

AGREEMENT

Between

THE CITY OF MELBOURNE, FLORIDA

and the

INTERNATIONAL ASSOCIATION

of

FIREFIGHTERS – LOCAL 1951

October 1, 2012 through September 30, 2015

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Appendix A – Salary schedules reflecting a 3.5% adjustment effective upon ratification and Council approval of this agreement.

Appendix B – Salary schedules reflecting a 1.5% adjustment effective September 30, 2015.

ARTICLE 1 - PREAMBLE

1.1 This Agreement is entered into by and between the City of Melbourne, Florida, hereinafter referred to as the City, and Local 1951, International Association of Firefighters, hereinafter referred to as the Union.

1.2 It is the purpose of this Agreement to achieve and maintain harmonious relations between the City and the Union, to provide for equitable and peaceful adjustment of differences which may arise, and to establish proper standards of wages, hours, and other conditions of employment.

ARTICLE 2 - RECOGNITION

2.1 The City recognizes the Union as the exclusive bargaining agent for the purposes of collective bargaining for the employees in the unit described below:

INCLUDED: FIREFIGHTERS, DRIVER/ENGINEERS, FIRE LIEUTENANTS, PARAMEDICS (FIRE/MEDICS, DRIVER/MEDICS, LIEUTENANT/MEDICS), PRECEPTORS/FIELD TRAINING OFFICERS AND TRAINING CAPTAINS.

EXCLUDED: ALL OTHER STAFF ASSIGNED TO THE FIRE DEPARTMENT.

ARTICLE 3 - EMERGENCY LEAVE DONATIONS

3.1 The parties agree to continue the policy of allowing members to make voluntary contributions of accrued vacation leave in accordance with City policy 8.12 with the exception that bargaining unit members that are 56-hour employees may contribute 56 hours (1 week) to a fellow shift employee. For the purposes of this article:

A. Personal Injury or Illness: Firefighters absent from work due to a personal injury or illness as supported by a physician's note may receive up to 672 hours (12 weeks of leave) donated within any 12 month span beginning the first day of leave after their personal leave balances have been exhausted.

B. Workers Compensation Injury or Illness: Firefighters absent from work due to a workers compensation injury or illness may receive donated vacation leave to supplement their workers compensation leave pay after their personal leave balances have been exhausted. In total, such absence from work may not exceed twelve (12) consecutive months consistent with Article 38.2 – Injury Benefit.

ARTICLE 4 - PAYROLL DEDUCTIONS

4.1 The City agrees to deduct, once each pay period, dues, assessments, and contributions to the Firefighters benefit fund in an amount certified to be current by the Treasurer of the Local Union from the pay of those employees who individually submit a request form to the Payroll Division. The total amount of deductions shall be remitted by the City to the Treasurer of the Union. This authorization shall remain in full force and effect during the term of this Agreement. The contributions to the Firefighters benefit fund will be collected from the same

payroll deduction slot presently used for dues deduction. The parties agree that when the City implements its new payroll/personnel system, and an additional slot becomes available, the Union may request to use an additional slot provided it pays any associated costs which may be required for its use.

The City's remittance will be deemed correct if the Union does not give written notice to the City within 30 calendar days after a remittance is received. If the Union feels that the remittance is incorrect, the reason(s) for that belief shall be so stated in the written notice.

4.2 The Union will indemnify, defend, and hold the City harmless against any claim made and against any suit instituted against the City on account of any action taken by the City, or any of its agents, in good faith reliance upon forms or documents provided by the Union to the City, regarding payroll deductions.

4.3 Any employee wishing to cancel his authorization for payroll deduction of union dues and contributions to the Firefighters benefit fund may do so by providing no less than thirty (30) days written notice to the Union, reflecting that a copy has been provided to the City.

ARTICLE 5 - NON-DISCRIMINATION

5.1 The City and the Union agree that there shall be no discrimination against any employee because of race, color, creed, religion, sex, age, national origin, military status, or handicap (if such handicap does not interfere with the duties to which assigned), and other non-merit factors or artificial barriers.

5.2 The City and the Union agree that the use of masculine gender pronouns to indicate employees of the bargaining unit shall be interpreted to mean both male and female employees, that such usage is in the interest of readability and follows the proper rules of English, and further that such usage is not intended, nor shall it be interpreted to be, sexual discrimination.

ARTICLE 6 - UNION BUSINESS

6.1 Up to 3 members of the negotiating team shall be allowed time off for all meetings which shall be mutually set by the City and the Union, and this time off shall be without loss of pay.

6.2 If a matter of IAFF business is on the Melbourne City Council agenda, one member of the negotiating team, member of the Union Executive Board, or a designee of the Executive Board may attend the Council meeting, while on duty and without loss of pay, with prior approval of the Fire Chief. Member will be required to carry a radio in order to respond to emergency calls.

6.3 City and the Union agree to continue the established time pool to allow union members, acting in an official capacity, time off duty. The time pool may be used for Union business upon approval by the Union President or designee. The Union will continue to account for the use of the union time pool and issue a report on such use to the membership on a quarterly

basis. The Union will work with the Chief to minimize overtime caused by the utilization of the union time pool.

This time pool will be established by mandatory employee contributions as well as voluntary contributions of accrued vacation leave by the employees and will be administered in the same manner as comp time. Mandatory contributions shall be conducted in a semi-annual cycle with one half (1/2) of an employees single pay period vacation accrual contribution into the Union Time Pool. Semi-annual contributions shall occur in the first pay periods in the months of April and October. All unused Union Time Pool hours are considered revolving and shall carry forward into subsequent years.

New employees with less than six (6) months continuous service shall be exempt from the mandatory contribution and shall begin their contribution at the next scheduled contribution cycle. Should the Union Time Pool exceed one thousand (1000) hours, then the next mandatory contribution cycle shall be foregone and the cycle shall commence again only after the bank balance falls below five hundred (500) hours. Employees approved off utilizing the union time pool shall be limited to two (2) personnel per shift. No shift exchanges will be approved to accommodate use of the union time pool when the number of employees off that shift exceed six (6).

6.4 Should a member of the Bargaining Unit, serving in an official capacity, with a City/Municipal Board or on a standing committee need time off to perform official duties or attend a meeting, such time off shall be without loss of pay and benefits nor shall the time be charged against the union time pool.

6.5 The City agrees to provide Administrative Leave for Pension Board Members who will be attending Pension Trustee Schools and/or other educational seminars.

ARTICLE 7 - BULLETIN BOARDS

7.1 The City agrees to furnish and maintain space for suitable bulletin boards in convenient places in each station and work area to be used by the Union. The Union shall limit its posting of notices and bulletins to such bulletin boards.

7.2 No material, notices, or announcements shall be posted by the Union which contain anything politically partisan or controversial or anything adversely reflecting upon the City of Melbourne, its employees, or management. The foregoing does not preclude the posting of public records.

ARTICLE 8 - PREVAILING RIGHTS

8.1 All benefits and working conditions enjoyed by the employees at the time this Agreement takes effect which are not included in this Agreement, and which are in writing and known to management, and which do not infringe upon management rights as stated in Article 37 of this Agreement, shall be presumed to be reasonable and proper, and shall not be changed arbitrarily or capriciously.

ARTICLE 9 - RULES AND REGULATIONS

9.1 There shall be a Policies & Standard Operating Guidelines (SOG) Committee established in the City of Melbourne Fire Department which shall consist of six members. Three members shall be appointed by the Union and three members shall be appointed by the Chief of the Department. This committee shall meet monthly at mutually agreeable times. The purpose of this committee will be to discuss problems and attempt to reach mutual understanding on matters concerning department rules and regulations, policies, and procedures. Grievances and other matters which are subject to the collective bargaining process shall not be made a part of these discussions. Meetings shall be conducted on an informal basis. This committee will function in an advisory capacity only. New or revised documents from (SOG) committee meetings shall be presented to the Union for review prior to implementation. Copies of all understandings shall be furnished to the City Manager for his review prior to implementation. All memoranda not incorporated in the standard operating guidelines within two years from its issue date shall become obsolete.

9.2 No policies or procedures will be implemented without prior notification to the Union.

9.3 The City agrees to compensate employees serving in the following committees with compensatory time for all scheduled meetings:

- Labor/Management Committee
- Quality Assurance Committee
- Safety Committee
- S.O.G. Committee

ARTICLE 10 - COURT TIME

10.1 Any employee required to appear in court or to give a deposition, while in an off-duty status, as a result of action arising during the employee's official duties, shall be compensated at one and one-half times his regular hourly wage from the time he leaves his home until the time he returns to his home.

10.2 Employees will be entitled to a mileage allowance at the current rate of reimbursement as prescribed by City Ordinance to and from employee's place of permanent residence for a required court appearance, unless a travel fee is paid by said court, or unless transportation is provided by the City.

10.3 All witness, subpoena, and deposition fees by employees for such court appearances shall be endorsed to be payable to the City.

10.4 The City agrees to continue the current practice of excusing employees from duty, with no loss of pay or benefits, at 1930 hours the day prior to their summonsed jury duty.

ARTICLE 11 - HOURS OF WORK AND OVERTIME

11.1 In the event that the need for overtime should occur in the Fire Department because of emergency, sickness, or other unforeseen conditions, overtime shall be paid at 1 1/2 times the basic rate of pay. Authorized overtime will be paid in quarter hour increments; each quarter hour will be computed once more than ½ of each quarter of one hour has been worked.

11.2 The normal tour of duty for this Agreement shall be a 24 hour period, from 0730 to 0730, and then off for 48 hours. Under the provisions of the Fair Labor Standards Act, the City has defined the work period as 14 days in length, consisting of 106 hours, to begin at 0000 hours on Saturday and conclude after 14 days at midnight. For the purpose of the Fair Labor Standards Act, the use of accrued leave shall be counted as time worked.

11.3 To ensure the safety of the public as well as the employees, no unit member shall work in excess of sixty (60) hours in a seventy-two (72) hour period at any employment. A twelve (12) hour consecutive break must occur prior to returning to shift after completion of sixty (60) hours worked. Furthermore, employees of the bargaining unit shall not be required to work more than forty eight (48) consecutive hours (scheduled).

11.4 In the event of a declared civil emergency, within the constraints of Article 37.3, employees of the bargaining unit shall not be worked in extreme conditions for more than twenty four (24) hours without a rest period. If at all possible, rest periods should be at least eight (8) hours in length before reassignment to response in extreme conditions.

11.5 Emergency Operations Policy

Emergency Operations Policy: When an emergency is declared by the City Manager or his designee, whether related to weather, a natural disaster, a civil crisis, or any other matter designated as an emergency and City Hall is closed as a result thereof, bargaining unit personnel shall be required to work as deemed necessary. Based on the significance of the emergency, expectations for duty including reporting requirements before, during, and after the emergency will be determined and communicated by the Fire Chief or his designee. It is agreed upon that all bargaining unit members are vital members of the City staff and as such are deemed essential personnel to the City during the declared emergency. All bargaining unit members will be paid per the following pay and reporting policy:

1. Certain bargaining unit personnel may be required to work before, during, and after the emergency.
2. Bargaining unit personnel shall be advised of their reporting requirements 24 hours in advance when practical to prepare for duty.
3. All bargaining unit personnel are responsible to remain in contact with their supervisor to assess their responsibilities once an emergency is declared. Failure to do so may result in disciplinary action.
4. Bargaining unit personnel who are required to work shall report for duty as advised by the Fire Chief or his designee.

5. Except as provided in paragraphs 10 and 12 below, bargaining unit personnel shall be paid straight time for their designated work schedule/shift if they are not required to work.
6. Bargaining unit personnel who work during the declared emergency shall be paid at 2 ½ times their regular hourly rate for work performed during their designated work schedule/shift and shall be paid at 1 ½ times their regular hourly rate for work performed outside their designated work schedule/shift.
7. Bargaining unit personnel who have pre-scheduled leave prior to the declaration of an emergency shall contact their supervisor to determine the status of such leave. Bargaining unit personnel on pre-approved leave who are not out of the area and are available to work may be required to report to work. Each situation of pre-approved leave shall be considered based on the reasons prior to the personnel being asked to report back to work. Bargaining unit members on pre-approved leave who are not required to report to work will record their time off as leave time.
8. Bargaining unit personnel who call in sick during a declared emergency and sick leave is approved shall have their sick leave balance reduced in accordance with their regularly scheduled hours.
9. The Fire Chief or his designee has the sole discretion to excuse a bargaining unit member from work during an emergency for a pre-determined time frame based on family situation or personal hardship. The affected employee shall submit a memorandum outlining the hardship or family situation and requesting the use of leave during the declared state of emergency. As having adequate staff is essential, such leave must be approved in advance. Some special situations that may be considered are:
 - a. Both parents are bargaining unit members and they have young children at home.
 - b. The employee is caring for an elderly or special needs person and no other person is available to take over the care giver responsibilities.
 - c. Single parent families where there is no other person available to take care of the employee's children. This includes families where one parent is in active military status stationed outside Brevard County.
10. Following a declared emergency, bargaining unit personnel shall return to their regularly scheduled hours.
11. If an employee is unable to return to work following a disaster, the Fire Chief shall assess the reason for absence, determine if leave will be granted, then determine if the absence will result in disciplinary action.
12. This Emergency Operations Policy shall not apply on weekends or holidays when City Hall is normally closed.
13. Bargaining unit personnel understand that violations of this policy may result in disciplinary action.

11.6 Bargaining unit members deployed to other locations outside the City for emergency support shall be paid time and one half for hours worked beyond the normally scheduled work hours and at their regular hourly rate for hours worked during their regularly scheduled shift.

ARTICLE 12 - CALL BACK PAY

12.1 All employees covered by the terms of this Agreement who are called back to work while off duty shall be paid a minimum of 4 hours pay at the employee's overtime rate as provided in this Agreement.

12.2 Employees covered by the terms of this Agreement who are required to remain on duty in excess of their normal tour of duty shall be compensated at the employee's overtime rate as provided in this Agreement.

12.3 Time on duty shall start upon the employee arriving at his or her duty station to pick up necessary personal protective equipment, and will end upon notification to leave the duty station.

ARTICLE 13 – SHIFT EXCHANGE

13.1 Two employees may exchange shifts upon getting the necessary approval of the Fire Chief or his designee. Such exchange of shifts shall occur within a ninety (90) day period. Shift exchanges related to out of the country travel may be extended to a 180 day period with prior approval of the fire Chief or his designee.

Shifts will be charged to the employee scheduled to work the trade if they do not show up for work or cancel at the last minute. The shift exchange shall not interfere with the normal operation of the Department, and shall not create an overtime situation. Shift exchange shall have no effect on the acting pay provisions of this agreement, and for all purposes the compensation paid shall be to the originally scheduled employee as if he had actually worked the shift. (see Article 11.2)

ARTICLE 14 – BEREAVEMENT LEAVE

14.1 In the event of a death in the immediate family of an employee, the employee shall be granted 2 shifts off with pay. In the event that the employee must travel outside the State of Florida to attend a funeral, up to 3 shifts will be granted with no loss of pay.

14.2 The immediate family shall be defined as spouse and children of the employee, half-brother, half-sister, step-brother, step-sister, step-parents, grandchildren, mother, father, brother, sister, grandparents, grandparents of the employee's spouse, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law; and legal guardians.

14.3 In the event of a death in the immediate family of Light Duty bargaining members, the employee shall be granted 3 business days off with pay. In the event that the employee must travel outside the State of Florida to attend a funeral, up to 5 business days will be granted with no loss of pay.

If required by the Fire Chief, the employee shall provide proof of a death in family as defined in this article, prior to approval of compensation (i.e. death certificate or obituary).

ARTICLE 15 - DRUG TESTING

15.1 The City and the Union mutually agree that the use by employees of unlawful drugs and other illegal controlled substances constitutes a danger to the employee, fellow employees, and the general public. It is further agreed that the safety of public property and equipment is placed at jeopardy if an employee is under the influence of drugs.

To allay public concerns regarding the use of drugs or other illegal controlled substances by Public Safety employees, and to mitigate the danger to other employees in the work place, the City and the Union mutually agree to adhere to the City's Drug-Free Workplace Policy adopted by City Council on July 26, 2011 (Section 12.11 of the Personnel Policy Manual) which is in compliance with Section 440.102, Florida Statutes. In addition, an annual physical examination will be given to all members of the bargaining unit which will include a drug/alcohol test. Failure to submit to such testing or provide a sample within a reasonable time period (three hours from the first failure to test) is considered a positive test. Employees who refuse to comply with the provisions of this Article may be subject to disciplinary action, up to and including dismissal, subject to the grievance procedures of this contract.

ARTICLE 16 – HOLIDAYS

16.1 The following holidays are those recognized and observed:

- (1) New Year's Day (1st of January)
- (2) Martin Luther King, Jr., Birthday (3rd Monday of January)
- (3) Labor Day (1st Monday in September)
- (4) Memorial Day (last Monday in May)
- (5) Independence Day (4th of July)
- (6) Thanksgiving Day (Nationally recognized holiday)
- (7) Day After Thanksgiving
- (8) Christmas Eve (24th of December)
- (9) Christmas Day (25th of December)

and any other holiday declared by the City Council.

16.2 A. Shift employees not scheduled to work on a holiday, and who do not work, will receive 12 hours straight time pay for the holiday.

B. Shift employees scheduled to work on a holiday shall be compensated at their regular rate of pay plus a rate of 1 1/2 times the employee's hourly rate for those hours actually worked on the holiday.

C. Non-shift employees shall be compensated in accordance with the City's Policies and Procedures.

ARTICLE 17 – OUTSIDE EMPLOYMENT

17.1 Full-time employees shall consider the City as their primary employer. Employees engaging in outside employment must notify the Fire Chief of such status, but with the understanding that the City has the right to take appropriate action, subject to the “just cause” and grievance provisions of this Agreement, in the event an employee’s outside employment conflicts or interferes with the employee’s Melbourne employment.

ARTICLE 18 - DISCIPLINE AND DISCHARGE

18.1 Whenever a bargaining unit employee is questioned by Management in connection with any matter in which an employee may be subject to disciplinary action based on his response to the questioning, the employee may request Union representation of an executive board member during the questioning.

18.2 An employee requesting Union representation is responsible for contacting the appropriate representative and obtaining the representative's attendance at the meeting.

18.3 The City will delay questioning an employee who requests Union representation for a reasonable time to allow for obtaining a Union representative.

18.4 The City retains the right to suspend, demote, discharge or take other disciplinary action against employees for just cause.

(ARTICLE 19 – RESERVED)

ARTICLE 20 - SAFETY AND HEALTH

20.1 The City and the Union agree to cooperate to the fullest extent in the promotion of safety.

20.2 One employee representing the Union shall be a member of the City's Safety Committee.

20.3 The parties agree that they will adhere to all rules imposed by the State of Florida relating to safety and health of Firefighters.

20.4 When scheduling outdoor, non-emergency activities, weather conditions will be a consideration.

20.5 The City and the Union will work together to implement appropriate NFPA standards.

ARTICLE 21 - CLOTHING ALLOWANCE AND EQUIPMENT

21.1 All uniforms, protective clothing, or protective devices required of employees in the performance of their duties shall be furnished without cost to the employees by the City, with the exception of underwear and socks. The City shall provide and maintain the quantity of uniform items for each employee as specified in the Department SOG 1004 "Uniforms".

21.2 All unit members required to carry a mobile telephone for Fire Department business, and who are provided a mobile telephone by the City, shall have the option to return the mobile telephone to the City and utilize their personal cellular phone for City business. Employees electing this option shall receive a monthly allowance of \$52 which will be paid as a pay supplement of \$26 on the first two pay checks each month. Employees receiving this allowance may be required to provide records of usage in accordance with Florida Statutes §119 - Public Records as amended from time to time.

ARTICLE 22 - PROHIBITION OF STRIKES

22.1 Neither the Union nor any of its officers, agents, or any employee covered by this Agreement will instigate, promote, sponsor, engage in, or condone any strike, slow-down, concerted stoppage of work, or any intentional interruption of the operations of the City, regardless of the reason for so doing. Any violation of this Article shall subject the violator to the penalties provided for in Sections 447.505 and 447.507, Florida Statutes.

ARTICLE 23 - WORKING OUT OF CLASSIFICATION

23.1 Any member of the bargaining unit who is required to accept the responsibilities and carry out the duties of a position or rank above that which he holds shall be compensated at the rate of the entry level step of the pay grade or five percent on the base hourly rate per hour, whichever is greater while so acting, in accordance with current practice.

23.2 All acting time shall be paid quarterly.

ARTICLE 24 - DUTIES

24.1 Employed as full-time professional firefighters for the City, it will be each member's primary responsibility to provide for the prevention and extinguishment of fires, delivery of emergency medical care and the protection of life and property.

24.2 Employees of the Fire Department shall not be required to perform duties which require the professional licensing of an individual in order to perform a specific job or task with the exception of Emergency Medical Technicians and Paramedics. These tasks or duties must also be of the nature of requiring a specialized training and competence by the licensed individual.

24.3 Employees of the bargaining unit shall not be required to assist in the search for, or removal of, any bomb, reported bomb, explosive, or incendiary device which requires the expertise of an explosives expert. Employees may volunteer for such assignments if they are requested to do so by the explosives expert.

24.4 Employees who are required to use their personal vehicle for City business or travel in the course of their employment shall receive reimbursement for such use at the applicable current rate pursuant to the City's travel policy. Such reimbursement shall be paid quarterly. Employees temporarily reassigned to a different station for more than two shifts (forty-eight hours) shall report to the reassigned station and will not be allowed travel reimbursement for the duration of that temporary assignment.

ARTICLE 25 – COMMUNITY ITEMS

25.1 The City and the Union agree to provide each Station with the items listed below and understand that it is the responsibility of the employees utilizing these items to exercise every effort to maintain them in proper working order. These items include:

- Refrigerator
- Washer and Dryer
- Beds
- Stove
- Lockers for clothes and bunker gear
- Television
- Microwave oven
- Dishwasher
- Recliners
- Coffee Maker
- Plates, bowls, glasses & silverware for 2 times the number of staff assigned to the station.

ARTICLE 26 - INSURANCE

26.1 Members of the bargaining unit and eligible dependents shall participate in the City's group health insurance plan on the same basis as general employees as may be authorized from time to time by the City Council including, but not limited to contribution rates, deductibles, and co-payments; provided the premium for individual Standard HMO coverage shall be paid by the City at 100% through September 30, 2015 or opt out plan (\$150 per month).

26.2 Effective April 1, 2010, the City will make monthly contributions toward standard health insurance coverage for retirees at the rate of 2% per year of service with the City up to a maximum of 50%. Said City contribution toward retiree health insurance coverage shall be paid until the retiree reaches normal Medicare age. There will be no City contribution towards retiree health insurance for new employees hired on or after contract ratification and approval by Council.

26.3 In addition to any life insurance coverage required by law, the City agrees to provide a basic life insurance benefit of one times the base annual salary of the member. This benefit is provided in addition to the in line of duty statutory death benefit payable under §112.191 Florida Statutes. In the event of an in line of duty death, if the combined amount of the basic life insurance benefit and the in line of duty benefit is not equal to or greater than \$100,000, the City will pay the additional amount to reach a minimum death benefit of \$100,000.

26.4 As long as unit members continue to participate in the City health insurance program, the Association has the right to appoint one voting representative to the Employee Benefits Advisory Committee .

ARTICLE 27 - VACANCIES AND PROMOTIONS

27.1 When a permanent vacancy occurs in any bargaining unit position above that of a firefighter, it shall be filled within thirty (30) days of the vacancy, or upon a mutually agreed extension of the official severance of the vacating department member from the Fire Department, unless prior written notice is provided to the Union by the City. Filling of all vacancies shall be in accordance with established procedures as amended by this contract.

27.2 To create promotional lists for vacant Driver/Engineer or Lieutenant's positions the Melbourne Fire Department promotional board will interview the top 5 or at least 3 candidates and ties for each as a result of the respective testing process. The interview will consist of the following elements:

1. Questions related to the mission of the Department and what the candidate would bring to the promoted position in helping the Department meet its mission
2. A review of the candidates employment history
3. Educational achievements of the candidate

Upon completion of the interviews, the promotional board will forward their recommendation to the Fire Chief for consideration. It is understood the Fire Chief ultimately makes the final decision regarding the ranking of the employees on the eligibility list. This list shall remain in effect until the next promotional testing process is completed.

When a permanent vacancy occurs, the top ranked employee on the eligibility list shall receive the promotion unless disciplinary issues have arisen between the establishment of the eligibility list and the promotional opportunity making the employee unsuitable for the promotion.

The following guidelines will be incorporated in any changes to the promotional process:

- 1) An advanced six (6) month notice will be issued with any procedural changes.
- 2) The union will be involved with procedural changes in the testing process.
- 3) Labor and Management will meet in the month of May annually to discuss any problems or changes required for future testing.

27.3 To expedite the process of implementing and maintaining "Advanced Life Support" to the entire city, the Union and City agrees to establish a hiring preference for Paramedics. The Union and City further agree to work with the Medical Director to establish a review process for prospective Paramedics.

27.4 All employees who are promoted to a higher rank will receive a salary increase to the minimum for that rank. If the minimum pay step in the new rank results in less than a two-step pay increase for the employee in their current salary, the employee shall be placed in a step which equals a minimum two-step increase. Employees promoted to a day position will

receive a two-step differential which is forfeited if an employee returns to a 24-hour shift schedule.

ARTICLE 28 - PERSONNEL REDUCTION

28.1 Reduction in force by lay-off shall be in order of seniority with the employee with the least seniority being laid off first. Lay-off shall include the right of senior members of the bargaining unit in higher ranked positions to "bump," or roll back members of the bargaining unit in lower classifications who possess less seniority. Recall shall be in reverse order of lay-off and no new employees shall be hired until all members of the bargaining unit on lay-off have been returned or given the opportunity to return to work.

28.2 Notice of recall shall be sent by certified mail or other appropriate manner, to the laid off member, with a copy to the Union, at his last known address. If the member fails to respond within five (5) working days from the date of receiving the notice of recall, signifying his intent to return to work within another five (5) days, he shall be considered to have quit.

28.3 Loss of mail by the postal service will extend all aspects of the employee's recall rights, by an amount of time equal to the delay caused by the mail's loss.

28.4 There shall be no reduction in force affecting bargaining unit positions unless prior written notice is provided to the Union.

ARTICLE 29 - GRIEVANCE PROCEDURE

29.1 Any grievance, defined as a claim reasonably based on a violation of the terms and conditions of this Agreement, shall systematically follow the grievance procedure as outlined herein. Any grievance filed shall refer to the provision or provisions of the Agreement alleged to have been violated and shall adequately set forth the facts pertaining to the alleged violation.

29.2 Step 1: The aggrieved employee(s) or Union representative shall present a written grievance to the appropriate Division Chief based on the nature of the complaint. Any discussions shall be informal for the purpose of settling differences in the simplest and most direct manner. The Division Chief shall reach a decision and communicate same in writing to the aggrieved employee and the Union within 10 calendar days from the date the grievance was presented to him. The written reply shall state the grievance, the decision by the Division Chief, and the reason for reaching that conclusion.

Step 2: If it is not settled satisfactorily at Step 1, the aggrieved employee or the Union within 10 calendar days shall forward a final written version of the grievance to the Fire Chief. The Fire Chief shall meet with the aggrieved employee, who may be accompanied by a representative from the Union, within 10 calendar days after receipt of the grievance unless such time is mutually extended in writing. The Fire Chief shall obtain the facts and forward his decision to the aggrieved employee and the Union no later than 10 calendar days following the meeting date.

Step 3: If the grievance is not settled in the second step, the grievant or the Union shall, within 10 calendar days after receipt of the Step 2 decision, present the written grievance to the Personnel Manager. The Personnel Manager shall investigate the alleged grievance and shall meet with the aggrieved employee within 10 calendar days after receipt of the grievance. The grievant may be accompanied at this meeting by a Union representative. The Personnel Manager shall obtain the facts and forward his recommendations to the City Manager and the Union within 10 calendar days after the meeting. The City Manager shall have 10 calendar days to consult with any of the parties involved and render a decision in writing to the grievant and the Union.

Step 4: If a grievance has not been satisfactorily resolved within the grievance procedure, either party may request arbitration. A request for arbitration must be made in writing within 10 calendar days of the decision rendered in Step 3 of the procedure.

The Federal Mediation and Conciliation Service shall be requested by either or both parties to provide a panel of arbitrators. After the panel is received from the FMCS, the representative of the Union, or the employee, as the case may be, and the City shall meet and alternately strike names until one arbitrator remains. The named arbitrator shall be selected as the impartial arbitrator. The party requesting arbitration shall strike the first name. Prior to this striking of names, either party, the Union or City, may request FMCS to provide another impartial neutral panel from which to choose. Notwithstanding the provisions of this section, an arbitrator other than outlined above may be mutually selected by the parties to the arbitration proceeding.

The arbitrator shall have the jurisdiction and the authority to hear a grievance as defined in this article and to render a decision which is final and binding upon the parties, as required by law. The arbitrator in rendering his decision, shall have no authority to change, amend, add to, subtract from or otherwise alter or supplement this agreement or any part thereof or any amendment thereto. Any question concerning arbitrability will be decided by the arbitrator selected to hear the grievance.

Each party shall bear the expense of its own witnesses and its own representatives. The parties shall equally share the expense of the impartial arbitrator. Any party requesting a copy of the transcript of such arbitration hearing shall be responsible for its cost.

29.3 Rules of Grievance Processing:

A. A grievance must be brought forth as soon as it shall reasonably have become known to exist. In the event a grievance arises, the employee must submit a grievance to the appropriate Division Chief (Step 1) within 10 calendar days after he has knowledge of this grievance.

B. The time limit at any stage of the grievance procedure may be extended by written mutual agreement of the parties involved at that step.

C. The grievance presented at Steps 2 and 3 shall be dated and signed by the aggrieved employee or the grievant's representative presenting it. Any decision rendered shall be presented to the employee and the Union in writing, dated, and signed by either the Fire Chief or the City Manager, as appropriate. In the settlement of any

grievance resulting in retroactive adjustment, such adjustment shall be limited to 30 days prior to the filing of said grievance.

D. When a written grievance is presented, the City's representative shall acknowledge receipt of it and date thereof in writing.

E. Grievances not advanced to the higher step within the time limit period shall be deemed permanently withdrawn as having been settled on the basis of the decision most recently given. Failure on the part of the City's representative to answer within the time limit set forth in any step will entitle the employee to proceed to the next step.

F. When a grievance is reduced to writing there shall be set forth:

1. A complete statement of the grievance and facts upon which it is based.
2. The section or sections of this Agreement claimed to have been violated.
3. The remedy or correction requested.
4. If the employee decides not to be represented by the Union, any adjustment of the grievance shall not be inconsistent with the terms of this collective bargaining agreement. Further, the Union shall be given reasonable opportunity to be present on any meeting called for the resolution of such grievance.

G. The parties shall attempt to agree in writing as to the statement of the dispute to be arbitrated prior to the hearing. In the event of failure of the parties to so agree, the arbitrator shall confine his consideration to the written statement of the grievance pursuant to Step 2 of Section 29.1.

ARTICLE 30 - FIREFIGHTERS' PENSION AND RETIREMENT PLAN

30.1 Retirement benefits and employee contributions for members covered by this Agreement shall be as provided in the City of Melbourne Firefighters' Retirement System (the "Plan"). All changes to the existing Plan shall take effect upon ratification of the Collective Bargaining Agreement and approval of the City Council and upon adoption of the implementing ordinance (the "effective date").

30.2 The pension multiplier will remain at 3.25% for credited service earned.

30.3 "Salary" for pension purposes on and after the effective date shall exclude payments of overtime in excess of 300 hours per fiscal year. Neither the City nor the employee shall make pension contributions on overtime hours excluded from the definition of "Salary" for pension purposes.

30.4 "Salary" for pension purposes on and after the effective date shall exclude payments for accrued sick and annual leave; provided, for employees employed on the effective date "Salary" shall include the lesser of the amount of sick or annual leave time accrued as of the effective date or the actual amount of sick or annual leave time for which the retiree receives payment at the time of retirement.

30.5 The maximum pension benefit for members who are employed and have not reached the normal retirement date as of the effective date, and members hired on or after the effective date, shall be \$90,000 annually.

30.6 The DROP interest rate, at the election of the employee, shall be the plan investment rate or 1.3% per annum for members who enter the DROP on or after the effective date.

30.7 The benefit change in sections 30.2 and 30.5 above shall not apply to any Plan member who is employed and has reached age 55 with 10 or more years of credited service or 25 years of credited service regardless of age as of the effective date. Such members who are employed and not participating in the DROP shall be subject to the maximum pension benefit provisions in effect prior to the effective date.

30.8 The employee contribution rate shall increase from 6.0% to 7.5% effective the first pay check after April 1, 2015.

30.9 To the extent sufficient funds are available in the EBA, five (5) years after retirement the monthly supplemental benefit shall be \$7.50 multiplied by years of employment. Should insufficient funds be available in the EBA to pay both the increased supplement and the variable cost of living adjustment, then the monthly supplement shall be paid first and the funds remaining in the EBA shall be used to provide the variable cost of living adjustment on a pro rata basis.

ARTICLE 31 - SEVERABILITY CLAUSE

31.1 If any provision of this Agreement, or the application of such provision, should be rendered invalid by the final action of a court of competent jurisdiction, the remaining parts or portions of this Agreement shall remain in full force and effect. If such an invalidating action occurs, the Union and Employer will meet as soon as possible and agree upon a replacement article or articles.

ARTICLE 32 - BINDING AGREEMENT

32.1 This Agreement shall be binding on the successors and assigns of both parties hereto, and no provisions, terms, or obligations herein contained shall be affected, modified, altered, or changed in any respect whatsoever by the consolidation, merger, annexation, transfer, or assignment of either party hereto, or affected, modified, altered, or changed in any respect whatsoever by any change of any kind of ownership or management of either party hereto, by any change geographically or otherwise in the location or place of business of either party hereto.

ARTICLE 33 - EDUCATION

33.1 Tuition Grant Program - The Union and the City agree to encourage Firefighters to further their education. The City shall, subject to availability of budgeted funds, provide a grant to bargaining unit members excluding DROP participants in an amount not to exceed the prevailing credit hour rate for undergraduate courses, as appropriate, at the University of Central Florida and two-year degree programs, as appropriate, at the Eastern Florida State College rate, for any accredited courses not funded by other sources, which have been completed by an employee if the following requirements are met.

- A. Funds will be used for promotional required courses or College Degree Fire/EMS service classes.
- B. Approval to attend is obtained by the employee prior to attendance.
- C. A final grade of "C" or better is earned for undergraduate courses.
- D. A final grade of "B" or better is earned for graduate courses.
- E. For the paramedic certification class the employee must become a State Certified Paramedic.
- F. Before funds are disbursed, a notice will be placed at all stations every August preceding the next fiscal year notifying all personnel to submit requests and qualifications. Requests will be accepted for thirty days from the date of notice and will not be awarded until the deadline. Grant selection will conform to the following: Courses required for promotion and two (2) year Associate degree programs will receive precedence over the second half of four year Bachelor Degree programs and Master Degree programs.

The costs for books and other fees required or assessed by the educational institution shall be borne by the City up to a maximum of one hundred fifty (\$150) dollars per approved course. At the conclusion of the course, paper books shall be returned to the City for future training purposes. If an employee fails to return the book within 30 days of the conclusion of the course, or if the returned book is not in sufficient reuse condition as determined by the Fire Chief, the employee shall be charged one half the cost of the book not to exceed seventy five dollars (\$75). Such charge will occur through a payroll deduction. eTextbooks will be exempt from this return policy.

In the event an employee covered by this Agreement leaves the City's employment after receiving a tuition grant for any approved course, the employee will be required to refund to the City a pro-rated amount of the grant. Such refund shall be computed based on the following sliding scale following the completion of the course:

Within one year:	100% of grant
Within two years:	75% of grant
Within three years:	50% of grant
Within four years:	25% of grant
After four years:	0% of grant

In the event an employee covered by this Agreement is involuntarily laid off, the reimbursement requirements above shall be waived.

Approval or disapproval for attendance shall be the decision of the Fire Chief.

Tuition reimbursement forms must be submitted within 30 days of the conclusion of a course.

33.2 Where the best interests of the City are served by schooling, seminars, or classes for the employees covered by this Agreement, actual costs incurred shall be borne by the City as approved by the City. The City shall pay meals for all mandatory education and/or certification courses requiring travel in accordance with established City policy.

33.3 All of this education must be earned while a City employee to receive the above stipulated benefits.

In addition, the City will pay the biannual (every two years) re-certification fee for Certified Emergency Medical Technicians and Paramedics.

Re-certification training for Emergency Medical Technicians and Paramedics shall be provided by the City.

33.4 Job-Related Schooling - Individuals requesting time off to attend a job-related class provided for herein, i.e., EMT/Paramedic, fire technology, will be approved, provided the following conditions are met:

- A. Personnel needing time off to attend approved job-related classes will be required to use a standby or partial vacation. Partial vacation will be approved pursuant to the provisions of Article 34.
- B. The requesting individual will return to duty following the class.
- C. Personnel attending school at the Fire Department's request will not be required to use standby or vacation procedures.
- D. Personnel attending Paramedic school by their request and at the City's expense shall be held accountable for completing the course. For those employees that do not complete the Paramedic course because of failing grades, expulsion, or by not completing the course requirements by the end of the regular class schedule will be required to reimburse the City the cost of tuition and books for the course.

33.5 The City and the Union agree to implement a series of re-occurring fire suppression classes covering subjects such as tactics and strategies, incident command, confined space rescue, vehicle extrication, pump operator, etc. The City further agrees to whenever possible provide college-level courses at the training facility to allow more employees the opportunity to attend.

33.6 The Fire Chief will, without delay, fill out and submit Associates Degree and or Bachelors Degree documentation upon receipt from an employee, to the State educational incentive program and allow the State to determine if it meets qualifications.

33.7 Personnel (Drivers and Lieutenants) assigned to ARFF must receive ARFF certification as soon as possible and no later than three months from the date of transfer, depending on the availability of ARFF training and live burns. Personnel must maintain ARFF certification of a minimum of six years.

In the event an employee covered by this Agreement leaves the Melbourne International Airport Fire Station due to a voluntary bid transfer, the employee will be required to refund to the City a pro-rated amount of the cost of the ARFF certification training. Such refund shall be computed based on the following sliding scale following the date of receipt of ARFF certification:

Within one year: 100% of cost of ARFF certification training
Within two years: 75% of cost of ARFF certification training
Within three years: 50% of cost of ARFF certification training

Repayment is not required under the following circumstances:

- a) Termination of employment
- b) Promotion
- c) Demotion

ARTICLE 34 - VACATIONS

34.1 Twenty-four hour shift employees of the bargaining unit shall be eligible for vacation with pay in accordance with the following schedule:

One through five years-----Six shifts	(176 hours)
Six through nine years-----Seven shifts	(200 hours)
Ten through fourteen years---Eight shifts	(224 hours)
Fifteen years or more-----Eleven shifts	(296 hours)

Effective upon ratification and Council approval of this Agreement, vacation benefits shall be granted as follows:

Employees may accrue up to a maximum of 1080 hours of vacation leave.

Firefighters with more than 1080 hours of accrued vacation leave upon ratification and Council approval of this agreement will reduce their balance to 1080 through a buy-back program prior to December 31, 2014.

Twenty-four hour shift employees hired after ratification and Council approval of this Agreement shall be eligible for vacation with pay in accordance with the following schedule:

One through seven years-----Six shifts	(176 hours)
Eight through nineteen years-----Eight shifts	(224 hours)
Twenty years or more -----Eleven shifts	(296 hours)

Employees hired on or after ratification and Council approval of this Agreement may accrue up to a maximum 672 hours of vacation leave.

The number of employees allowed off per shift is six (6) to be determined by Department seniority on the day on which it was requested.

Employees may elect to schedule vacation or compensatory leave for six (6) hour or twelve (12) hour blocks required for classes during their scheduled shift for job related school. In the event a class is cut short or cancelled beyond the employee's control the employee may return to work and only be charged for the time actually taken. Vacation requests for six (6) or twelve (12) hours shall be submitted on the appropriate forms and require no less than seventy-two (72) hours notice prior to the day leave is requested.

Employees shall be allowed to schedule vacation or compensatory leave in 12 hour increments (first half 07:30 to 19:30 or second half 19:30 to 07:30), such time must be credited to either vacation or compensatory time in whole, not divided using a combination of both. Scheduled vacation leave will be approved up to ninety (90) days prior to the actual time off to include any contiguous shifts with the exception of extended leave requests or travel out of the country which will be allowed one hundred and eighty (180) days prior approval to include any contiguous shifts.

34.2 Non-shift employees will accumulate vacation leave in accordance with the following schedule:

One through five years	96 hours
Six through nine years	112 hours
Ten through fourteen years	136 hours
Fifteen years or more	192 hours

Non-shift employees hired on or after ratification and Council approval of this Agreement shall accrue vacation leave in accordance with the following formula:

One through seven	96 hours
Eight through nineteen	136 hours
Twenty years or more	192 hours

Non-shift employees may accrue up to a maximum of 520 hours of vacation leave.

34.3 Non-shift employees shall accrue compensatory leave in accordance with the City's Personnel Policies and Procedures. Twenty-four hour shift personnel shall accrue a maximum of 120 hours of compensatory time.

34.4 One time per calendar year employees may cash out up to one-half of their current annual accrual at the employee's then current rate of pay, provided that the resulting accrued vacation leave balance after the buyback will remain greater than 140 hours.

34.5 All vacation leave accumulated prior to the effective date of this Agreement and that exceeds the maximum accumulation per this Agreement shall be retained by the employee until the pay period in which the annual maximum accrual true up occurs which follows the payroll that includes the Christmas and New Years holidays, typically occurring after January 1st of each year.

ARTICLE 35 - SICK LEAVE

35.1 Effective upon ratification and Council approval of this Agreement, sick leave for twenty-four hour shift employees covered by the bargaining unit shall accrue at the rate of 12 hours per month with a maximum accrual of 1008 hours. Shift employees hired on or after ratification and Council approval of this Agreement shall have a maximum accrual of 588 hours. Non-shift employees shall accrue sick leave at the rate of 8 hours per calendar month, or 96 hours per year, up to a maximum of 720 hours. Non-shift employees hired on or after ratification and Council approval of this Agreement shall have a maximum accrual of 360 hours. Sick leave shall be charged on the basis of 1 hour for each hour used. Once the maximum accrual is reached, members shall be paid for one-half (50%) of the accrued hours in excess of the maximum accrual. The payment will be made at the employee's applicable rate of pay and will be made no later than the fifteenth of December.

35.2 In the event that sick leave is required for personal illness, the employee shall notify the Battalion Chief at least one hour prior to his required starting time.

35.3 Sick leave shall begin accruing upon the date of hire and may be used upon the completion of one month's employment.

35.4 Sick leave shall be charged only against an employee's regular work day, and shall not be charged for absences on pre-arranged overtime work and unscheduled call-in overtime work days. Sick leave, once taken, may not be converted to vacation leave.

35.5 For existing employees, those with a sick leave accumulation of two hundred forty (240) hours or more may convert twenty-four (24) hours of sick leave to twenty-four (24) hours of vacation leave once per quarter as long as no sick leave has been used during that quarter. For the purpose of this article, the first quarter starts on October 1 and ends on December 31. In lieu of a quarterly conversion, unit members hired on or after ratification and Council approval of this Agreement shall participate in an annual sick leave to vacation leave conversion at the rate of 4 sick leave hours to 1 vacation leave hour when they exceed their maximum sick leave accrual threshold. This conversion will take place no later than the 15th of December of each year beginning December 2014.

35.6 Any shift employee covered by this agreement who works a full year and does not use any sick leave within that period (October 1 through September 30) will be allowed to convert an additional twenty-four (24) hours of sick leave to twenty-four (24) hours of vacation leave.

Any non-shift employee covered by this Agreement who works a full year and does not use any sick leave within that period (October 1 through September 30) will be allowed to convert an additional eight (8) hours of sick leave to eight (8) hours of vacation leave.

35.7 Improper use of sick time is subject to progressive disciplinary action.

35.8 All sick leave accumulated prior to the effective date of this Agreement and that exceeds the maximum accumulation per this Agreement shall be retained by the employee until the pay period in which the excess hours will be converted prior to December 15, 2014.

ARTICLE 36 - UNUSED SICK LEAVE

36.1 If a member dies while an active member of the Fire Department, his beneficiary or estate will receive compensation for all hours of unused sick leave at his current hourly rate of pay.

36.2 Upon retirement, whether entering DROP or terminating employment, eligible employees may receive payment for all or any portion of their sick leave at the payout rate of 50%. Any hours which receive such treatment are then fully depleted and no longer carried.

ARTICLE 37 - MANAGEMENT RIGHTS

37.1 The Union recognizes the prerogative of the City to operate and manage its affairs in all respects in accordance with its responsibilities, and the powers or authority which the City has not officially abridged, delegated, or modified by this Agreement are retained by the City, provided that actions taken by the City are not in conflict with the provisions of this Agreement.

37.2 Except as provided in this Agreement, management officials of the City retain the rights, in accordance with applicable laws, regulations, and provisions of the Personnel Rules and Regulations which are not in conflict with this Agreement, which include but are not limited to the following:

- A. To manage and direct the employees of the City.
- B. To hire, promote, transfer, schedule, assign, and retain employees in positions with the City.
- C. To suspend, demote, discharge, or take other disciplinary action against employees for just cause.
- D. To relieve employees from duties because of lack of work, funds, or other legitimate reasons.
- E. To maintain the efficiency of the operations of the City.
- F. To determine the methods, means, and personnel by which such operations are to be conducted.
- G. Organization of City government.
- H. The number of employees to be employed by the City.
- I. The number, types, and grades of positions or employees assigned to an organizational unit, department, or project; provided, however, that ranks and positions existing within the bargaining unit upon the effective date of this Agreement will remain in effect throughout the duration of this Agreement.
- J. Internal security practices.

K. Those matters covered by the Personnel Regulations.

37.3 If, in the sole discretion of the City Council, it is determined that civil emergency conditions exist, including but not limited to riots, civil disorders, hurricane conditions, or similar catastrophes, the provisions of this Agreement may be suspended by the City Manager during the time of the declared emergency, provided that wage rates and monetary fringe benefits shall not be suspended.

37.4 It is understood by the parties that every incidental duty connected with operations enumerated in job descriptions is not always specifically described, and employees, at the discretion of the City, may be required to perform duties not within their job descriptions within the Fire Department, provided those duties are reasonably connected to carrying out the mission of the Fire Department.

ARTICLE 38 - INJURY BENEFIT

38.1 The City agrees that in the event of an on-the-job-injury to a bargaining unit employee, said member will be carried at full pay on the rolls of the Fire Department, and the time lost as a result of an on-the-job injury will not be charged against any existing sick leave time for the first 7 calendar days.

38.2 Employees who have suffered an on-the-job injury or illness shall be entitled to receive donated vacation leave once the employee's personal sick and vacation leave balances are exhausted to supplement their workers compensation injury leave pay; such absence from work shall not exceed twelve (12) consecutive months.

ARTICLE 39 - WAGES AND DIFFERENTIALS

- 39.1
- a. For FY 2013, there shall be no increase in pay.
 - b. For FY 2014, effective upon ratification and Council approval of the agreement, the salary schedules shall be increased across the board by 3.5%. (Salary schedule Appendix A)
 - c. For FY 2015, effective September 30, 2015 the salary schedules shall be increased across the board by 1.5%. (Salary schedule Appendix B)

39.2 For the duration of this contract, employees who are at the top of their respective pay grade and who have completed at least fourteen years of service in the Combat Division of the Fire Department shall receive a longevity pay bonus effective the same date as step increases are processed for members who have not reached the top of their respective pay grade. Longevity pay will be paid in accordance with the following schedule:

14 years to 18 years of service	\$ 500.00
19 years to 23 years of service	\$1000.00
24 years of service and above	\$1500.00

39.3 Employees who possess a State of Florida Fire Officer 1 certification prior to employment with the City shall be hired at step one in the appropriate pay grade. Employees who have earned an Associates, Bachelors, or Masters Degree in Fire Science or Emergency Medicine prior to employment with the City shall be hired at step two in the appropriate pay grade.

Employees who earn a Fire Officer 1 certification as outlined above during their employment with the City, and who have not been awarded step advancement due to a degree, shall advance one step in the appropriate pay grade effective the date such Certificate is earned. Employees who earn an Associates, Bachelors, or Masters Degree in Fire Science or Emergency Management beyond the Fire Officer 1 certification shall advance one additional step effective the date such degree is earned. If Fire Officer certification is not held at the time the degree is earned, the employee will advance two steps in the appropriate pay grade upon the date the degree is earned, and shall not receive any additional step advancement if the Officer certification is attained following the degree. The intent of this article is to provide a maximum two-step increase for education.

Employees licensed and performing the duties of a solo paramedic and while assigned as a preceptor or quality assurance member shall receive incentive pay of \$100.00 per month, paid quarterly. The selection and number of preceptors will be made by the Fire Chief and the Medical Director. Employees assigned as a fire instructor shall receive incentive pay of \$100.00 per month, paid quarterly.

ARFF personnel assigned to station 73 will be compensated in the amount of 5% per month, paid quarterly. ARFF certified personnel not assigned to station 73 will be compensated in the amount of 5% per hour in addition to their regular pay, when used to backfill absent ARFF personnel at station 73.

ARFF certification classes will be provided by the City as needed. The City agrees to compensate employees for travel, classroom, and study time while attending ARFF training in accordance with SOG 1023 – ARFF Training.

39.4 All licensed Paramedics achieving Solo status, as approved by the Melbourne Fire Department's Medical Director, and functioning as a Solo Paramedic shall receive an incentive in accordance with the following schedule:

0 years service through 2 completed years service	= \$4000
2 years service through 4 completed years service	= \$4500
4 years service through 6 completed years service	= \$5000
6 years service through 8 completed years service	= \$5500
8 years service through 10 completed years service	= \$6000
10+ years service	= \$6500

Effective October 1, 2005, employees shall be placed into the appropriate schedule based on their years of Solo Paramedic service on that date. Employees shall advance through the schedule as applicable each year on October 1st based on years of service as of that date.

Paramedics with previous experience as a Solo Paramedic in a similar service may be slotted in the previous schedule based on a factor of fifty percent for each full year of completed service as determined by the Fire Chief.

39.5 The Union and the City agree that to effectively provide ALS service to the citizens of Melbourne a minimum number of Solo Paramedics is needed. This number will be determined by multiplying the number of ALS permitted vehicles being manned within the Fire Department as follows: For the first five (5) ALS permitted vehicles, the multiplier shall be six (6). For any additional ALS vehicles, the multiplier shall be four (4). As the number of manned ALS permitted vehicles may change from time to time so will the required number of Solo Paramedics. A Solo Paramedic may at his discretion drop his Solo status so long as the number of Solo Paramedics on staff is above the minimum as determined by this contract.

In the event a Solo Paramedic requests to drop his Solo status and the number of Solo Paramedics is at or below the minimum a panel of four (4) Melbourne Fire Department employees shall be convened. This panel shall consist of the Division Chief of EMS, the training coordinator, or one other Fire Officer, and two Solo Paramedics chosen by the Union. The panel will hear the employee's case and determine by a majority vote as to whether the employee may drop his Solo status. In the event of a tie, a written summary of the case shall be presented to the Medical Director for his determination. The panel's decision will be final and may not be contested.

In the event the Department's Medical Director directs the Division Chief of EMS to remove the Solo status of an existing Solo Paramedic the Division Chief of EMS shall convene the above- mentioned panel to hear the employee's side of the issue(s). If by majority vote the panel decides the Medical Director's decision is warranted, the employee's Solo status will be suspended. Any suspension of Solo status shall be accompanied by a plan set forth by the Medical Director for the employee to regain his Solo status.

If by majority vote the panel decides the Medical Director's decision is not warranted, the Division Chief of EMS shall work with the Medical Director to work towards an acceptable solution to address the issue(s) in concern.

In the event a Solo Paramedic is not at work for a period that extends beyond one month (excluding workers compensation approved injuries and approved vacation or compensatory leave), or is working in a light duty status and not performing the Solo Paramedic duties, the Solo Paramedic incentive shall be suspended until the employee returns to regular duty status.

The City agrees to continue encouraging its existing employees to attain Paramedic training, and will continue the practice of paying tuition for the Paramedic program up front as well as recruiting paramedics. The City will continue the practice of allowing employees time off from work, without loss of pay and/or benefits, to attend class and labs for Paramedic training. Employees shall be required to maintain their Solo Paramedic status for a period of six (6) years to fulfill their obligation in relation to any pre-employment stipulation or agreement to obtain their Paramedic certification and Solo status.

39.6 In the event an employee is no longer providing EMT-I, Paramedic or Solo Paramedic service the employee's salary/incentive shall be adjusted accordingly.

ARTICLE 40 - DURATION OF AGREEMENT

40.1 This Agreement shall be effective as of October 1, 2012, and shall remain in full force and effect until September 30, 2015.

40.2 This Agreement is accepted as the total contract between the City of Melbourne and Local 1951, International Association of Firefighters, and is recognized to include all previous Memoranda of Agreement.

40.3 Negotiations may be opened by either party 90 days prior to September 30, 2015. At least 120 days prior to the expiration of this agreement, the parties will meet to discuss conceptual goals, proposals, and ground rules in preparation for negotiations.

40.4 In accordance with the provisions of Florida Statutes, Chapter 447, should the City fail to appropriate sufficient funds to support this contract, the parties shall meet to bargain over the impact on affected parts of the agreement.

All appendices and amendments to this Agreement shall be dated and signed by the parties and shall be subject to the applicable provisions of this Agreement.

CITY OF MELBOURNE

LOCAL 1951, INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS

Michael A. McNees, City Manager

Roger Van Kramer, President

Date

Date

ATTEST:

ATTEST:

Cathleen A. Wysor, City Clerk

Douglas E. Conte, Vice President

Appendix A

09/09/2014 10:48 | TEST DATABASE AUG 7 2014
jchase | SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD YEAR	HRS/ YEAR	USE PCT	
				H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	11.9648	395.9268	1,340.06	34,841.56								
01	0.0000	12.2640	405.8275	1,373.57	35,712.82								
02	0.0000	12.5708	415.9793	1,407.93	36,606.18								
03	0.0000	12.8850	426.3764	1,443.12	37,521.12								
04	0.0000	13.2072	437.0393	1,479.21	38,459.46								
05	0.0000	13.5376	447.9711	1,516.21	39,421.46								
06	0.0000	13.8760	459.1689	1,554.11	40,406.86								
07	0.0000	14.2231	470.6561	1,592.99	41,417.74								
08	0.0000	14.5787	482.4211	1,632.81	42,453.06								
09	0.0000	14.9432	494.4845	1,673.64	43,514.64								
10	0.0000	15.3169	506.8493	1,715.49	44,602.74								
11	0.0000	15.6998	519.5214	1,758.38	45,717.88								
12	0.0000	16.0925	532.5155	1,802.36	46,861.36								
13	0.0000	16.4948	545.8286	1,847.42	48,032.92								
14	0.0000	16.9071	559.4727	1,893.60	49,233.60								
15	0.0000	17.3299	573.4625	1,940.95	50,464.70								

09/30/2014 FIRE FIRE UNION F88A FF/EMT
Change was made by 3.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	12.5305	414.6468	1,403.42	36,488.92							
01	0.0000	12.8437	425.0084	1,438.49	37,400.74							
02	0.0000	13.1650	435.6418	1,474.48	38,336.48							
03	0.0000	13.4941	446.5323	1,511.34	39,294.84							
04	0.0000	13.8315	457.6975	1,549.13	40,277.38							
05	0.0000	14.1775	469.1464	1,587.88	41,284.88							
06	0.0000	14.5318	480.8700	1,627.56	42,316.56							
07	0.0000	14.8953	492.8980	1,668.27	43,375.02							
08	0.0000	15.2677	505.2314	1,709.98	44,459.48							
09	0.0000	15.6495	517.8550	1,752.74	45,571.24							
10	0.0000	16.0408	530.8048	1,796.57	46,710.82							
11	0.0000	16.4419	544.0766	1,841.49	47,878.74							
12	0.0000	16.8531	557.6852	1,887.55	49,076.30							
13	0.0000	17.2745	571.6277	1,934.74	50,303.24							
14	0.0000	17.7065	585.9248	1,983.13	51,561.38							
15	0.0000	18.1491	600.5705	2,032.70	52,850.20							

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
09/30/2014	FIRE FIRE UNION F88B	FF/EMT-I		H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 3.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	12.7190	420.8839	1,424.53	37,037.78								
01	0.0000	13.0371	431.4109	1,460.16	37,964.16								
02	0.0000	13.3631	442.1980	1,496.67	38,913.42								
03	0.0000	13.6972	453.2539	1,534.09	39,886.34								
04	0.0000	14.0397	464.5875	1,572.45	40,883.70								
05	0.0000	14.3907	476.2018	1,611.76	41,905.76								
06	0.0000	14.7505	488.1086	1,652.06	42,953.56								
07	0.0000	15.1194	500.3139	1,693.37	44,027.62								
08	0.0000	15.4974	512.8234	1,735.71	45,128.45								
09	0.0000	15.8849	525.6461	1,779.11	46,256.86								
10	0.0000	16.2821	538.7909	1,823.60	47,413.60								
11	0.0000	16.6893	552.2636	1,869.20	48,599.20								
12	0.0000	17.1065	566.0702	1,915.93	49,814.18								
13	0.0000	17.5341	580.2195	1,963.82	51,059.32								
14	0.0000	17.9726	594.7293	2,012.93	52,336.18								
15	0.0000	18.4219	609.5966	2,063.25	53,644.50								

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
09/30/2014	FIRE FIRE UNION F88C	FF/PARAMEDIC		H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 3.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	12.7190	420.8839	1,424.53	37,037.78								
01	0.0000	13.0371	431.4109	1,460.16	37,964.16								
02	0.0000	13.3631	442.1980	1,496.67	38,913.42								
03	0.0000	13.6972	453.2539	1,534.09	39,886.34								
04	0.0000	14.0397	464.5875	1,572.45	40,883.70								
05	0.0000	14.3907	476.2018	1,611.76	41,905.76								
06	0.0000	14.7505	488.1086	1,652.06	42,953.56								
07	0.0000	15.1194	500.3139	1,693.37	44,027.62								
08	0.0000	15.4974	512.8234	1,735.71	45,128.46								
09	0.0000	15.8849	525.6461	1,779.11	46,256.86								
10	0.0000	16.2821	538.7909	1,823.60	47,413.60								
11	0.0000	16.6893	552.2636	1,869.20	48,599.20								
12	0.0000	17.1065	566.0702	1,915.93	49,814.18								
13	0.0000	17.5341	580.2195	1,963.82	51,059.32								
14	0.0000	17.9726	594.7293	2,012.93	52,336.18								
15	0.0000	18.4219	609.5966	2,063.25	53,644.50								

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT	
09/30/2014	FIRE FIRE UNION F89	D/E		H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 3.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	14.2231	470.6561	1,592.99	41,417.74								
01	0.0000	14.5787	482.4211	1,632.81	42,453.06								
02	0.0000	14.9432	494.4845	1,673.64	43,514.64								
03	0.0000	15.3169	506.8493	1,715.49	44,602.74								
04	0.0000	15.6998	519.5214	1,758.38	45,717.88								
05	0.0000	16.0925	532.5155	1,802.36	46,861.36								
06	0.0000	16.4948	545.8286	1,847.42	48,032.92								
07	0.0000	16.9071	559.4727	1,893.60	49,233.60								
08	0.0000	17.3299	573.4625	1,940.95	50,464.70								
09	0.0000	17.7632	587.8009	1,989.48	51,726.48								
10	0.0000	18.2074	602.4998	2,039.23	53,019.98								
11	0.0000	18.6626	617.5620	2,090.21	54,345.46								
12	0.0000	19.1292	633.0025	2,142.47	55,704.22								
13	0.0000	19.6076	648.8330	2,196.05	57,097.30								
14	0.0000	20.0978	665.0534	2,250.95	58,524.70								
15	0.0000	20.6002	681.6786	2,307.22	59,987.72								

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT	
09/30/2014	FIRE FIRE UNION F89A	D/E	EMT	H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 3.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	14.8953	492.8980	1,568.27	43,375.02								
01	0.0000	15.2677	505.2214	1,709.98	44,459.48								
02	0.0000	15.6495	517.8550	1,752.74	45,571.24								
03	0.0000	16.0408	530.8048	1,796.57	46,710.82								
04	0.0000	16.4419	544.0766	1,841.49	47,878.74								
05	0.0000	16.8531	557.6852	1,887.55	49,076.30								
06	0.0000	17.2745	571.6277	1,934.74	50,303.24								
07	0.0000	17.7065	585.9248	1,983.13	51,561.38								
08	0.0000	18.1491	600.5705	2,032.70	52,850.20								
09	0.0000	18.6030	615.5914	2,083.54	54,172.04								
10	0.0000	19.0681	630.9816	2,135.63	55,526.38								
11	0.0000	19.5448	646.7559	2,189.02	56,914.52								
12	0.0000	20.0335	662.9261	2,243.75	58,337.50								
13	0.0000	20.5344	679.5011	2,299.85	59,796.10								
14	0.0000	21.0479	696.4927	2,357.36	61,291.36								
15	0.0000	21.5741	713.9068	2,416.30	62,823.80								

09/30/2014 FIRE FIRE UNION F89B D/E EMT-I
 Change was made by 3.5000%
 No Dollar amount used.

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/DAY	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	PERIOD	ANNUAL SALARY	PERIOD SALARY	ANNUAL SALARY	DAYS/PERIOD	PERIOD	ANNUAL SALARY	PERIOD SALARY	ANNUAL SALARY	USE PCT	
09/30/2014	FIRE	FIRE UNION F89B	D/E EMT-I	H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	112.00	44,027.62	1,693.37	44,027.62	4.67	2112.00	112.00	44,027.62	1,693.37	44,027.62	88.00
		00						500.3139					44,027.62		44,027.62							
		01						512.8234					45,128.46		45,128.46							
		02						525.6461					46,256.86		46,256.86							
		03						538.7909					47,413.60		47,413.60							
		04						552.2636					48,599.20		48,599.20							
		05						566.0702					49,814.18		49,814.18							
		06						580.2195					51,059.32		51,059.32							
		07						594.7293					52,336.18		52,336.18							
		08						609.5966					53,644.50		53,644.50							
		09						624.8391					54,985.84		54,985.84							
		10						640.4657					56,360.98		56,360.98							
		11						656.4764					57,769.92		57,769.92							
		12						672.8859					59,213.96		59,213.96							
		13						689.7091					60,694.40		60,694.40							
		14						706.9577					62,212.28		62,212.28							
		15						724.6318					63,767.60		63,767.60							

09/30/2014 FIRE FIRE UNION F89C D/E PARAMEDIC H HOURLY
 Change was made by 3.5000%
 No Dollar amount used.

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/DAY	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	PERIOD	ANNUAL SALARY	PERIOD SALARY	ANNUAL SALARY	DAYS/PERIOD	PERIOD	ANNUAL SALARY	PERIOD SALARY	ANNUAL SALARY	USE PCT	
09/30/2014	FIRE	FIRE UNION F89C	D/E PARAMEDIC	H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	112.00	44,027.62	1,693.37	44,027.62	4.67	2112.00	112.00	44,027.62	1,693.37	44,027.62	88.00
		00						500.3139					44,027.62		44,027.62							
		01						512.8234					45,128.46		45,128.46							
		02						525.6461					46,256.86		46,256.86							
		03						538.7909					47,413.60		47,413.60							
		04						552.2636					48,599.20		48,599.20							
		05						566.0702					49,814.18		49,814.18							
		06						580.2195					51,059.32		51,059.32							
		07						594.7293					52,336.18		52,336.18							
		08						609.5966					53,644.50		53,644.50							
		09						624.8391					54,985.84		54,985.84							
		10						640.4657					56,360.98		56,360.98							
		11						656.4764					57,769.92		57,769.92							
		12						672.8859					59,213.96		59,213.96							
		13						689.7091					60,694.40		60,694.40							
		14						706.9577					62,212.28		62,212.28							
		15						724.6318					63,767.60		63,767.60							

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EFF. DATE GROUP/BU GRADE/RANK DESCRIPTION PAY BASIS FREQUENCY CALC PERIODS DAY HRS/ PERIOD HRS/ PERIOD DAYS/ PERIOD YEAR USE PCT

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	16.4948	545.8286	1,847.42	48,032.92
01	0.0000	16.9071	559.4727	1,893.60	49,233.60
02	0.0000	17.3299	573.4625	1,940.95	50,464.70
03	0.0000	17.7632	587.8009	1,989.48	51,726.48
04	0.0000	18.2074	602.4998	2,039.23	53,019.98
05	0.0000	18.6626	617.5620	2,090.21	54,345.46
06	0.0000	19.1292	633.0025	2,142.47	55,704.22
07	0.0000	19.6076	648.8330	2,196.05	57,097.30
08	0.0000	20.0978	665.0534	2,250.95	58,524.70
09	0.0000	20.6002	681.6786	2,307.22	59,987.72
10	0.0000	21.1153	698.7234	2,364.91	61,487.66
11	0.0000	21.6433	716.1966	2,424.05	63,025.30
12	0.0000	22.1844	734.1011	2,484.65	64,600.90
13	0.0000	22.7391	752.4577	2,546.78	66,216.28
14	0.0000	23.3076	771.2693	2,610.45	67,871.70
15	0.0000	23.8903	790.5507	2,675.71	69,568.46

09/30/2014 FIRE FIRE UNION F90A FIRE LT EMT H HOURLY B BIWEEKLY 02 26.0000 24.00 112.00 4.67 2112.00 88.00 N
Change was made by 3.5000\$
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	17.2745	571.6277	1,934.74	50,303.24
01	0.0000	17.7065	585.9248	1,983.13	51,561.38
02	0.0000	18.1491	600.5705	2,032.70	52,850.20
03	0.0000	18.6030	615.5914	2,083.54	54,172.04
04	0.0000	19.0681	630.9816	2,135.63	55,526.38
05	0.0000	19.5448	646.7559	2,189.02	56,914.52
06	0.0000	20.0335	662.9261	2,243.75	58,337.50
07	0.0000	20.5344	679.5011	2,299.85	59,796.10
08	0.0000	21.0479	696.4927	2,357.36	61,291.36
09	0.0000	21.5741	713.9068	2,416.30	62,823.80
10	0.0000	22.1135	731.7552	2,476.71	64,394.46
11	0.0000	22.6664	750.0527	2,538.64	66,004.64
12	0.0000	23.2331	768.8052	2,602.11	67,654.86
13	0.0000	23.8139	788.0245	2,667.16	69,346.16
14	0.0000	24.4092	807.7225	2,733.83	71,079.58
15	0.0000	25.0196	827.9227	2,802.20	72,857.20

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	ANNUAL SALARY			
09/30/2014	FIRE FIRE UNION F90B		FIRE LT EMT-I	H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 3.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	17.5341	580.2195	1,963.82	51,059.32								
01	0.0000	17.9726	594.7293	2,012.93	52,336.18								
02	0.0000	18.4219	609.5966	2,063.25	53,644.50								
03	0.0000	18.8825	624.8391	2,114.84	54,985.84								
04	0.0000	19.3547	640.4657	2,167.73	56,360.98								
05	0.0000	19.8386	656.4764	2,221.92	57,769.92								
06	0.0000	20.3345	672.8859	2,277.46	59,213.96								
07	0.0000	20.8429	689.7091	2,334.40	60,694.40								
08	0.0000	21.3641	706.9577	2,392.78	62,212.28								
09	0.0000	21.8982	724.6318	2,452.60	63,767.60								
10	0.0000	22.4458	742.7520	2,513.93	65,362.18								
11	0.0000	23.0069	761.3184	2,576.77	66,996.02								
12	0.0000	23.5822	780.3575	2,641.21	68,671.46								
13	0.0000	24.1718	799.8664	2,707.24	70,388.24								
14	0.0000	24.7761	819.8627	2,774.92	72,147.92								
15	0.0000	25.3958	840.3702	2,844.33	73,952.58								

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	ANNUAL SALARY			
09/30/2014	FIRE FIRE UNION F90C		FIRE LT PARAMED H	HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 3.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	17.5341	580.2195	1,963.82	51,059.32								
01	0.0000	17.9726	594.7293	2,012.93	52,336.18								
02	0.0000	18.4219	609.5966	2,063.25	53,644.50								
03	0.0000	18.8825	624.8391	2,114.84	54,985.84								
04	0.0000	19.3547	640.4657	2,167.73	56,360.98								
05	0.0000	19.8386	656.4764	2,221.92	57,769.92								
06	0.0000	20.3345	672.8859	2,277.46	59,213.96								
07	0.0000	20.8429	689.7091	2,334.40	60,694.40								
08	0.0000	21.3641	706.9577	2,392.78	62,212.28								
09	0.0000	21.8982	724.6318	2,452.60	63,767.60								
10	0.0000	22.4458	742.7520	2,513.93	65,362.18								
11	0.0000	23.0069	761.3184	2,576.77	66,996.02								
12	0.0000	23.5822	780.3575	2,641.21	68,671.46								
13	0.0000	24.1718	799.8664	2,707.24	70,388.24								
14	0.0000	24.7761	819.8627	2,774.92	72,147.92								
15	0.0000	25.3958	840.3702	2,844.33	73,952.58								

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
09/30/2014	FIRE FIRE UNION F91	FIRE CAPTAIN	FIRE CAPTAIN	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
Change was made by 3.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	DAILY RATE	PERIOD SALARY	PERIOD SALARY	ANNUAL SALARY	ANNUAL SALARY					
00	0.0000	22.4553	179.6420	179.6420	1,796.42	1,796.42	46,706.92	46,706.92					
01	0.0000	23.0167	184.1340	184.1340	1,841.34	1,841.34	47,874.84	47,874.84					
02	0.0000	23.5921	188.7370	188.7370	1,887.37	1,887.37	49,071.62	49,071.62					
03	0.0000	24.1818	193.4540	193.4540	1,934.54	1,934.54	50,298.04	50,298.04					
04	0.0000	24.7864	198.2910	198.2910	1,982.91	1,982.91	51,555.66	51,555.66					
05	0.0000	25.4061	203.2490	203.2490	2,032.49	2,032.49	52,844.74	52,844.74					
06	0.0000	26.0411	208.3290	208.3290	2,083.29	2,083.29	54,165.54	54,165.54					
07	0.0000	26.6922	213.5380	213.5380	2,135.38	2,135.38	55,519.88	55,519.88					
08	0.0000	27.3594	218.8750	218.8750	2,188.75	2,188.75	56,907.50	56,907.50					
09	0.0000	28.0434	224.3470	224.3470	2,243.47	2,243.47	58,330.22	58,330.22					
10	0.0000	28.7445	229.9560	229.9560	2,299.56	2,299.56	59,788.56	59,788.56					
11	0.0000	29.4631	235.7050	235.7050	2,357.05	2,357.05	61,283.30	61,283.30					
12	0.0000	30.1999	241.5990	241.5990	2,415.99	2,415.99	62,815.74	62,815.74					
13	0.0000	30.9548	247.6380	247.6380	2,476.38	2,476.38	64,385.88	64,385.88					
14	0.0000	31.7288	253.8300	253.8300	2,538.30	2,538.30	65,995.80	65,995.80					
15	0.0000	32.5219	260.1750	260.1750	2,601.75	2,601.75	67,645.50	67,645.50					
16	0.0000	33.3351	266.6810	266.6810	2,666.81	2,666.81	69,337.06	69,337.06					
17	0.0000	34.1684	273.3470	273.3470	2,733.47	2,733.47	71,070.22	71,070.22					
18	0.0000	35.0226	280.1810	280.1810	2,801.81	2,801.81	72,847.06	72,847.06					
19	0.0000	35.8981	287.1850	287.1850	2,871.85	2,871.85	74,668.10	74,668.10					
20	0.0000	36.7956	294.3650	294.3650	2,943.65	2,943.65	76,534.90	76,534.90					
21	0.0000	37.7156	301.7250	301.7250	3,017.25	3,017.25	78,448.50	78,448.50					
22	0.0000	38.6585	309.2680	309.2680	3,092.68	3,092.68	80,409.68	80,409.68					

Appendix B

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jchase SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT
09/30/2015	FIRE FIRE UNION F88	FF	FF	H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00
Change was made by 1.5000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	12.1443	401.8655	1,360.16	35,364.16							
01	0.0000	12.4480	411.9168	1,394.18	36,248.68							
02	0.0000	12.7594	422.2193	1,429.05	37,155.30							
03	0.0000	13.0783	432.7730	1,464.77	38,084.02							
04	0.0000	13.4053	443.5925	1,501.39	39,036.14							
05	0.0000	13.7407	454.6927	1,538.96	40,012.96							
06	0.0000	14.0841	466.0559	1,577.42	41,012.92							
07	0.0000	14.4364	477.7145	1,616.88	42,038.88							
08	0.0000	14.7974	489.6598	1,657.31	43,090.06							
09	0.0000	15.1673	501.9005	1,698.74	44,167.24							
10	0.0000	15.5467	514.4543	1,741.23	45,271.98							
11	0.0000	15.9353	527.3125	1,784.75	46,403.50							
12	0.0000	16.3339	540.5045	1,829.40	47,564.40							
13	0.0000	16.7422	554.0157	1,875.13	48,753.38							
14	0.0000	17.1607	567.8636	1,922.00	49,972.00							
15	0.0000	17.5898	582.0632	1,970.06	51,221.56							

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT
09/30/2015	FIRE FIRE UNION F88A	FF/EMT	FF/EMT	H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00
Change was made by 1.5000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	12.7185	420.8661	1,424.47	37,036.22							
01	0.0000	13.0364	431.3873	1,460.08	37,962.08							
02	0.0000	13.3625	442.1773	1,496.60	38,911.60							
03	0.0000	13.6965	453.2302	1,534.01	39,884.26							
04	0.0000	14.0390	464.5639	1,572.37	40,881.62							
05	0.0000	14.3902	476.1841	1,611.70	41,904.20							
06	0.0000	14.7498	488.0850	1,651.98	42,951.48							
07	0.0000	15.1187	500.2902	1,693.29	44,025.54							
08	0.0000	15.4967	512.7998	1,735.63	45,126.38							
09	0.0000	15.8842	525.6225	1,779.03	46,254.78							
10	0.0000	16.2814	538.7673	1,823.52	47,411.52							
11	0.0000	16.6885	552.2370	1,869.11	48,596.86							
12	0.0000	17.1059	566.0495	1,915.86	49,812.36							
13	0.0000	17.5336	580.2018	1,963.76	51,057.76							
14	0.0000	17.9721	594.7145	2,012.88	52,334.88							
15	0.0000	18.4213	609.5789	2,063.19	53,642.94							

09/30/2015 FIRE FIRE UNION F88B FF/ENT-I
Change was made by 1.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE	
				B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
00	0.0000	12.9098	427.1977									
01	0.0000	13.2327	437.8814									
02	0.0000	13.5635	448.8280									
03	0.0000	13.9027	460.0523									
04	0.0000	14.2503	471.5543									
05	0.0000	14.6066	483.3459									
06	0.0000	14.9718	495.4300									
07	0.0000	15.3462	507.8184									
08	0.0000	15.7299	520.5170									
09	0.0000	16.1232	533.5318									
10	0.0000	16.5263	546.8716									
11	0.0000	16.9396	560.5482									
12	0.0000	17.3631	574.5616									
13	0.0000	17.7971	588.9236									
14	0.0000	18.2422	603.6520									
15	0.0000	18.6982	618.7409									

09/30/2015 FIRE FIRE UNION F88C FF/PARAMEDIC
Change was made by 1.5000%
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE	
				B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
00	0.0000	12.9098	427.1977									
01	0.0000	13.2327	437.8814									
02	0.0000	13.5635	448.8280									
03	0.0000	13.9027	460.0523									
04	0.0000	14.2503	471.5543									
05	0.0000	14.6066	483.3459									
06	0.0000	14.9718	495.4300									
07	0.0000	15.3462	507.8184									
08	0.0000	15.7299	520.5170									
09	0.0000	16.1232	533.5318									
10	0.0000	16.5263	546.8716									
11	0.0000	16.9396	560.5482									
12	0.0000	17.3631	574.5616									
13	0.0000	17.7971	588.9236									
14	0.0000	18.2422	603.6520									
15	0.0000	18.6982	618.7409									

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	DAYS/PERIOD	YEAR	USE PCT	
09/30/2015	FIRE FIRE UNION F89	D/E		H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	14.4364	477.7145	1,616.88	42,038.88								
01	0.0000	14.7974	489.6598	1,657.31	43,090.06								
02	0.0000	15.1673	501.9005	1,698.74	44,167.24								
03	0.0000	15.5467	514.4543	1,741.23	45,271.98								
04	0.0000	15.9353	527.3125	1,784.75	46,403.50								
05	0.0000	16.3339	540.5045	1,829.40	47,564.40								
06	0.0000	16.7422	554.0157	1,875.13	48,753.38								
07	0.0000	17.1607	567.8636	1,922.00	49,972.00								
08	0.0000	17.5898	582.0632	1,970.06	51,221.56								
09	0.0000	18.0296	596.6173	2,019.32	52,502.32								
10	0.0000	18.4805	611.5377	2,069.82	53,815.32								
11	0.0000	18.9425	626.8245	2,121.56	55,160.56								
12	0.0000	19.4161	642.4955	2,174.60	56,539.60								
13	0.0000	19.9017	658.5652	2,228.99	57,953.74								
14	0.0000	20.3993	675.0309	2,284.72	59,402.72								
15	0.0000	20.9092	691.9043	2,341.83	60,887.58								

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	DAYS/PERIOD	YEAR	USE PCT	
09/30/2015	FIRE FIRE UNION F89A	D/E EMT		H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	15.1187	500.2902	1,693.29	44,025.54								
01	0.0000	15.4967	512.7998	1,735.63	45,126.38								
02	0.0000	15.8842	525.6225	1,779.03	46,254.78								
03	0.0000	16.2814	538.7673	1,823.52	47,411.52								
04	0.0000	16.6885	552.2370	1,869.11	48,596.86								
05	0.0000	17.1059	566.0495	1,915.86	49,812.36								
06	0.0000	17.5336	580.2018	1,963.76	51,057.76								
07	0.0000	17.9721	594.7145	2,012.88	52,334.88								
08	0.0000	18.4213	609.5789	2,063.19	53,642.94								
09	0.0000	18.8820	624.8214	2,114.78	54,984.28								
10	0.0000	19.3541	640.4450	2,167.86	56,359.16								
11	0.0000	19.8380	656.4586	2,221.86	57,768.36								
12	0.0000	20.3340	672.8711	2,277.41	59,212.66								
13	0.0000	20.8424	689.6943	2,334.35	60,693.10								
14	0.0000	21.3636	706.9400	2,392.72	62,210.72								
15	0.0000	21.8977	724.6141	2,452.54	63,766.04								

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
09/30/2015	FIRE FIRE UNION F89B	D/E EMT-I		H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	DAILY RATE	PERIOD SALARY	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	15.3462	507.8184	507.8184	1,718.77	1,718.77	44,688.02						
01	0.0000	15.7299	520.5170	520.5170	1,761.75	1,761.75	45,805.50						
02	0.0000	16.1232	533.5318	533.5318	1,805.80	1,805.80	46,950.80						
03	0.0000	16.5263	546.8716	546.8716	1,850.95	1,850.95	48,124.70						
04	0.0000	16.9396	560.5482	560.5482	1,897.24	1,897.24	49,328.24						
05	0.0000	17.3631	574.5616	574.5616	1,944.67	1,944.67	50,561.42						
06	0.0000	17.7971	588.9236	588.9236	1,993.28	1,993.28	51,825.28						
07	0.0000	18.2422	603.6520	603.6520	2,043.13	2,043.13	53,121.38						
08	0.0000	18.6982	618.7409	618.7409	2,094.20	2,094.20	54,449.20						
09	0.0000	19.1657	634.2109	634.2109	2,146.56	2,146.56	55,810.56						
10	0.0000	19.6450	650.0709	650.0709	2,200.24	2,200.24	57,206.24						
11	0.0000	20.1362	666.3239	666.3239	2,255.25	2,255.25	58,636.50						
12	0.0000	20.6395	682.9786	682.9786	2,311.62	2,311.62	60,102.12						
13	0.0000	21.1555	700.0559	700.0559	2,369.42	2,369.42	61,604.92						
14	0.0000	21.6846	717.5645	717.5645	2,428.68	2,428.68	63,145.68						
15	0.0000	22.2267	735.5016	735.5016	2,489.39	2,489.39	64,724.14						

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
09/30/2015	FIRE FIRE UNION F89C	D/E PARAMEDIC		H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	DAILY RATE	PERIOD SALARY	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	15.3462	507.8184	507.8184	1,718.77	1,718.77	44,688.02						
01	0.0000	15.7299	520.5170	520.5170	1,761.75	1,761.75	45,805.50						
02	0.0000	16.1232	533.5318	533.5318	1,805.80	1,805.80	46,950.80						
03	0.0000	16.5263	546.8716	546.8716	1,850.95	1,850.95	48,124.70						
04	0.0000	16.9396	560.5482	560.5482	1,897.24	1,897.24	49,328.24						
05	0.0000	17.3631	574.5616	574.5616	1,944.67	1,944.67	50,561.42						
06	0.0000	17.7971	588.9236	588.9236	1,993.28	1,993.28	51,825.28						
07	0.0000	18.2422	603.6520	603.6520	2,043.13	2,043.13	53,121.38						
08	0.0000	18.6982	618.7409	618.7409	2,094.20	2,094.20	54,449.20						
09	0.0000	19.1657	634.2109	634.2109	2,146.56	2,146.56	55,810.56						
10	0.0000	19.6450	650.0709	650.0709	2,200.24	2,200.24	57,206.24						
11	0.0000	20.1362	666.3239	666.3239	2,255.25	2,255.25	58,636.50						
12	0.0000	20.6395	682.9786	682.9786	2,311.62	2,311.62	60,102.12						
13	0.0000	21.1555	700.0559	700.0559	2,369.42	2,369.42	61,604.92						
14	0.0000	21.6846	717.5645	717.5645	2,428.68	2,428.68	63,145.68						
15	0.0000	22.2267	735.5016	735.5016	2,489.39	2,489.39	64,724.14						

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT	
09/30/2015	FIRE FIRE UNION F90	FIRE LT		H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 1.5000*													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	16.7422	554.0157	1,875.13	48,753.38								
01	0.0000	17.1607	567.8636	1,922.00	49,972.00								
02	0.0000	17.5898	582.0632	1,970.06	51,221.56								
03	0.0000	18.0296	596.6173	2,019.32	52,502.32								
04	0.0000	18.4805	611.5377	2,069.82	53,815.32								
05	0.0000	18.9425	626.8245	2,121.56	55,160.56								
06	0.0000	19.4161	642.4955	2,174.60	56,539.60								
07	0.0000	19.9017	658.5652	2,228.99	57,953.74								
08	0.0000	20.3993	675.0309	2,284.72	59,402.72								
09	0.0000	20.9092	691.9043	2,341.83	60,887.58								
10	0.0000	21.4320	709.2032	2,400.38	62,409.88								
11	0.0000	21.9679	726.9364	2,460.40	63,970.40								
12	0.0000	22.5172	745.1157	2,521.93	65,570.18								
13	0.0000	23.0802	763.7441	2,584.98	67,209.48								
14	0.0000	23.6572	782.8393	2,649.61	68,889.86								
15	0.0000	24.2487	802.4102	2,715.85	70,612.10								

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	USE PCT	
09/30/2015	FIRE FIRE UNION F90A	FIRE LT		H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N
Change was made by 1.5000*													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	17.5336	580.2018	1,963.76	51,057.76								
01	0.0000	17.9721	594.7145	2,012.88	52,334.88								
02	0.0000	18.4213	609.5789	2,063.19	53,642.94								
03	0.0000	18.8820	624.8214	2,114.78	54,984.28								
04	0.0000	19.3541	640.4450	2,167.66	56,359.16								
05	0.0000	19.8380	656.4586	2,221.86	57,768.36								
06	0.0000	20.3340	672.8711	2,277.41	59,212.66								
07	0.0000	20.8424	689.6943	2,334.35	60,693.10								
08	0.0000	21.3636	706.9400	2,392.72	62,210.72								
09	0.0000	21.8977	724.6141	2,452.54	63,766.04								
10	0.0000	22.4452	742.7314	2,513.86	65,360.36								
11	0.0000	23.0064	761.3036	2,576.72	66,994.72								
12	0.0000	23.5816	780.3368	2,641.14	68,669.64								
13	0.0000	24.1711	799.8427	2,707.16	70,386.16								
14	0.0000	24.7753	819.8361	2,774.83	72,145.58								
15	0.0000	25.3949	840.3407	2,844.23	73,949.98								

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EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	DAYS/PERIOD	YEAR	USE PCT
09/30/2015	FIRE FIRE UNION F90B	FIRE LT EMT-I	H HOURLY	B BIWEEKLY	02	26.0000	24.00	112.00	4.67	2112.00	88.00	N	
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	17.7971	588.9236	1,993.28	51,825.28								
01	0.0000	18.2422	603.6520	2,043.13	53,121.38								
02	0.0000	18.6982	618.7409	2,094.20	54,449.20								
03	0.0000	19.1657	634.2109	2,146.56	55,810.56								
04	0.0000	19.6450	650.0709	2,200.24	57,206.24								
05	0.0000	20.1362	666.3239	2,255.25	58,636.50								
06	0.0000	20.6395	682.9786	2,311.62	60,102.12								
07	0.0000	21.1555	700.0559	2,369.42	61,604.92								
08	0.0000	21.6846	717.5645	2,428.68	63,145.68								
09	0.0000	22.2267	735.5016	2,489.39	64,724.14								
10	0.0000	22.7825	753.8936	2,551.64	66,342.64								
11	0.0000	23.3520	772.7377	2,615.42	68,000.92								
12	0.0000	23.9359	792.0605	2,680.82	69,701.32								
13	0.0000	24.5344	811.8648	2,747.85	71,444.10								
14	0.0000	25.1477	832.1595	2,816.54	73,230.04								
15	0.0000	25.7767	852.9743	2,886.99	75,061.74								

09/30/2015 FIRE FIRE UNION F90C
 Change was made by 1.5000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	17.7971	588.9236	1,993.28	51,825.28
01	0.0000	18.2422	603.6520	2,043.13	53,121.38
02	0.0000	18.6982	618.7409	2,094.20	54,449.20
03	0.0000	19.1657	634.2109	2,146.56	55,810.56
04	0.0000	19.6450	650.0709	2,200.24	57,206.24
05	0.0000	20.1362	666.3239	2,255.25	58,636.50
06	0.0000	20.6395	682.9786	2,311.62	60,102.12
07	0.0000	21.1555	700.0559	2,369.42	61,604.92
08	0.0000	21.6846	717.5645	2,428.68	63,145.68
09	0.0000	22.2267	735.5016	2,489.39	64,724.14
10	0.0000	22.7825	753.8936	2,551.64	66,342.64
11	0.0000	23.3520	772.7377	2,615.42	68,000.92
12	0.0000	23.9359	792.0605	2,680.82	69,701.32
13	0.0000	24.5344	811.8648	2,747.85	71,444.10
14	0.0000	25.1477	832.1595	2,816.54	73,230.04
15	0.0000	25.7767	852.9743	2,886.99	75,061.74

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
09/30/2015	FIRE FIRE UNION F91		FIRE CAPTAIN	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	22.7921	182.3370	1,823.37	47,407.62								
01	0.0000	23.3620	186.8960	1,868.96	48,592.96								
02	0.0000	23.9460	191.5680	1,915.68	49,807.68								
03	0.0000	24.5445	196.3560	1,963.56	51,052.56								
04	0.0000	25.1582	201.2660	2,012.66	52,329.16								
05	0.0000	25.7872	206.2980	2,062.98	53,637.48								
06	0.0000	26.4317	211.4540	2,114.54	54,978.04								
07	0.0000	27.0926	216.7410	2,167.41	56,352.66								
08	0.0000	27.7698	222.1580	2,221.58	57,761.08								
09	0.0000	28.4641	227.7130	2,277.13	59,205.38								
10	0.0000	29.1757	233.4060	2,334.06	60,685.56								
11	0.0000	29.9050	239.2400	2,392.40	62,202.40								
12	0.0000	30.6529	245.2230	2,452.23	63,757.98								
13	0.0000	31.4191	251.3530	2,513.53	65,351.78								
14	0.0000	32.2047	257.6380	2,576.38	66,985.88								
15	0.0000	33.0097	264.0780	2,640.78	68,660.28								
16	0.0000	33.8351	270.6810	2,706.81	70,377.06								
17	0.0000	34.6809	277.4470	2,774.47	72,136.22								
18	0.0000	35.5479	284.3830	2,843.83	73,939.58								
19	0.0000	36.4366	291.4930	2,914.93	75,788.18								
20	0.0000	37.3475	298.7800	2,987.80	77,682.80								
21	0.0000	38.2813	306.2500	3,062.50	79,625.00								
22	0.0000	39.2384	313.9070	3,139.07	81,615.82								

** END OF REPORT - Generated by Jennifer Chase **