4116	30,4116	35,0829	Fire Hourly Rate
			64,127	67,196	70,387	73,739	77,258	80,953	84,832	84,832	97,678	15 YR Longevity
			2466.42	2584.46	2707.19	2836.12	2971.46	3113.58	3262.77	3262.77	3756.85	Bi-Weekly Rate
			30,8303	32,3058	33,8399	35,4514	37,1433	38,9197	40,7846	40,7846	46,9606	Hourly Rate
			23,3189	24,4349	25,5953	26,8142	28,0938	29,4375	30,8480	30,8480	35,5193	Fire Hourly Rate
			65,327	68,396	71,587	74,939	78,458	82,153	86,032	86,032	98,878	20 YR Longevity
			2512.58	2630.62	2753.35	2882.27	3017.62	3159.73	3308.92	3308.92	3803.00	Bi-Weekly Rate
			31,4072	32,8827	34,4168	36,0284	37,7202	39,4966	41,3615	41,3615	47,5375	Hourly Rate
			23,7553	24,8713	26,0316	27,2505	28,5302	29,8738	31,2844	31,2844	35,9556	Fire Hourly Rate
			66,527	69,596	72,787	76,139	79,658	83,353	87,232	87,232	100,078	25 YR Longevity
			2558.73	2676.77	2799.50	2928.42	3063.77	3205.88	3355.08	3355.08	3849.15	Bi-Weekly Rate
			31,9841	33,4596	34,9938	36,6053	38,2971	40,0736	41,9385	41,9385	48,1144	Hourly Rate
			24,1916	25,3076	26,4680	27,6869	28,9665	30,3102	31,7207	31,7207	36,3920	Fire Hourly Rate
			67,727	70,796	73,987	77,339	80,858	84,553	88,432	88,432	101,278	30 YR Longevity
			2604.88	2722.92	2845.65	2974.58	3109.92	3252.04	3401.23	3401.23	3895.31	Bi-Weekly Rate
			32,5611	34,0365	35,5707	37,1822	38,8740	40,6505	42,5154	42,5154	48,6913	Hourly Rate
			24,6280	25,7440	26,9044	28,1233	29,4029	30,7465	32,1571	32,1571	36,8284	Fire Hourly Rate

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP 14-F	Fire Battalion Chief	381	<b>62,388</b>	<b>65,538</b>	<b>68,814</b>	<b>72,255</b>	<b>75,868</b>	<b>79,661</b>	<b>83,643</b>	<b>83,643</b>	<b>96,829</b>
	Fire Marshall	382	2399.54	2520.69	2646.69	2779.04	2918.00	3063.88	3217.04	3217.04	3724.19
			29.9942	31.5087	33.0837	34.7380	36.4750	38.2986	40.2130	40.2130	46.5524
			22.6865	23.8320	25.0233	26.2745	27.5884	28.9676	30.4156	30.4156	35.2105
			<b>63,338</b>	<b>66,488</b>	<b>69,764</b>	<b>73,205</b>	<b>76,818</b>	<b>80,611</b>	<b>84,593</b>	<b>84,593</b>	<b>97,779</b>
			2436.08	2557.23	2683.23	2815.58	2954.54	3100.42	3253.58	3253.58	3760.73
			30.4510	31.9654	33.5404	35.1947	36.9317	38.7553	40.6697	40.6697	47.0091
			23.0320	24.1775	25.3687	26.6200	27.9338	29.3131	30.7611	30.7611	35.5560
			<b>64,538</b>	<b>67,688</b>	<b>70,964</b>	<b>74,405</b>	<b>78,018</b>	<b>81,811</b>	<b>85,793</b>	<b>85,793</b>	<b>98,979</b>
			2482.23	2603.38	2729.38	2861.73	3000.69	3146.58	3299.73	3299.73	3806.88
			31.0279	32.5423	34.1173	35.7716	37.5087	39.3322	41.2466	41.2466	47.5861
			23.4684	24.6138	25.8051	27.0564	28.3702	29.7495	31.1975	31.1975	35.9924
			<b>65,738</b>	<b>68,888</b>	<b>72,164</b>	<b>75,605</b>	<b>79,218</b>	<b>83,011</b>	<b>86,993</b>	<b>86,993</b>	<b>100,179</b>
			2528.38	2649.54	2775.54	2907.88	3046.85	3192.73	3345.88	3345.88	3853.04
			31.6048	33.1192	34.6942	36.3486	38.0856	39.9091	41.8236	41.8236	48.1630
			23.9047	25.0502	26.2415	27.4927	28.8065	30.1858	31.6338	31.6338	36.4287
			<b>66,938</b>	<b>70,088</b>	<b>73,364</b>	<b>76,805</b>	<b>80,418</b>	<b>84,211</b>	<b>88,193</b>	<b>88,193</b>	<b>101,379</b>
			2574.54	2695.69	2821.89	2954.04	3093.00	3238.88	3392.04	3392.04	3899.19
			32.1817	33.6962	35.2712	36.9255	38.6625	40.4861	42.4005	42.4005	48.7399
			24.3411	25.4865	26.6778	27.9291	29.2429	30.6222	32.0702	32.0702	36.8651
			<b>68,138</b>	<b>71,288</b>	<b>74,564</b>	<b>78,005</b>	<b>81,618</b>	<b>85,411</b>	<b>89,393</b>	<b>89,393</b>	<b>102,579</b>
			2620.69	2741.85	2867.85	3000.19	3139.15	3285.04	3438.19	3438.19	3945.35
			32.7587	34.2731	35.8481	37.5024	39.2394	41.0630	42.9774	42.9774	49.3168
			24.7775	25.9229	27.1142	28.3655	29.6793	31.0585	32.5065	32.5065	37.3015
			<b>69,338</b>	<b>72,488</b>	<b>75,764</b>	<b>79,205</b>	<b>82,818</b>	<b>86,611</b>	<b>90,593</b>	<b>90,593</b>	<b>103,779</b>
			2666.85	2788.00	2914.00	3046.35	3185.31	3331.19	3484.35	3484.35	3991.50
			33.3356	34.8500	36.4250	38.0793	39.8163	41.6399	43.5543	43.5543	49.8938
			25.2138	26.3593	27.5505	28.8018	30.1156	31.4949	32.9429	32.9429	37.7378

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit
TP 14-F	Fire Battalion Chief	381	<b>64,260</b>	<b>67,503</b>	<b>70,877</b>	<b>74,421</b>	<b>78,142</b>	<b>82,049</b>	<b>86,150</b>	<b>86,150</b>	<b>99,731</b>
	Fire Marshall	382	2471.54	2596.27	2726.04	2862.35	3005.46	3155.73	3313.46	3313.46	3835.81
			30.8942	32.4534	34.0755	35.7793	37.5663	39.4466	41.4183	41.4183	47.9476
			23.3673	24.5465	25.7735	27.0622	28.4153	29.8360	31.3273	31.3273	36.2658
			<b>65,210</b>	<b>68,453</b>	<b>71,827</b>	<b>75,371</b>	<b>79,092</b>	<b>82,999</b>	<b>87,100</b>	<b>87,100</b>	<b>100,661</b>
			2508.06	2632.81	2762.58	2896.88	3042.00	3192.27	3350.00	3350.00	3872.35
			31.3510	32.9101	34.5322	36.2361	38.0250	39.9034	41.8750	41.8750	48.4043
			23.7127	24.3920	26.1189	27.4076	28.7607	30.1815	31.6727	31.6727	36.6113
			<b>66,410</b>	<b>69,653</b>	<b>73,027</b>	<b>76,571</b>	<b>80,292</b>	<b>84,199</b>	<b>88,300</b>	<b>88,300</b>	<b>101,881</b>
			2554.23	2678.96	2806.73	2945.04	3088.15	3236.42	3396.15	3396.15	3918.50
			31.9279	33.4870	35.1091	36.8130	38.6019	40.4803	42.4519	42.4519	48.9813
			24.1491	25.3284	26.5553	27.8440	29.1971	30.6178	32.1091	32.1091	37.0476
			<b>67,610</b>	<b>70,853</b>	<b>74,227</b>	<b>77,771</b>	<b>81,492</b>	<b>85,399</b>	<b>89,500</b>	<b>89,500</b>	<b>103,081</b>
			2600.38	2725.12	2854.88	2991.19	3134.31	3284.58	3442.31	3442.31	3964.65
			32.5048	34.0639	35.6861	37.3899	39.1788	41.0572	43.0288	43.0288	49.5582
			24.5855	25.7647	26.9916	28.2804	29.6335	31.0542	32.5455	32.5455	37.4840
			<b>68,810</b>	<b>72,053</b>	<b>75,427</b>	<b>78,971</b>	<b>82,692</b>	<b>86,599</b>	<b>90,700</b>	<b>90,700</b>	<b>104,261</b>
			2646.54	2771.27	2901.04	3037.35	3180.46	3330.73	3488.46	3488.46	4010.81
			33.0817	34.6409	36.2630	37.9668	39.7558	41.6341	43.6058	43.6058	50.1351
			25.0218	26.2011	27.4280	28.7167	30.0698	31.4905	32.9818	32.9818	37.9204
			<b>70,010</b>	<b>73,253</b>	<b>76,627</b>	<b>80,171</b>	<b>83,892</b>	<b>87,799</b>	<b>91,900</b>	<b>91,900</b>	<b>105,481</b>
			2692.69	2817.42	2947.19	3083.50	3226.62	3376.88	3534.62	3534.62	4056.96
			33.6587	35.2178	36.8399	38.5438	40.3327	42.2111	44.1827	44.1827	50.7120
			25.4582	26.6375	27.8644	29.1531	30.5062	31.9269	33.4182	33.4182	38.3567
			<b>71,210</b>	<b>74,453</b>	<b>77,827</b>	<b>81,371</b>	<b>85,092</b>	<b>88,999</b>	<b>93,100</b>	<b>93,100</b>	<b>106,681</b>
			2738.85	2863.58	2993.35	3129.65	3272.77	3423.04	3580.77	3580.77	4103.12
			34.2356	35.7947	37.4168	39.1207	40.9096	42.7880	44.7596	44.7596	51.2889
			25.8945	27.0738	28.3007	29.5895	30.9425	32.3633	33.8545	33.8545	38.7931