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SUSAN MERRIWETHER
CARSON CITY RECORDER

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Third
Amended
Collective
Bargaining
Agreement

CARSON CITY

and the

CARSON CITY FIRE FIGHTERS
ASSOCIATION, LOCAL #2251

of the

INTERNATIONAL ASSOCIATION OF FIRE
FIGHTERS

(July 1, 2010 to June 30,
2023)

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1 ARTICLE 2. RECOGNITION

2 2.1 Employer recognizes the Association as the exclusive bargaining agent for all
3 employees of the Carson City Fire Department except the Fire Chief, Assistant Chief,
4 Division Chief, Battalion Chiefs, EMS Battalion Chief, Training Battalion Chief, Med-Trans
5 Patient Care Technicians, Part-time employees, Seasonal employees, and Unclassified
6 (exempt) employees.

8 ARTICLE 3. STRIKES, LOCKOUTS AND DISCRIMINATION

9 3.1 Association or Association Members will not strike against Employer
10 under any circumstances. As used in this article, "strike" means any concerted:

11 (a) Stoppage of work, slowdown or interruption of operations by
12 Association or Association Members;

13 (b) Absence from work by Association or Association Members upon
14 any pretext or excuse which is not founded in fact; or

15 (c) Interruption of the operations of Employer by Association or
16 Association Members.

17 3.2 Employer will not lock out, restrain, coerce, interfere with, or discriminate
18 against, Association or Association Members because of membership in Association or
19 lawful activity on behalf of Association or Association Members.

20 3.3 Employer will not discriminate against any Association or its Association
21 Members on the basis of race, color religion, sex, sexual orientation, gender identity or
22 expression, age, disability or national origin, or because of political or personal reasons
23 or affiliations.

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1 ARTICLE 4. MANAGEMENT RIGHTS

2 4.1 Consistent with NRS Chapter 288 (Local Government Employee-
3 Management Relations), those subject matters which are not within the scope of
4 mandatory bargaining and which are reserved to the Employer without negotiations
5 include:

6 (a) The right to hire, direct, assign or transfer an Association Member,
7 but excluding the right to assign or transfer an Association Member as a form of
8 discipline.

9 (b) The right to reduce in force or lay off any Association Member
10 because of lack of work or lack of funds, subject to procedures for reduction in work
11 force set forth in Article 31.

12 (c) The right to determine:

13 (1) Appropriate staffing levels and work performance standards,
14 except for safety considerations;

15 (2) The content of the workday, including without limitation
16 workload factors, except for safety considerations;

17 (3) The quality and quantity of services to be offered to the
18 public; and

19 (4) The means and methods of offering those services.

20 (d) Safety of the Public.

21

22 ARTICLE 5. SALARIES

23 A. FS & FP Members

24 5.1 Effective July 1, 2010, (FY 2011) FS & FP Members shall not receive a
25 merit step increase or cost of living increase. See Appendix A

26 5.2 Effective July 1, 2011, (FY 2012) FS & FP Members shall not receive a

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merit step increase or cost of living increase. See Appendix A

5.3 Effective July 1, 2012, (FY 2013) FS & FP Members will be eligible to receive a merit step increase but not a cost of living increase. See Appendix A

5.4 Effective July 1, 2013, (FY 2014) FS & FP Members will be eligible to receive a merit step increase plus a 2% cost of living increase. See Appendix A

5.5 Effective July 1, 2014, (FY 2015) FS & FP Members are eligible to receive a merit step increase plus a 2% cost of living increase. See Appendix A

5.6 Effective July 1, 2015, (FY 2016) FS & FP Members are eligible to receive a merit step increase plus a 2% cost of living increase. See Appendix A

5.7 Effective July 1, 2016, (FY 2017) FS & FP Members are eligible to receive a merit step increase plus a 2% cost of living increase. See Appendix A

5.8 Effective July 1, 2017, (FY 2018) FS & FP Members are eligible to receive a merit step increase plus a 3% cost of living increase. See Appendix A

5.9 Effective July 1, 2018, (FY 2019) FS & FP Members are eligible to receive a merit step increase plus a 3% cost of living increase. See Appendix A

5.10 Effective July 1, 2019, (FY 2020) FS & FP Members are eligible to receive a merit step increase plus a 3% cost of living increase. See Appendix A

5.11 Effective July 1, 2020, (FY 2021) FS & FP Members are eligible to receive a merit step increase plus a 3% cost of living increase. See Appendix A

5.12 Effective July 1, 2021 (FY 2022) FS & FP Members are eligible to receive a merit step increase plus a 3% cost of living increase. See Appendix A

5.13 Effective July 1, 2022 (FY 2023) FS & FP Members are eligible to receive a merit step increase plus a 3% cost of living increase. See Appendix A

B. BLS Members

5.1 The parties agree all BLS Members shall be paid in accordance with the compensation range listed on the job description. The BLS Patient Care Technician

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1 classification pay grade is A3.

2 5.2 The parties agree that effective July 1st each year, the minimum and
3 maximum salary range for the BLS Patient Care Technician classification will be
4 adjusted upward by 1.75%.

5

6 ARTICLE 6 MERIT SALARY INCREASES

7 A. FS & FP Members

8 6.1 Upon the recommendation of the Fire Chief, and approval of the City
9 Manager, FS & FP Members shall receive annual merit increases in increments of one
10 merit step per year, provided the employee receives a "meets expectations" or better
11 evaluation. See Appendix A. Merit increases shall be effective on the employee's
12 anniversary date.

13 6.2 Merit salary increases must be approved by the Fire Chief and City
14 Manager.

15 6.3 Except as provided in paragraph and (A)(6.4) & (A)(6.5) of this article, a
16 merit salary increase is paid from the date the employee became eligible for such
17 increase.

18 6.4 If a merit salary increase is denied, and then approved at a later date in
19 the same year, it shall be paid from the date of the approval.

20 6.5 If a merit salary increase is not approved, the reasons therefore shall be
21 submitted in writing to the employee.

22 B. BLS Members

23 6.1 BLS Members who receive an annual performance evaluation of "meets
24 expectations" or better, are eligible to receive a merit increase in pay.

25 6.2 On the recommendation of the Fire Chief, and approval of the City
26 Manager, annual merit increases may be granted to BLS Members in recognition of the

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1 following overall performance ratings of duties assigned to their position:

2 a. 3.0% pay increase in recognition of an overall "meets expectations"
3 rating;

4 b. 4.5% pay increase in recognition of an overall "above expectations"
5 rating;

6 c. 5.5% pay increase in recognition of an overall "outstanding" rating.
7

8 ARTICLE 7. HOURS OF WORK

9 7.1 Twenty-four (24) hour shift Association Members will work from 8:00 a.m.
10 to 8:00 a.m. commencing on the first, second, seventh, eighth, thirteenth, fourteenth,
11 nineteenth, twentieth, twenty-fifth, twenty-sixth day of each tour of duty for a total of
12 2,912 hours per year. This set consists of two twenty-four hour shifts (48 hours) on
13 duty and four twenty-four hour days off duty (96 hours). A tour of duty for such
14 Association Members shall be twenty-four (24) days.

15 7.2 Eight (8) hour shift Association Members will work an average of forty (40)
16 hours per week for a total of 2,080 hours per year.

17 7.3 Ten (10) hour shift Association Members will work an average of forty (40)
18 hours per week for a total of 2,080 hours per year.
19

20 ARTICLE 8. OVERTIME

21 8.1 FS or FP Members who work hours outside their regular shift or hours
22 in excess of their regular tour of duty, at the request of their supervisor, shall be
23 entitled to overtime pay at the rate of one-and-one half (1.5) times their regular pay,
24 for each hour, or portion thereof, of overtime worked. Overtime pay shall be earned in
25 increments of one-half (½) hour.
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1 8.2 Overtime pay will be added to the FS or FP Member's pay for the period
2 in which the overtime is worked, as reported on the FS or FP Member's time sheet.

3 8.3 If an FS or FP Member is requested by his or her supervisor to report
4 for work during hours outside his or her regular shift, he or she shall receive a
5 minimum of two hours of overtime pay.

6 8.4 If an FS or FP Member reports for work during his or her regular shift, or
7 reports for work after being recalled, but is relieved from duty by his or her supervisor
8 because of lack of work, said FS or FP Member shall receive a minimum of two hours
9 of regular pay.

10 8.5 Overtime procedures for non-safety staffing events are as follows:
11 Vacancies will be offered to FS or FP Members before being offered to part-time
12 employees. If an FS or FP Member voluntarily agrees to work, the FS or FP Member is
13 obligated to fill the vacancy unless released for an emergency as determined by the
14 Chief Officer. If No FS or FP Member volunteers for the vacancy, the vacancy will be
15 offered to a Part-Time Employee. If no Part-Time Employee accepts the vacancy, the
16 FS or FP Member agrees to be recalled or retained on mandatory overtime. Vacancies
17 for which the overtime shift is being filled will only be offered to appropriately trained and
18 appropriately certified personnel. BLS Members will not be offered overtime except in
19 rare cases and only upon approval by the Fire Chief.

20

21 ARTICLE 9. SAFETY STAFFING

22 Fire Suppression personnel shall not be used to fulfill the position of a BLS
23 Patient Care Technician. BLS Patient Care Technician personnel shall not be used to
24 fulfill the position of any Fire Suppression rank.

25 9.1 Fire Suppression and Fire Prevention Staffing:

26 For the purposes of safety, the Employer shall maintain a minimum of fifteen

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(15) Fire Suppression Personnel on duty each day with a minimum of three (3) fire suppression personnel on each initial response engine-company and/or truck company. For the purposes of this section, Fire Suppression Personnel shall include: Captain; Driver/Operators (DO); Firefighter; Firefighter/Paramedic. Initial response engine, ambulance, and/or truck companies shall be designated by the Fire Chief. If sufficient Fire Suppression Personnel are not available to meet the minimum safety level as set forth in this Article, FS Members shall be mandatorily retained or recalled on overtime to provide said minimum safety level of personnel. Employer shall staff each initial response ambulance paramedic rescue unit in accordance with State law. Only FS Members can be used to satisfy the minimum manning in this section.

9.2 BLS Ambulance Staffing:

Employer will make reasonable efforts to staff the BLS ambulance with two (2) full-time BLS Patient Care Technicians. However, Employer may staff the BLS ambulance with one (1) full-time BLS Patient Care Technician, and one (1) qualified part-time employee in certain circumstances for a temporary period of time to ensure there are two (2) people staffing the BLS ambulance. For the purposes of this section a "temporary period" is:

- a. **Annual Leave:** no more than twenty (20) consecutive operating days if a BLS Patient Care Technician is on leave that does not qualify as sick, family sick or bereavement leave.
- b. **Sick, Family Sick, or Bereavement Leave:** no more than five (5) consecutive operating days if a BLS patient care technician is out on leave under this category.
- c. **FMLA:** the duration of the approved leave, if the BLS Patient Care Technician is on leave under the Family Medical Leave Act.
- d. **Vacant Position:** Thirty (30) Days unless the parties mutually agree to

1 extend the time period for good cause.

2 9.3 BLS Patient Care Technician Response & Procedure

3 A. BLS Response Categories

4 1-A-1, 2 Non-complicated abdominal pain (testicular, groin pain);

5 3-A-1, 2, 3 Animal bites;

6 5-A-1, 2 Non-traumatic back pain;

7 7-A-3, 4, 5 Burns of minor nature;

8 16-A-2, 3 Minor-Moderate eye problems/injuries;

9 17-A-2 Falls (Non- recent, non-dangerous body type);

10 18-A-1 Headache (breathing normally);

11 20-A-1 Heat/cold exposure (alert);

12 21-A-1, 2 Hemorrhage (non-dangerous and minor hemorrhage);

13 25-A-1, 2 Psychiatric (non-suicidal and alert);

14 26-A-1, 2 Sick person (Non-priority complaints);

15 26-X-1, 2 Omega not in use yet;

16 30-A-2, 3 Traumatic Injuries (not dangerous body area, non-recent without priority
17 symptoms);

18 32-B-1 Unknown problem (standing, sitting, moving, talking);

19 33-A-, 2, 3 Transfers no priority symptoms/no cardiac monitoring

20 B. Response Determination

21 The dispatcher will utilize the Emergency Medical Dispatch card system to determine the
22 appropriate response. The Duty Battalion Chief has the authority to make changes to unit
23 type response based on information they receive from dispatch. If the call is a Basic Life
24 Support (BLS) BLS call, the BLS unit will respond code 2 unless otherwise directed by the
25 on-scene Captain.

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1 In certain cases the BLS unit will respond to assist Advance Life Support (ALS) Engines
2 when the department is out of first-out rescues. *Rescue-53 will be dispatched last (if*
3 *available), prior to a mutual aid ambulance request.* If the call is an ALS call, the assigned
4 paramedic will maintain patient care. Transport will be accomplished by the BLS unit.

5 C. Transfers Between ALS and BLS

6 If the BLS unit is first on scene to an ALS call, they will provide BLS level of care and
7 then transfer care to the ALS crew when they arrive. If an ALS Engine is on scene, the BLS
8 crew will support the ALS crew.

9 If the call is a BLS call and only an ALS unit is available, in certain cases an ALS unit
10 may arrive first. If the ALS unit has not needed to provide ANY ALS care, and has only
11 provided BLS care, the patient care can be transferred to the BLS ambulance. The ALS crew
12 cannot transfer a patient that has received any ALS treatment to a BLS unit.

13 In cases where an ALS unit is dispatched to a scene and encounters a BLS patient, the
14 ALS unit may request a BLS unit. If the BLS unit is available and no ALS care has been
15 administered to the patient, the patient care can be transferred to the BLS unit upon arrival.
16 Consideration must be given, however, to the delay in time it may cause by calling a BLS unit
17 to the scene if one is not already in route.

18 In cases where dispatch has not made a final determination whether the call is ALS or
19 BLS, an ALS ambulance will be sent. However, the BLS unit, if available, can trail the ALS
20 unit to be more readily available should the ALS crew make a determination that it is a BLS
21 call.

22 D. Transport with FS Members

23 When the patient is loaded, a BLS Patient Care Technician can assist the paramedic in
24 any function within their scope, training, and certification. The Captain has the full discretion
25 to allow them to drive, or assign another member of his crew to drive the ambulance. This is
26 solely the discretion of the Captain.

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1 9.4 Mutual Aid Agreements

2 Mutual Aid Agreements of the City can only be fulfilled by using FS or FP members.

3 9.5. HAZMAT Response

4 Where the employer responds as part of the "Quad County" hazardous materials
5 response team (HAZMAT team) in response to hazardous materials incidents requiring a
6 level A or B entry, the employer will include as its portion of the HAZMAT team qualified
7 hazardous materials technicians and/or specialists from the Carson City Fire Department
8 as follows:

9 4, if 15-19 qualified Fire Department HAZMAT technicians
10 and/or specialists are assigned by the Fire Chief to the
11 City's HAZMAT unit;

12 5, if 20-24 qualified Fire Department HAZMAT technicians
13 and/or specialists are assigned by the Fire Chief to the
14 City's HAZMAT unit.

15 These response levels are based upon qualified employees assigned by the Fire
16 Chief to the City's HAZMAT unit based on budgeted funding levels approved by the
17 Board of Supervisors. The employer retains the right to utilize mandatory recall of
18 qualified Association Members to meet the above staffing levels.

19 The failure of the employer to be able to recall the above number of qualified
20 Association Members from the Carson City Fire Department through reasonable efforts
21 including mandatory recall shall not preclude response by the employer with its
22 HAZMAT unit or as part of the HAZMAT team.

23 Nothing in this section prevents the employer from augmenting the above
24 response to hazmat incidents with qualified responders under mutual aid agreement(s)
25 approved by the Board of Supervisors.

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1 **11.2 24 Hour Fire Suppression Holiday Pay:** FS Members who work
2 twenty-four hour shifts shall receive (a) pay for fourteen hours, or (b) fourteen hours
3 added to their annual leave time, computed at their regular hourly rate, for each legal
4 holiday, whether on duty or not, as full compensation for such holidays. Each FS
5 Member shall specify within 30 days of ratification of this contract in which manner he
6 or she wishes to receive his or her holiday compensation. In the event of a multi-year
7 agreement the FS Member may make the above election in writing once a year on or
8 before January 1, which election is effective for one year beginning on the following
9 July 1st.

10 **11.3 8 Hour Fire Suppression and Fire Prevention Holiday Pay:** FS & FP
11 Members who work eight (8) hour shifts shall receive pay for eight (8) hours,
12 computed at their regular hourly rate, for each legal holiday which falls on their regular
13 workday.

14 **11.4 BLS Patient Care Technicians Holiday Pay:**

15 BLS Members who work eight (8) hour shifts shall receive: (a) pay for eight
16 (8) hours, or (b) eight (8) hours added to their annual leave time, computed at their
17 regular hourly rate, for each legal holiday, whether on duty or not, as full compensation
18 for such holidays. Each BLS Member shall specify within 30 days of ratification of this
19 contract in which manner he or she wishes to receive his or her holiday compensation.
20 In the event of a multi-year agreement the BLS Member may make the above election
21 in writing once a year on or before January 1, which election is effective for one year
22 beginning on the following July 1st.

23 **11.4.1 Computing Holiday Pay:** Holiday pay is based on the Association
24 Member's regular hourly wage for the number of hours in his regular workday.

25 **11.4.2 Pay for Work on Holiday:**

26 The parties recognize that contributions to the Public Employees Retirement

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System (PERS), must be made in accordance with the definition of "Compensation" contained in NRS 286.025(1). "Holiday Pay" is defined in the Nevada Administrative Code as: "Compensation for work actually performed during an official holiday as defined by NRS 236.015 which is in addition to the compensation paid to all employees who do not work, providing the total working hours do not exceed the working hours of a normal workweek or pay period as certified by the public employer." (PERS Policy 1.19). Therefore, the parties agree the City shall be required to comply with said statute and regulation and policy, and to make contributions to PERS only when a Association Member actually works on a holiday as stated in Section 11.1 of this Article.

ARTICLE 12 EDUCATIONAL/INCENTIVE PAY

All provisions of Article 12, except 12.10, only apply to FS & FP Members. FS & FP Members are eligible to receive educational incentive pay for completed degrees related to their current job classification. Incentive pay shall be made as follows:

12.1 Tuition and book costs up to \$2,000.00 per semester shall be reimbursed fully upon completion of a course or courses with a grade of C or better upon presentation of receipts. An FS & FP Member who receives a scholarship is only entitled to reimbursement of out-of-pocket expenses incurred in paying tuition or purchasing books.

12.2 In addition to tuition and book costs, incentive payments will be made on the following schedule:

- a. AA degree in Fire Science, Fire Administration or related field approved by the Fire Chief and/or BA/BS degree in Fire Science, Fire Administration, Business Administration, Chemistry or related field approved by the Fire

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- Chief: 2.5% added biweekly;
- b. FS & FP Members other than firefighter/paramedics who hold current EMT II certification as determined by State standards or a higher degree: 2.5% added biweekly;
- c. FS & FP Members other than those employed as FF/Paramedics, who hold current paramedic certification as determined by state standards and the local medical advisory board: 6.0% added biweekly.

12.3 New FS & FP Members shall not receive tuition or book costs for courses or degrees completed prior to their employment.

12.4 Qualified fire investigators designated by the Fire Chief shall receive incentive pay of two and one-half percent of the FS & FP Member's wage added biweekly.

12.5 Up to \$750.00 in educational costs per fiscal year required to maintain Nevada State Paramedic Certification may be reimbursed to qualified FS & FP Members for required educational courses, subject to prior approval by the Fire Chief.

12.6 Qualified (certified) Hazardous Materials Technicians and/or Specialists assigned by the Fire Chief to a Hazardous Materials Response Unit designated by the Fire Chief shall receive incentive pay of three percent (3%) added biweekly during said assignment.

12.7 FS & FP Members who successfully complete HAZMAT Technician and Chemical courses and receive a HAZMAT/Chemical Technician certificate will be paid 1% biweekly as incentive pay. The courses of training and the certificates are subject to the approval of the Fire Chief. It is understood that certification will be granted for purposes of this paragraph to all FS & FP Members who successfully complete the HAZMAT Technician and Chemistry courses. FS or FP Members assigned to the HAZMAT unit pursuant to section 12.6 of this article are not entitled to the benefits of this paragraph.

1 12.8 A FS Member who is assigned to serve as a paramedic preceptor during
2 a certification period shall be paid \$400.00 per month for the time of the assignment
3 as preceptor. Portions of a month shall be prorated at a rate of \$40.00 per 24 hour
4 period.

5 12.9 Any FS or FP Member given an extra duty assignment in an
6 administrative function on a 40 hour week will receive an additional ten percent (10%)
7 of their base pay. This assignment is for those duties assigned to a FS or FP Member
8 which are in addition to and beyond the normal and customary duties assigned and
9 which are distinctly different from their normal and customary duties. This does not
10 apply to personnel assigned to light duty.

11 12.10 An Association Member (FS, FP, or BLS Member) who is expected by
12 the City to fluently speak, read or write in Spanish in the performance of his or her job
13 at least three (3) times per week shall receive 2.5% of the Association Member's base
14 salary for time in such an assignment. The Fire Chief has the final authority to
15 determine whether the use of Spanish is expected. The City may require testing to
16 determine whether the Employee is fluent in Spanish so as to be eligible for this
17 benefit.

18 12.11 All educational/incentive pay provided in this article shall be paid as a
19 percentage of base pay. There shall be no compounding of additional pay.

20

21 ARTICLE 13. TRADING

22 13.1 FS Members may exchange or trade work hours or shifts provided it does
23 not interfere with the operation of the Fire Department, subject to prior approval of the
24 Fire Chief or his designee. FS Members who agree to such trading shall hold the
25 employer harmless for the failure of the other FS Member to pay back traded time.
26 Three-way trades are permissible and must be rank for rank except where the FS

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1 Member filling in for the shift traded is determined by the Fire Chief or his designee to
2 be qualified to perform all of the duties and responsibilities of the position being
3 manned either by being designated to serve in an "acting" capacity in that position or
4 otherwise certified as being so qualified. A FS Member who agrees to work a trade is
5 responsible for filling the shift he or she agreed to work, at no cost to the City. Any
6 FS Member who fails to fulfill the shift trade agrees to repay the City for the cost of
7 the loss over a period of four (4) pay periods if the City incurs overtime costs to cover
8 the shift trade. BLS Patient Care Technicians and Fire Inspectors may not trade shifts
9 with FS Members.

10 13.2 BLS Members may exchange or trade work hours or shifts provided it does
11 not interfere with the operation of the Fire Department, subject to prior approval of the
12 Fire Chief or his or her designee. BLS Members who agree to such trading shall hold
13 the employer harmless for the failure of the other BLS Member to pay back traded
14 time. A BLS Member who agrees to work a trade is responsible for filling the shift he
15 or she agreed to work, at no cost to the City. Any BLS Member who fails to fulfill the
16 shift trade agrees to repay the City for the cost of the loss over a period of four (4)
17 pay periods if the City incurs overtime costs to cover the shift trade. BLS Patient Care
18 Technicians and Fire Inspectors may not trade shifts with FS Members.

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21 ARTICLE 14. PAYROLL DEDUCTIONS

22 14.1 Association Members may authorize biweekly deductions from their
23 wages for Association dues, United Way Fund, Greater Nevada Credit Union, group
24 insurance and deferred compensation programs approved by Employer, and such other
25 purposes as Employer may approve. Such authorizations must be filed with the
26 Director of Finance on forms provided by Employer.

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14.2 An authorization for payroll deductions shall remain in effect until it is rescinded by the Association Member. However, if the Association Member's wages for any pay period are less than his total authorized deductions, no deductions shall be made for the pay period and the Employee will hold the Employer harmless for nonpayment of these deductions.

14.3 The Association shall indemnify and defend against any claims made or actions filed against the Employer as a result of its compliance with this Article.

ARTICLE 15. RETIREMENT CONTRIBUTIONS

15.1 If PERS or the Nevada State Legislature takes any single action to increase the total contribution rate for the Police and Firefighter's Retirement Fund or the Regular Employee Retirement Fund in an amount of 1.5% or less, Carson City will pay one half of the increase up to .75%, and the appropriate Association Member's salary will be reduced by one half of the increase up to .75%, however, Carson City will increase the appropriate Association Member's salary on the effective date of the reduction in salary in an amount equal to the reduction made to the appropriate Association Member's salary.

15.2 If PERS or the Nevada State Legislature takes any single action to increase the total contribution rate for the Police and Firefighter's Retirement Fund or the Regular Employee Retirement Fund in an amount that exceeds 1.5%, Carson City will pay one-half of the increase and the appropriate Association Member's salary will be reduced by one-half of the increase, however, Carson City will increase the appropriate Association Member's salary .75% on the effective date of the reduction. (Any amount over 1.5% will be split equally between Carson City and the appropriate Association Member.)

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1 ARTICLE 16 PERSONAL PROTECTIVE EQUIPMENT AND CLOTHING

2 16.1 Employer will provide all turnouts and safety equipment needed by FS &
3 FP Members. In addition, Employer will replace such turnouts and safety equipment
4 whenever a Supervisor deems necessary and with the approval of the Fire Chief or the
5 Chief's designee.

16.2 Uniforms, turnouts, and safety equipment shall conform to all current NFPA safety standards at the time of purchase. Existing uniforms, turnouts, and safety equipment shall have been in compliance with the edition of the NFPA standard that was current when the uniforms, turnouts, and safety equipment were manufactured. Replacement uniforms, turnouts, and safety equipment shall be in compliance with the current edition of the NFPA standards. New hire turnouts and safety equipment shall be in compliance with the current edition of the NFPA standards. Variances or exceptions to NFPA standards can only be made if approved by the Association Members, acting through the Association, and the Fire Chief. Any such variance shall be in writing and signed by the Association President and the Fire Chief, or the designee of either of them.

17 16.3 Employer will pay each FS Member twelve hundred dollars (\$1200.00) per
18 year toward the cost of uniforms. FP Members shall be paid a uniform allowance of
19 twelve-hundred dollars (\$1200.00) per year. Said payments will be made in two
20 equal installments on the first payday in December and the last payday in June. BLS
21 Member uniforms will be supplied as part of their position, so BLS Members are not
22 entitled to a uniform allowance. A replacement uniform will be made at no cost to the
23 BLS Member when it is necessary due to normal wear or when damaged in the course
24 and scope of employment. BLS Patient Care Technician uniforms are the property of
25 the City.

26 16.4 Any changes to Class A uniforms must be paid for by the City.

16.5 The City will pay each new FS Member three hundred dollars (\$300.00) in the first paycheck to be used toward the cost of uniforms. Thereafter, the FS Member will receive three hundred dollars (\$300.00) at the next uniform pay-out and six hundred dollars (\$600.00) at the following uniform pay-out as set forth in paragraph 16.3 above.

16.6 FS Members who have successfully completed their probationary period may elect to purchase and to wear on duty a Cairns Sam Houston N6A black leather helmet solely at the Member's own expense. Any FS Member who elects to purchase and to wear such a helmet while on duty shall also be solely responsible for purchasing the initial and replacement helmet shields, for maintaining and replacing the leather helmet, except as provided in Article 17, and for keeping the Department's standard-issue thermo-plastic helmet in the FS Member's back-up gear to be worn whenever the leather helmet is out of service.

ARTICLE 17 REPAIR OR REPLACEMENT OF PERSONAL PROPERTY

Upon approval of the Fire Chief, the employer shall reimburse Association Member for the costs of repairing or replacing authorized personal property required by the employer which is lost, damaged or stolen in the performance of duty within thirty (30) days of notification of the Fire Chief as follows:

17.1 Watches up to \$50.00.

17.2 Prescription eyeglasses/contact lenses up to a maximum of \$300.00 of repair or replacement costs.

17.3 Leather helmet up to the replacement cost of the Department's standard issue thermo-plastic helmet.

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1 City's group health insurance plan in existence on the date of retirement, under the
2 City group health insurance plan offered to active Association Members, as modified
3 from time-to-time.

4 1. In order to be eligible for the benefits provided in this Section 19.1(c), the
5 bargaining unit employee/retiree of the Carson City Fire Department will have
6 (i) a minimum of 20 continuous years of full time bargaining unit service with
7 the Carson City Fire Department; and (ii) shall have actually retired under the
8 Nevada PERS retirement qualifications in existence on the date of the
9 retirement.

10 2. The City will pay premiums for:

11 a. The bargaining unit employee/retiree from the effective date of
12 Nevada PERS retirement until death. After the retiree reaches the eligibility age
13 for federal benefits under Medicare or age 65, whichever occurs first, the health
14 insurance coverage premium paid by the City on behalf of the retiree will be
15 reduced to either (i) 50% of the "single employee with Medicare premium", or
16 (ii) the payment to which the retiree would otherwise be entitled under the then
17 existing City policy or regulation providing for insurance payments for retired City
18 employees, were the retiree eligible for insurance contribution under the policy
19 or regulation. The retiree shall, in the retiree's sole discretion, elect between (i)
20 and (ii), at the time of Medicare eligibility. Under both (i) and (ii) such
21 coverage under the City's group insurance plan is secondary to Medicare
22 coverage. Provided that, if Medicare age has been increased beyond age 65,
23 the 50% payment under (i) shall apply to the "Employee without Medicare"
24 premium. In the event the City eliminates the policy or regulation for
25 subsidizing payment of retiree health insurance, any retiree who elected (ii)
26 above shall automatically revert to receiving the benefits specified in (i) above.

1 In order to receive payment under either (i) or (ii), the retiree must comply with
2 any requirements pertaining to Medicare, which are imposed by the City's
3 insurance carrier, as a precondition to being eligible to qualify as a retiree
4 covered by the insurance plan, as modified from time-to-time, or required by
5 law.

6 b. The spouse of the bargaining unit employee/retiree (current at
7 time of the employee's separation from the City) until death or divorce. After
8 the spouse reaches the eligibility age for federal benefits under Medicare, or
9 age 65, whichever occurs first, the health insurance coverage premium paid by
10 the City on behalf of the spouse will be reduced to 25% of the "single
11 dependent with Medicare" premium. After reaching the eligibility age for federal
12 benefits under Medicare, such coverage under the City's group insurance plan
13 is secondary to Medicare coverage. In order to receive payment once the
14 spouse has reached the eligibility age for federal benefits under Medicare, the
15 spouse must comply with any requirements pertaining to Medicare, which are
16 imposed by the City's insurance carrier, as a precondition to being eligible to
17 qualify as a spouse covered by the insurance plan, as modified from time-to-
18 time, or required by law. In the event a retiree remarries after separation from
19 the City, the spouse will not be included in the health insurance premium
20 subsidy.

21 c. Dependents (current at time of the bargaining unit employee's
22 separation from the City), as defined by the rules of the City Group Health
23 Insurance Plan in effect at the time of separation. After the dependent reaches
24 the eligibility age for or is otherwise eligible for federal benefits under Medicare,
25 or age 65, whichever occurs first, the health insurance coverage premium paid
26 by the City on behalf of the dependent will be reduced to 25% of the "single

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1 dependent with Medicare premium.” After reaching the eligibility age for, or if
2 otherwise eligible for federal benefits under Medicare, such coverage under the
3 City’s group insurance plan is secondary to Medicare coverage. In order to
4 receive payment once the dependent has reached the eligibility age for or is
5 otherwise eligible for federal benefits under Medicare, the dependent must
6 comply with any requirements pertaining to Medicare, which are imposed by the
7 City’s insurance carrier, as a precondition to being eligible to qualify as a
8 dependent covered by the insurance plan, as modified from time-to-time, or
9 required by law.

10 d. In the event of death of the bargaining unit employee/retiree, the
11 spouse will continue to receive the subsidy benefit until death or remarriage
12 subject to requirements in 2(b). Dependents, as defined in 2(c), will continue to
13 receive benefits in the event of the death of the employee/retiree, as long as
14 they meet the definition of dependents in the City Group Health Insurance Plan in
15 effect at the time of retirement.

16 e. In the event of a catastrophic injury or medical illness which
17 forces a bargaining unit employee who has not reached 20 years of service to
18 retire from service of the Carson City Fire Department under NRS 616 and 617
19 (Work Related Injury or Illness) or as a Nevada PERS disability retirement, this
20 benefit will be prorated for the employee at 5% per year of service after the
21 employee has worked for the Carson City Fire Department for ten (10) years, up
22 to a maximum of 90% and subject to the provisions of paragraph 2(a) above
23 concerning the bargaining unit employee reaching the eligibility age for or being
24 otherwise eligible for federal benefits under Medicare, or age 65, whichever
25 occurs first. Ten years starts at 50%. The benefit under this subparagraph (e)
26 does not apply to spouse or dependents and does not trigger any spousal or

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1 dependent benefits under this Article.

2 3. If the benefits provided to retirees, their spouse and dependents under
3 this Section 19.1(c) are modified (reduced or eliminated) in the future by mutual
4 agreement of the City and the Union including binding fact-finding or interest arbitration
5 pursuant to NRS Chapter 288, such modification shall not apply to retirees, their
6 spouses and dependents then receiving the benefits, and the retiree, their spouse or
7 dependent shall continue to receive the benefit on the basis specified by the collectively
8 bargained agreement in effect as of the date of retirement.

9 4. This provision of the contract is in exchange for a permanent 1.0%
10 reduction in the bargaining unit employee's biweekly base salary, effective on and after
11 February 1, 2005 and a 2.0% reduction in the bargaining unit employee's biweekly base
12 salary, effective on and after July 1, 2012. Should the Retirement Insurance benefit
13 provided for in this Article be eliminated, the 3.0% reduction in the employee's biweekly
14 base salary shall be restored on and after the effective date of elimination of this benefit.

15 19.2 Nothing contained in Section 19.1(c) is intended to revoke, repeal,
16 replace or otherwise modify the rights created in Article 24.9 of the collectively bargained
17 agreement.

18 19.3 An employee on leave without pay may continue the group health
19 insurance coverage for a maximum period of one year by making application to the
20 Human Resources Department and enclosing a certified check payable to Carson City.

21 19.4 The City agrees that any changes in Medical Insurance benefits will be
22 made in accordance with Nevada law.

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20.2 Employer shall also pay for annual physical examinations of BLS members. Such examinations will be performed by the Employer's physician.

20.4 Employer shall also provide at its expense immunizations and screening as are necessary to comply with all applicable OSHA, Federal, State, and local regulations and such additional immunizations and screening as deemed necessary by the Fire Chief.

By agreeing to this provision, the Association does not approve the physical fitness standard adopted by the Employer and reserves all rights to challenge the job-related validity or other aspects of the standard to the extent that such challenge is not in conflict with the Employer's rights under NRS 288.150(3).

Seasonal, Part-Time or Temporary Employees are ineligible for annual leave.

1 hour shall be rounded off to the next whole hour.

2 **21.7 Advanced leave.** Under special circumstances, annual leave may be
3 advanced to an FS or FP Member. Requests for advanced leave must be fully
4 justified and approved by the Fire Chief and the City Manager. Each request will be
5 considered separately and on its own merits.

6
7 **21.8 Resignation and/or Retirement.**

8 a. A FS or FP Member who is about to resign, retire under the
9 provisions of the State Retirement Act, or be laid off without fault on his part, may
10 either be granted sufficient time to use his accrued annual leave before the effective
11 date of his resignation, retirement or layoff, or paid a lump sum for such accrued leave.

12
13 b. A FS or FP Member shall give the Fire Chief written notification at
14 least two (2) weeks prior to resignation or the FS/FP Member shall waive the ability
15 to receive a lump sum payment for 80 hours for 8-hour shift Association Members or
16 112 hours for 24 hour shift Association Members of accrued annual leave except in
17 emergencies approved by the Fire Chief or his designee which approval shall not be
18 unreasonably withheld. The forfeiture of the right to receive said lump sum payment
19 shall not waive the right to take said time as time off.

20 **21.9 Death of Employee.** Upon the death of an employee, a lump sum
21 payment for his accrued annual leave will be made to his beneficiary or estate, upon
22 receipt of proof of death and beneficiary.

23
24 **ARTICLE 22. ANNUAL LEAVE-BLS MEMBERS**

25 22.1 BLS Members shall earn annual leave for each calendar month or
26 prorated fraction thereof in accordance with the following schedule:

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1	Less than one year:	6 hours
2	After one year but less than two years:	8 hours
3	After two years but less than five years:	10 hours
4	After five years of continuous employment:	14 hours

5 BLS Members are required to request annual leave a minimum of 72 hours prior to the
6 requested day(s) off. Notice is to be provided to the Operations Battalion Chief.

7 **22.2 Limitation:** A maximum of 280 unused vacation hours will be allowed to
8 accumulate from year to year. Earned annual leave in excess of 280 hours must be
9 taken prior to January 1st each year, or such excess may be forfeited. BLS Member
10 who has earned annual leave in excess of the maximum time specified above and
11 who, through no fault of his or her own, is unable to use such excess annual leave
12 prior to January 1st of the year following the year in which such leave is accumulated,
13 shall be compensated for the amount of annual leave in excess of the maximum. A
14 BLS Member's accumulated annual leave may never exceed 280 hours, regardless of
15 the employee's years of service. The minimum period of annual leave that may be
16 used for BLS Members shall be four (4) hours. Fractions of an hour shall be rounded
17 off to the next whole hour.

18 **22.3 Annual Leave upon Termination:** Upon termination, the BLS Member
19 will receive a lump sum payment for all accumulated unused annual leave at 100% the
20 current contract salary unadjusted for retirement. No BLS Member shall be paid for
21 accumulated leave upon termination of service unless employed six months or more.

22 **22.4 Becoming Ill While on Vacation:** A BLS Member who submits
23 satisfactory evidence that, during the BLS Member's vacation period, the BLS Member
24 was hospitalized for a disability, or that the BLS Member was disabled for at least 2
25 consecutive days without hospitalization, shall, at the BLS Member's request,

1 be granted sick leave for the period of the BLS Member's disability to the extent that
2 the BLS Member is entitled to such leave under the provisions of the applicable Sick
3 Leave Article, and the portion of the employee's lost vacation time for which sick leave
4 was granted shall be credited to the employee.

5
6 ARTICLE 23. MILITARY LEAVE

7 An Association Member who is an active member of the Nevada National Guard
8 or any reserve component of the United States Armed Forces shall, upon request, be
9 relieved from his Fire Department duties to serve under orders for military duty, without
10 loss of pay or accrued annual leave, for a period not to exceed fifteen (15) workdays
11 in any calendar year.

12
13 ARTICLE 24. SICK LEAVE- FS & FP MEMBERS

14 24.1 Eligibility. For the purpose of determining eligibility for sick leave
15 allowance, the term "continuous service" means that service commencing with
16 appointment to a position with the Employer and continuing until resignation or
17 discharge. For the purpose of determining such leave earned, the term "actual
18 service" means the number of days actually worked on the job; provided, however, that
19 absence from work due to sick leave with pay, vacation, injury or illness incurred in the
20 City service and absence on temporary military duty shall be deemed actual service.

21 24.2 Qualifying Period. There is no qualifying period.

22 24.3 Accrual of Sick Leave:

23 a. FS & FP Association Members shall accrue sick leave at the
24 following rates:

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1	<u>Continuous Service</u>	<u>8-Hour Shift</u>	<u>24-Hour Shift</u>
2	0 - 12 months	6 hrs/month	9 hrs/month
3	13-120 months	10 hrs/month	16 hrs/month
4	Over 120 months	16 hrs/month	24 hrs/month
5	Maximum Accumulation	1080 hours	1512 hours

6 **24.4 Authorized Use of Sick Leave:**

7 a. Sick leave with pay may be granted only upon approval of the
8 Fire Chief in the case of bona fide illness of an employee or a member of his family,
9 or for the purpose of maternity as limited in paragraph 8 of this Article.

10 b. Family sick leave with pay shall be limited to a maximum of six
11 (6) shifts per calendar year, except that in the case of death, or serious illness of any
12 member of the employee's immediate family defined as a husband, wife, parent,
13 brother, sister, child, grandchild, grandparents or corresponding relation by affinity, the
14 Fire Chief may approve additional family sick leave at his discretion.

15
16 **24.5 Certificate of Illness:** The Fire Chief or the Chief's designee may orally
17 request a written physician's certificate of illness when the absence is in excess of
18 three consecutive shifts and/or whenever there is reason to believe sick leave is being
19 abused. When abuse is suspected the oral request for a physician's certificate will be
20 followed within 24 hours by a written request for the certificate stating the reason for
21 suspecting abuse of sick leave. Any employee who is released from duty by a
22 physician for illness or injury (on or off the job) is required to provide a physician's
23 statement authorizing the employee to return to work. The release must contain the
24 following information: (a) That the employee is again fit for duty; (b) The date the
25 employee is fit for duty; (c) Any medical conditions and/or restrictions on the
26 employee's return to duty; (d) Physician's name, address, phone number, signature
27 and date. The release back to work must be provided to the on-duty Battalion Chief
28 prior to reinstatement to the duty schedule.

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1 employee's wife shall be specifically defined as illness of a member of the immediate
2 family and any leave granted will be limited to those shifts as prescribed in Paragraph
3 4.

4 **24.9 Family Medical Leave:** Carson City will comply with the requirements
5 of the Family Medical Leave Act (FMLA). When a qualifying FMLA event occurs,
6 unpaid FMLA leave will run concurrently with paid annual, sick and any other available
7 leave. Once all paid leave is exhausted, the remainder of the leave period will then
8 consist of unpaid FMLA leave. Unpaid FMLA leave may also run concurrently with
9 worker's compensation leave or other benefits.

10 **24.10 Minimum Sick Leave to be Taken:** The minimum sick leave to be taken
11 at one time by an employee shall be two (2) hours for 24 hour Association Members.
12 Fractions of hours of sick leave shall be considered as the next largest whole hour.

13 **24.11 Compensation for Unused Sick Leave:** Compensation for unused sick
14 leave is based on the limits of accrual of sick leave established by this agreement.
15 Upon death, termination or retirement, an employee with 10-15 years of Carson City
16 Fire Department service will be paid thirty-three and one-third (33-1/3) percent of his
17 accrued sick leave up to 1512 hours if a 24-hour shift employee or 1080 hours for an
18 8-hour shift employee, at the employee's latest, highest hourly rate. Upon death,
19 termination or retirement, an employee with 16-20 years of Carson City Fire
20 Department service will be paid fifty (50) percent of his accrued sick leave up to 1512
21 hours if a 24-hour shift employee or 1080 hours for an 8-hour shift employee, at the
22 employee's latest, highest hourly rate. Upon death, termination or retirement, an
23 employee with 20-24 years of Carson City Fire Department service will be paid
24 seventy-five (75) percent of his accrued sick leave up to 1512 hours if a 24-hour

1 shift employee or 1080 hours for an 8-hour shift employee, at the employee's latest,
2 highest hourly rate.

3 Beginning July 1, 2012, an employee who dies or retires with 25 years of
4 Carson City Fire Department service or more will be paid one hundred (100) percent
5 of his accrued sick leave up to 1512 hours if a 24-hour shift employee or 1080 hours
6 for an 8-hour shift employee, at the employee's latest, highest hourly rate.

7 After ten (10) years of Carson City Fire Department service, Association
8 Members who retire or terminate service may, in lieu of taking a cash payment of
9 accrued sick leave, elect to have the allowable percent, as set forth above, of their
10 accrued sick leave up to 1512 hours if a 24-hour shift employee or 1080 hours for an
11 8-hour shift employee, given a present cash value and placed into a non-cash, non-
12 interest bearing account to pay for post-retirement medical coverage for the retiree
13 effective on the date of the employee's retirement as determined by PERS. The
14 Employer shall charge a retiree's account monthly by the amount of the then existing
15 premium for the Employer's group insurance plan until the balance in the retiree's
16 account is exhausted or the retiree dies, whichever occurs first. Residual amounts in
17 the account at the time of death or amounts insufficient to pay one month's premium
18 will be reduced to zero and will not be paid to the retiree or the retiree's heirs or
19 beneficiaries.

20 A FS or FP Member who dies in the line of duty shall have 100% of his or her
21 sick leave paid out to his or her designated beneficiary or his or her estate if he does
22 not designate a beneficiary, regardless of length of service.

23 24.12 Catastrophic Leave.

24 a. Definitions

25 1. "Catastrophe" means an occurrence or condition whereby an
26 employee is rendered unable to perform the duties of his or her position and which

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1 is due to a serious illness or accident which is life threatening or which will require a
2 lengthy convalescence, whether or not the illness or accident is work related.

3 2. "Lengthy Convalescence" means a period of disability which an
4 attending physician determines will exceed ten (10) weeks.

5 3. "Life Threatening" means a condition which is diagnosed by a
6 physician as creating a substantial risk of death.

7 **b. The Catastrophic Leave Account.**

8 1. The catastrophic leave account has been established for the use of
9 all eligible Carson City employees.

10 2. An employee may request, in writing that a specified number of
11 hours of his/her accrued sick leave and annual leave be transferred from his/her
12 account to the catastrophic leave account to be used by any eligible employee or a
13 specific eligible employee.

14 3. No leave may be transferred by an employee to the catastrophic
15 leave account, if the balance in the employee's account after the transfer is less than
16 240 hours. Leave is transferred on an hour for hour basis.

17 4. The maximum number of hours (including sick and annual) which
18 may be transferred in any one calendar year is 100 for 8-hour employees and 120 for
19 24-hour employees. The minimum number of hours which may be transferred in any
20 one calendar year is 20 hours. Leave will be placed in a pool for the use of any
21 eligible City employee unless an employee transfers hours to the catastrophic leave
22 account for use by a particular eligible employee.

23 5. Any hours of leave which are transferred from any employee's
24 account to the catastrophic leave account, whether to the account in general or to a
25 specific eligible employee's account, may not be returned or restored to that employee.
26 This provision does not prevent the employee from receiving leave pursuant to this

1 article.

2 c. Request for Catastrophic leave.

3 1. An employee who is physically affected by a catastrophe as defined
4 above may request in writing that a specified number of hours of leave be transferred
5 from the catastrophic leave account to his/her sick account. The maximum number of
6 hours that may be transferred to an employee pursuant to this section is 320 per
7 catastrophe for an 8-hour employee and 480 for a 24-hour employee. Catastrophic
8 leave may not be used when the subject of the catastrophe is a member of the
9 employee's immediate family. Catastrophic leave is limited to catastrophes which befall
10 the employee.

11 2. The request must include: the employee's name, title and
12 classification; and a description of the catastrophe and the expected duration of the
13 convalescence.

14 3. An employee is not eligible for catastrophic leave until he or she
15 has used all his/her accrued leave and benefits in the following categories: annual and
16 sick.

17 4. An employee who receives leave from the account for catastrophic
18 leave is entitled to payment for that leave at a rate no greater than his/her own rate of
19 pay.

20 d. Approval of Catastrophic Leave

21 1. The City Manager or his designee, is the person who must approve
22 the transfer of a specified number of hours of leave from the catastrophic leave
23 account to the account of any employee who is eligible to receive such leave.

24 2. The City Manager or his designee shall review the status of an
25 employee using catastrophic leave and determine when the right to such leave no
26 longer exists. The City Manager or his designee may require written substantiation of

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1 the catastrophic condition by a physician of his choosing. The cost of such written
2 substantiation shall be borne by the employee. If an employee is able to return to
3 work on a part-time basis and has catastrophic leave time still available, the City
4 Manager, or his designee, may allow the catastrophic leave to be used to offset the
5 hours the employee is unable to work during his part-time status.

6 3. The City Manager or his designee shall not grant any hours of
7 leave from the catastrophic leave account after:

- 8 a. The effects of the catastrophe cease to exist; or
9 b. The employee who is receiving the leave resigns or his/her
10 employment with the City is terminated.

11 4. Any leave which is received from the catastrophic leave account
12 which was not used at the time the catastrophic condition ceases to exist or upon the
13 resignation or termination of the employment of the employee must be returned to the
14 catastrophic leave account.

15 5. The decisions of the City Manager or his designee concerning the
16 leave are final and are not subject to review by the Board of Supervisors. Such
17 decisions denying benefits under this Article are subject to the grievance procedure to
18 determine whether the denial was arbitrary, capricious, or discriminatory.

19
20 ARTICLE 25 SICK LEAVE- BLS MEMBERS

21 25.1 Unused days of sick leave each year will be allowed to accumulate
22 without limit for use purposes.

23 25.2 BLS members shall earn sick leave at the rate of six (6) hours per
24 month for the first year.

25 25.3 After one year of continuous employment, employees shall earn sick
26 leave at the rate of 10 hours per month.

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1 25.4 Employees shall earn up to a maximum of 120 sick hours per year, at
2 full salary, and shall be used for personal illness or disability, personal medical
3 appointments, quarantine or communicable disease, maternity, paternity, adoption or
4 illness, disability or communicable disease in the immediate family. "Immediate family"
5 is anyone covered under the FMLA.

6 25.5 Employees, upon death or retirement, having a minimum of 400 hours of
7 unused earned sick leave and the below listed years of Carson City service shall be
8 compensated for all hours up to 1080 at the following rates:

9

10	Service Years	Maximum %
11	10-14	33 1/3%
12	15-19	50%
13	20-24	75%
14	25 plus	100%

15 A BLS Member who dies in the line of duty shall have 100% of his or her sick
16 leave paid out to his or her designated beneficiary or his or her estate if he does not
17 designate a beneficiary, regardless of length of service.

18 25.6 Minimum Sick Leave to be Taken: The minimum sick leave to be taken
19 at one time by a BLS Member shall be four (4) hours. Fractions of hours of sick
20 leave shall be considered as the next largest whole hour.

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22 ARTICLE 26. INJURY LEAVE

23 Absence due to injury incurred in the course of employment shall not be
24 charged against an Association Member's sick leave for a period not to exceed ninety
25 (90) calendar days from the date of injury. During this time, the employer shall
26 provide full salary to the Association Member upon the condition that the Association

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1 Member shall endorse and deliver to the employer any benefits received pursuant to
2 NRS Chapter(s) 616/617.

3 a. After fourteen (14) calendar days, if an employee is released to
4 light duty by his treating physician, the employee agrees to return to work and be
5 placed on a light duty assignment.

6 b. If an employee is unable to return to full duty upon the expiration
7 of ninety (90) calendar days accrued sick leave shall be used to supplement benefits
8 in order to receive full salary. Such accrued sick leave shall be charged only to the
9 extent not reimbursed pursuant to NRS Chapter(s) 616/617.

10 c. When accrued sick leave has been exhausted, if the employee is
11 still unable to work, accrued annual leave shall be used to supplement benefits in order
12 to receive full salary. Such accrued annual leave shall be charged only to the extent
13 not reimbursed pursuant to NRS Chapter(s) 616/617.

14 d. When accrued annual leave has been exhausted, the employee
15 shall receive no additional compensation from the employer.

16 e. If an employee is leaving the employer's employment because he
17 is permanently and totally disabled under NRS Chapters 616 and 617 from working in
18 the job classification in which he or she is employed, he or she is entitled to use any
19 accrued sick leave and annual leave prior to leaving. An employee may be paid a
20 lump sum for accrued leave if he/she requests it and the Chief approves it.

21 f. Employee benefits, sick leave and annual leave shall continue to
22 accrue so long as the employee is eligible for full salary as provided above.

23
24 ARTICLE 27. COURT LEAVE

25 27.1 If an Association Member is summoned for jury duty on his regular
26 workday, he or she shall receive full pay but shall refund any compensation received

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1 for jury duty to employer.

2 27.2 An employee summoned for jury duty on his regular workday shall be
3 excused for his or her entire shift. However, if the employee is excused from jury duty
4 before 5:00 p.m. and is not required to appear for jury duty the next day, the
5 employee shall return to the workplace to complete his or her regularly assigned shift.

6 27.3 If an employee appears on his or her regular workday in any court or
7 before any grand jury as a party to an action arising out of his employment, or as a
8 witness to observations or knowledge received in the course of his employment, he or
9 she shall receive full pay but shall refund any witness fee to Employer.

10 27.4 If an employee's presence is required outside the employee's regular
11 shift to give a testimony or a statement concerning observations or knowledge made or
12 obtained in the course of his or her employment, at a deposition by subpoena, for an
13 interview, at the direction of the district attorney, or at the direction of the Fire Chief,
14 the employee will be paid overtime for the time required for such an appearance, if the
15 Fire Chief or his designee has approved of the appearance in advance. No court
16 leave or overtime pay is allowed for an employee's time when the employee initiated
17 the action which requires the employee's presence.

18
19 ARTICLE 28. LEAVE OF ABSENCE

20 Leave, with or without pay, may be granted pursuant to the Carson City
21 Municipal Code and the rules, regulations and policies of the Carson City Fire
22 Department to any Association Member.

23
24 ARTICLE 29. ASSOCIATION BUSINESS

25 29.1 All Association Members from each fire station shall be allowed to

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1 attend Association meetings, while on duty, provided it does not interfere with the
2 operation of the Fire Department.

3 29.2 Upon approval of the Association President, or a member of the
4 Executive Board, members of the Association shall be entitled to utilize a maximum of
5 five hundred (500) hours total of administrative leave per year for Association
6 business. "Association business" includes grievance hearings, collective bargaining
7 meetings, worker's compensation hearings and any other meetings or seminars relating
8 to the Association. This leave shall be subject to approval by the Fire Chief or his
9 designee and such leave shall not impair the operations of the Fire Department.

10 29.3 The full cost of the administrative leave in Article 29.2 is offset by the
11 value of concessions made by the Association in the negotiation of this Agreement in
12 accordance with NRS 288.225.

13 29.4 Employees may donate a maximum of five hundred (500) hours of leave
14 to be utilized for Association business at no cost to the Employer.

15
16 ARTICLE 30. BULLETIN BOARDS

17 Employer will provide adequate bulletin boards at each Fire Station for the
18 exclusive use of Association.

19
20 ARTICLE 31. WORK FORCE REDUCTION PROCEDURES

21 Procedures for reductions in work force because of lack of work or lack of funds
22 shall be as follows:

23 A. FS and FP Members:

24 31.1 Layoffs shall proceed in ascending order of seniority for both fire
25 suppression and fire prevention members within the Department. Ranking will be
26 determined on the date of hire in accordance with the Department policy.

1 of this Article will apply.

2

3 **B. BLS Members**

4 31.1 Layoffs shall proceed in ascending order of seniority for BLS members
5 within the department. Ranking will be determined on the date of hire in accordance
6 with the Department policy.

7

8 **ARTICLE 32. GRIEVANCE PROCEDURE**

9 Any dispute, claim or grievance arising out of or relating to the interpretation or
10 the application of this Agreement shall be settled in the following manner:

11 32.1 The Grievant shall present a written grievance to the Fire Chief within
12 fifteen (15) administrative working days of the time that the grievance is known or
13 reasonably should have been known.

14 32.2 If the Fire Chief denies the grievance or fails to respond to the grievance
15 within ten (10) administrative working days, the grievance shall be submitted to the
16 Human Resources Department. The Human Resources Director shall, by written notice
17 to all parties concerned within five days of receipt of the written grievance, direct that
18 the parties proceed to non-binding mediation. Mediation should be held within twenty-
19 one (21) days of the written notice provided by the Human Resources Director unless
20 mutually agreed upon by the City and the Association. The parties agree that a
21 request for a mediator shall be made to the Federal Mediation and Conciliation
22 Services (FMCS) by the Human Resources Director. Unless otherwise agreed by the
23 parties, mediation shall be confidential, and any settlement offers made during
24 mediation shall be kept confidential by the parties if the matter is referred to arbitration.
25 Any costs of mediation shall be split between the Association and the City. If the

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1 parties are unable to resolve the issue through mediation, the grievant may, within ten
2 (10) working days of mediation, submit the grievance to arbitration for resolution.

3 32.3 If the grievance is not resolved through mediation, the grievance may be
4 submitted to arbitration by notifying the other party in writing within ten (10)
5 administrative working days of the deadlock. If a grievance is not submitted to
6 arbitration after mediation, it shall be deemed denied or settled on the basis of the last
7 administrative decision. The party requesting arbitration shall notify the other party
8 within the ten (10) administrative working day period. If the parties are unable to
9 agree upon an arbitrator, the party initiating the arbitration shall request a list of seven
10 (7) arbitrators from the Federal Mediation and Conciliation Service, or the American
11 Arbitration Association. Failure to make a written request for a list within thirty (30)
12 administrative working days after notice to the other party will constitute a waiver of
13 arbitration and a denial or settlement of the grievance on the basis of the last
14 administrative decision. The Arbitrator shall be selected in the manner provided by NRS
15 288.200.

16 32.4 The Arbitrator shall convene a hearing as soon as reasonably possible at
17 the mutual convenience of the Arbitrator and the parties. The expenses for witnesses
18 or counsel for either side shall be paid by the party producing such witnesses or
19 retaining such counsel. A stenographic record shall be taken by a certified reporter of
20 each hearing. The parties agree to split the costs associated with the reporter. The
21 arbitrator's fees and expenses shall be assessed by the Arbitrator on either or both
22 parties in his or her discretion.

23 32.5 The Arbitrator shall have no authority to amend or delete any of the
24 terms of this Agreement or any of the Fire Department rules, regulations, and policies.
25 Decision of the Arbitrator shall be based solely on the evidence and arguments
26 presented by the parties at the arbitration hearings, and the decision of the Arbitrator

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1 shall be final and binding except as provided by law.

2 32.6 Time limits described in this article are intended to expedite the
3 grievance procedure. Failure of the aggrieved employee(s) to comply with this article
4 within the set time limits shall constitute a waiver of the grievance. Any time limits
5 may be extended by mutual written agreement of the parties which shall not be
6 unreasonably withheld.

7 32.7 Unless the grievance is brought by the Union itself, the Fire Chief will
8 neither settle nor deny the grievance without first notifying the Union that the grievance
9 has been filed. In all instances in which the Union has not brought the grievance it will
10 have the right to intervene. If the Union has not demanded arbitration, it shall not be
11 responsible for any fees or expenses under Section 5. If an individual demands
12 arbitration, the Arbitrator may require the payment of one-half the estimated cost of the
13 arbitration in advance of any hearing. If the payment is not made, the grievance shall
14 be deemed denied or settled on the basis of the last administrative decision.

15 This article shall not be subject to Article 35 of this Agreement.
16

17 ARTICLE 33. LAWSUITS AGAINST EMPLOYEES

18 33.1 Employer shall provide for the defense, including the defense of cross-
19 claims and counterclaims, of any Association Member in any civil action brought
20 against that person based on any alleged act or omission relating to his employment if:

21 (a) Within fifteen (15) days after service of a copy of the summons and
22 complaint or other legal document commencing the action, he submits a written request
23 for defense to the Fire Chief and the Carson City District Attorney; and

24 (b) The District Attorney has determined that the act or omission of
25
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1 which the action is based appears to be within the course and scope of employment
2 and appears to have been performed or omitted in good faith.

3 33.2 The District Attorney shall determine as promptly as possible whether or
4 not to tender the defense of the person submitting the request. Until the decision is
5 made, the District Attorney shall take appropriate action to defend or otherwise protect
6 the time of the person submitting the request to file a responsive pleading.

7 33.3 In any case in which the District Attorney determines not to defend, he
8 shall give written notice to the person who requested the defense either:

9 (a) Ten (10) days before the date and answer of other responsive
10 pleading must be filed with the court; or

11 (b) If the defense has been commenced, twenty (20) days before the
12 time an application is made with the court to withdraw as the attorney of record.

13 33.4 At any time after the District Attorney has appeared in any civil action
14 and commenced to defend any employee, the District Attorney may apply to any court
15 to withdraw as the attorney of record for that person based upon:

16 (a) Discovery of any new material fact which was not known at the
17 time the defense was tendered and which would have altered the decision to tender
18 the defense;

19 (b) Misrepresentation of any material fact by the person requesting
20 the defense, if that fact would have altered the decision to tender the defense if the
21 misrepresentation had not occurred;

22 (c) Discovery of any mistake of fact which was material to the
23 decision to tender the defense and which would have altered the decision but for the
24 mistake;

25 (d) Discovery of any fact which indicates that the act or omission on
26 which the civil action is based was not within the course and scope of employment or

1 was wanton or malicious;

2 (e) Failure of the defendant to cooperate in good faith with the
3 defense of the case; or

4 (f) If the action has been brought in a court of competent jurisdiction
5 of this State, failure to name employer as a party defendant, if there is sufficient
6 evidence to establish that the civil action is clearly not based on any act or omission
7 relating to the defendant's employment.

8 33.5 If any court grants a Motion to Withdraw on any of the grounds set forth
9 in subsection 4, employer has no duty to continue to defend any person who is the
10 subject of the Motion to Withdraw.

11 33.6 If Employer does not provide for the defense of an employee, and if it is
12 judicially determined that the action arose out of an act or omission of that person
13 during the performance of any duty within the course and scope of his employment and
14 that his act or omission was not wanton or malicious, employer shall be liable to that
15 person for reasonable expenses in carrying on his own defense, including court costs
16 and attorney's fees.

17 33.7 Employer may provide for the defense of any employee who is entitled to
18 a defense from employer by tendering the defense to an insurer who, pursuant to a
19 contract of insurance, is authorized to defend the action.

20 33.8 At any time after a written request for defense is submitted to the District
21 Attorney, the person requesting the defense may employ his own counsel to defend the
22 action. At that time, employer is excused from any further duty to represent that
23 person and is not liable for any expenses in defending the action, including court costs
24 and attorney's fees.

25 33.9 In any civil action brought against any Association Member in which a
26 judgment is entered against him based on any act or omission relating to his

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1 employment, Employer shall indemnify him unless:

2 (a) The person failed to submit a timely request for defense;

3 (b) The person failed to cooperate in good faith in the defense of the
4 action;

5 (c) The act or omission of the person was not within the scope of his
6 employment; or

7 (d) The act or omission of the person was wanton or malicious.

8 ARTICLE 34. RULES AND REGULATIONS

9 34.1 The Carson City Fire Department Rules, Regulations and Policies and
10 the Drug and Alcohol Free Workplace Policy in effect upon execution of this Agreement
11 shall be incorporated herein. However, the Fire Chief shall have discretion to make,
12 amend, or delete during the term of this Agreement, any rule, regulation or policy
13 which is not a subject of mandatory bargaining. If any part of this Agreement conflicts
14 with said Rules, Regulations and Policies, this Agreement shall supersede and govern.

15 34.2 Any amendment is effective the date of posting and all Association
16 Members who are not on shift at the time of posting are bound by such policies at the
17 end of the next shift the employees complete.

18 34.3 Any amendment of a rule, regulation or policy which is a subject of
19 mandatory bargaining must comply with the procedure set forth in Article 35.

20 34.4 If any rule, regulation or policy is amended, added or deleted and the
21 Association believes the change affects a subject of mandatory bargaining, the parties
22 agree that the grievance process of Article 32 is applicable to resolve the question of
23 whether the change is a change to a subject of mandatory bargaining.
24

25 ARTICLE 35. AMENDMENT PROCEDURE

26 This Agreement cannot be amended during its life unless the parties agree to do so.

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1 ARTICLE 36. CORRECTIVE ACTION AND PERSONNEL FILES

2 36.1 Employer shall provide for implementation of a personnel file review
3 system. Employer shall establish the right of any Association Member to review their
4 personnel file upon request in the Human Resources Department. However, this right
5 shall be limited to the individual employee to review his/her own personnel file. An
6 employee may, with proper release forms, permit his/her personnel file to be reviewed
7 by a party so authorized, upon presentation of properly executed forms to the Human
8 Resources Director. Employees are encouraged to place in their files any educational
9 or other accomplishment that serves to recognize an achievement bearing on both the
10 employee and the employer. Any employee under this policy, upon reviewing his/her
11 personnel file is inaccurate or misleading, may prepare and present to the Human
12 Resources Director a clarifying statement pertaining to the document in question for
13 inclusion in their personnel file.

14 36.2 Corrective and Disciplinary Actions.

15 The following procedures will be provided through the policy governing corrective
16 and disciplinary actions. The intent is not to punish, but to provide positive correction.
17 The following principles of progressive corrective action will be followed.

18 The first occurrence of a violation or infraction will result in an oral warning
19 which will be documented in the supervisor's file. For a second occurrence of a
20 violation or infraction, the Association Member will receive a written reprimand for the
21 violation which shall be placed in his personnel file located at the City's Human
22 Resources Department. Upon a third occurrence of a violation of the same or similar
23 minor nature, disciplinary action may be instituted, depending upon the violation and
24 the severity of the violation. An occurrence of an infraction or violation of a serious
25 nature may result in disciplinary action based upon the severity of the action.

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1 Employer shall establish by policy for the retirement of corrective and/or
2 progressive action in disciplinary actions from an employee's file, once an appropriate
3 time has passed and corrective action has succeeded. Minor corrective actions which
4 cease to have any force and effect will be removed from an employee's personnel file
5 twelve (12) months after the effective date of the corrective action or reprimand.
6 Violations or infractions which result in discipline up to and including suspension from
7 duty under the City Policy will be removed from the employee's personnel file after a
8 period of twenty-four (24) months. Employer's policies pertaining to personnel files,
9 corrective and disciplinary actions, and retirement of corrective action, reprimands, and
10 minor suspensions shall be made available to employees and posted on all bulletin
11 boards throughout the Fire Stations.

12 The Employer may use written counseling statements for the annual evaluation
13 of the employee and such statements do not constitute discipline. Such statements
14 may not be placed in the employee's personnel file.

15 **36.3 Appeals of Disciplinary Action.**

16 Except as otherwise provided herein, an Association Member may appeal any
17 disciplinary action through the Grievance and Arbitration Procedure as provided in
18 Article 32.

19
20 **ARTICLE 37. SAVINGS CLAUSE**

21 37.1 This Agreement is the entire agreement of the parties.

22 37.2 Except as provided in the Article governing Reservation of Rights, this
23 Agreement shall supersede all previous communications, representations or
24 agreements, either verbal or written, between Employer and Association.

25 37.3 If any provision of this Agreement is held by a court of competent
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1 jurisdiction to be illegal or in conflict with any federal law, Nevada Revised Statute or
2 the Carson City Charter, the validity of the remaining provisions shall not be affected,
3 and the rights and obligations of the parties shall be construed and enforced as if the
4 Agreement did not contain the particular provision held to be invalid.

5
6 ARTICLE 38. RESERVATION OF RIGHTS

7 An presently existing right or benefit, whether monetary or otherwise, and
8 whether created by prior contract, rule, regulation or policy, or established custom of
9 the Carson City Fire Department, shall be retained unless such right or benefit is
10 specifically modified or deleted by this Agreement.

11
12 ARTICLE 39. SAFETY AND HEALTH

13 39.1 A Joint Safety Committee composed of two (2) representative of the
14 Association and two (2) representative of management shall be established within five
15 (5) business days of signing of this Agreement. Each party shall also designate two
16 (2) alternates.

17 39.2 The committee will meet whenever an Association Member notifies the
18 Committee in writing of the existence of a safety hazard, or at the call of the Fire Chief
19 or his designee.

20 39.3 If the Committee deadlocks on a Safety issue, the Association may refer
21 the deadlock directly to arbitration in accordance with the procedure set forth in Article
22 32. If a majority of the Committee certifies to the Fire Chief of the existence of a
23 safety or health hazard and adequate corrective action is not taken forthwith, such
24 matter may be referred by the Association directly to arbitration in accordance with the
25 procedure set forth in Article 32.

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1 41.7 In the event that future agreements are not reached prior to July 1st of
2 that year, all awards rendered by the final binding arbitrator shall be retroactive to July
3 1st of the year negotiations commenced.

4

5 ARTICLE 42. PROMOTIONAL VACANCIES

6 42.1. Vacancies.

7 All promotional vacancies shall be filled by candidates provided that they meet
8 the minimum requirements of the position, as established by the Employer prior to
9 open competitive testing.

10 42.2. Notice.

11 Notice of all promotional vacancies in the Fire Department below the rank of
12 Battalion Chief and which require a test, shall be given to all employees of the Fire
13 Department through briefings or otherwise and shall be posted on bulletin boards within
14 the Fire Department for a period of not less than ninety calendar days prior to the last
15 date for application or the date scheduled for testing, whichever is earlier. There shall
16 be ninety days between the dates for tests given for different ranks. The two (2),
17 ninety (90) day periods stated above shall apply except in emergencies when the
18 longest practical time period will be used, as determined by the Fire Chief. Notice
19 shall contain the following information:

- 20 a. Title and job description of the position;
- 21 b. All eligibility requirements including: education, employment, training or
22 experience criteria, and whether equivalent factors will be recognized, and the weight to
23 be given each requirement in evaluating a candidate;
- 24 c. Whether preference or priority will be given to City employees;
- 25 d. Whether City or other seniority or length of service will be considered a
26 factor, and if so, what weight will be given to such consideration in measuring or rating

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1 applicants;

2 e. Whether there will be competitive testing, and if so, the date, time and
3 place of the test; the nature and scope of the test subject matter, and any reference
4 material or sources upon which the test is based;

5 f. Whether the test will consist of written, oral and/or physical
6 demonstration components and the relative weight to be given to each in scoring the
7 test results;

8 g. Whether the tests will be used to establish and eligibility list based upon
9 ranking or rating of test applicants with the highest overall score being placed first, next
10 highest second, and so on down the list of candidates, and if so, how long the list will
11 be retained and/or effective;

12 h. Whether the selection will be made from the top 3 positions on the
13 eligibility list referred to in paragraph g, or other basis; and

14 i. Whether test results can be reviewed by applicants, and if so, what
15 appeal rights exist.

16
17 ARTICLE 43. WAIVER OF AMBULANCE FEES.

18 Association Members and their dependents (husbands, wives and children) will
19 not be billed for any ambulance fees charged by the Carson City Fire Department
20 which are not covered by insurance.

21
22 ARTICLE 44. LONGEVITY PAY- FS & FP MEMBERS

23 44.1 The Plan.

24 a. Each year as of July 1st, FS & FP Members who have completed five (5)
25 years of continuous service in the Carson City Fire Department are eligible to receive
26 ½% of the top step of a Fire Fighter/Paramedic salary. For every additional year of

1 continuous service after the fifth year, an FS & FP Member is eligible for an additional
2 ½% per year up to a maximum of 8% of the top step of a Fire Fighter/Paramedic
3 salary.

4 b. Except as provided in this Article, an interruption in continuous Fire
5 Department service terminates the FS & FP Members' eligibility for longevity pay,
6 unless the interruption was due to a lay-off.

7 c. Except as provided in this Article, no year(s) of service before the
8 interruption may be counted in determining the FS & FP Members' subsequent
9 eligibility.

10 **44.2 FS & FP Members' Evaluation under the Plan.**

11 a. An FS or FP Members' performance must be rated "meets
12 expectations" or better on the last performance evaluation if the evaluation was issued
13 within the last 12 months, for him/her to be eligible for additional pay pursuant to
14 Section A.

15 b. If an FS or FP Members' performance was not rated during the
16 previous 12 months, his/her performance is assumed to be standard.

17 **44.3 Dates of payment and eligibility.**

18 a. Payment for longevity under this article will be made the last pay
19 day in July of each year.

20 **44.4 Eligibility under particular circumstances.**

21 a. An FS or FP Member who is on leave without pay for an entire
22 six-month period of qualification is not entitled to pay for longevity for that period.
23 Leave without pay for 336 hours or less in a calendar year may be counted as time
24 worked.

25 b. An FS or FP Member who retires and applies for retirement or
26 who dies during the annual qualifying period is eligible for longevity pay.

1 c. An FS or FP Member who is laid off and is rehired within one year
2 from the date of lay off is eligible for pay for longevity he or she would have earned if
3 he or she had not been laid off.

4 d. If an FS or FP Member who is eligible for military reemployment
5 has been reemployed, the time during which he or she was not employed by the
6 Employer because of his military service will be counted when determining the rate for
7 longevity. The person is not eligible for payment for the time not employed by the
8 Employer.

9 **44.5 Return to City Service.**

10 a. An FS or FP Member who was vested in the plan for payment for
11 longevity and who separated from City service and returns to City services is vested in
12 the plan.

13 b. The FS or FP Member will receive the same annual rate of
14 payment he did at the time of his or her separation from service. However, the FS or
15 FP Member may not receive any annual increases until he or she has again served the
16 same number of years he had served at the time of his separation from service plus
17 one year.

18 c. The years which an FS or FP Member served before the beginning
19 of the payment of annual increases must be in a single continuous period which is
20 equivalent to full-time employment.

21

22 **ARTICLE 45. LONGEVITY PAY- BLS MEMBERS**

23 A longevity benefit is available to BLS Members. The eligibility determination date
24 for longevity is the last complete pay period that occurs before the first payday in
25 December and the first payday in June. Eligibility determination and longevity payment
26 payout will occur semi-annually the first payday in December and June of

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1 each fiscal year.

2 If, on the eligibility determination date, a BLS Member has completed six years of
3 full-time continuous, regular City service in a bargaining unit position, he/she will
4 receive \$100 semi-annually payable on the first payday in December and the first
5 payday in June. This payment is not an adjustment to an employee's base salary but
6 a lump-sum payout that is subject to PERS contribution. For each additional year of
7 full-time, continuous service in a bargaining unit position after the sixth year that has
8 been achieved by the eligibility determination date, the BLS Member will receive an
9 additional \$50 semi-annually payable as above. Longevity payments shall be capped
10 at a level for completion of 25 years of service and a BLS Member with more than 25
11 years of service is paid the same amount as those who have completed 25 years of
12 service. The semi-annual and total annual payments are set forth in the table listed
13 below:

14 Completed	<u>Semi-Annual</u>	<u>Total</u>
15 1-5	None	
16 6	100.00	200.00
17 7	150.00	300.00
18 8	200.00	400.00
19 9	250.00	500.00
20 10	300.00	600.00
21 11	350.00	700.00
22 12	400.00	800.00
23 13	450.00	900.00
24 14	500.00	1,000.00
25 15	550.00	1,100.00

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1	16	600.00	1,200.00
2	17	650.00	1,300.00
3	18	700.00	1,400.00
4	19	750.00	1,500.00
5	20	800.00	1,600.00
6	21	850.00	1,700.00
7	22	900.00	1,800.00
8	23	950.00	1,900.00
9	24	1,000.00	2,000.00
10	25	1,050.00	2,100.00

11

12 a. BLS Members covered under this Article who have had a break in service (e.g.,
13 resignation, termination, retirement, etc.), will begin a new, initial eligibility period
14 starting with the date of their last re-employment or reinstatement as a full-time
15 employee of the City in a bargaining unit position. However, BLS Members who
16 have been separated as a result of a reduction in force who are re-called to a
17 bargaining unit position within two years will not be required to begin a new
18 eligibility period. Periods of employment as a temporary, seasonal or
19 intermittent employee are not creditable for longevity.

20 b. A BLS Member shall be eligible for a semi-annual payment if, at the last annual
21 performance evaluation on file in the employee's official personnel file, the
22 employee received a summary performance rating of "meets expectations" or
23 better. BLS Members who lose their eligibility for semi-annual longevity
24 payment because of a performance evaluation below "meets expectations", will
25 not become eligible for restoration of the longevity payment until (a) they
26 receive a "meets expectations" or better evaluation at the next regularly

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1 scheduled annual evaluation; and (b) the effective date of the "meets
2 expectations" evaluation occurs before the next eligibility determination date.
3 While the BLS Member loses a year of longevity payments for a performance
4 evaluation below "meets expectations", the time spent during that year is
5 counted as part of the continuous service under the longevity benefit when
6 longevity payments have been restored after the subsequent "meets
7 expectations" evaluation is achieved by the BLS Member.

8
9 ARTICLE 46. MINIMUM TRAINING, LICENSING AND CERTIFICATION

10 46.1 All Firefighters and BLS Patient Care Technicians must maintain at least
11 an EMT basic certificate, an ambulance attendant's license and a valid driver's license
12 in the class determined by the Department. Employees holding the rank of
13 Firefighter/Paramedic must maintain their paramedic certificate, an ambulance
14 attendant's license and a valid driver's license in the class determined by the
15 Department.

16 If an employee fails to maintain the required certification or licensing as set forth
17 above, he or she will be placed on administrative leave without pay for up to sixty
18 (60) calendar days in order to obtain the certification or licensing. If he or she fails to
19 obtain the certification after sixty (60) calendar days, he will be terminated.

20 In the event of the loss of a driver's license in conjunction with a period of
21 protected leave, the employee will not be subject to the sixty (60) calendar day
22 suspension as set forth above. The employee is entitled to use leave as provided in
23 other provisions of this Agreement. However, upon the expiration of the leave, if the
24 employee still does not have a valid driver's license, as determined by the Department,
25 or appropriate certification or other licensing, the employee will be terminated.

26 46.2 All FS Members shall receive a minimum of 400 hours of training
27
28

1 provided by the Carson City Fire Department, after being hired and before being
2 assigned to fire suppression duties, unless the Fire Chief and the Association agree, in
3 writing, to fewer hours based on the new hire's previous training and experience. The
4 type of training will be determined by the Fire Chief.

5

6 ARTICLE 47. TRANSFER OF OPERATIONS

7 Carson City agrees not to sell or convey or cause to sell or convey or
8 otherwise transfer or merge its operations to or with a fire district as established under
9 NRS 474 without first securing an agreement with the successor to (1) retain all existing
10 bargaining unit personnel, without reductions of position or rank, and (2) assume all the
11 terms and conditions of this Agreement, including the Employer's obligations under this
12 Agreement until the Agreement has expired.

13 IN WITNESS WHEREOF, Employer and Association have caused this

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476941

1 agreement to be executed and the authorized representatives signing below warrant
2 that this agreement has been properly approved by the necessary majority of the
3 governing body of the Employer and the Association.

4
5 CARSON CITY

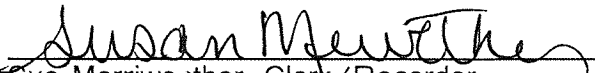
6 By 
7 Robert L. Crowell, Mayor
Dated: 6.15.17

8 CARSON CITY
9 FIRE FIGHTERS ASSOCIATION

10 By 
Bryon Hunt, President

11 Dated: 6/15/17
12

13 ATTEST:

14 
15 Sue Merriweather, Clerk/Recorder

16 Dated: 6.15.17
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27 ~ 476941
28 ~

APPENDIX A
FISCAL YEAR 2011
NO COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY
FIRE INSPECTOR 2	F36-1	62,108.65	5,175.72	2,388.79	29.8599		
2080 HR PER YEAR	F36-2	66,883.40	5,573.62	2,572.44	32.1555		
	F36-3	72,027.59	6,002.30	2,770.29	34.6286		
	F36-4	77,565.12	6,463.76	2,983.27	37.2909		
FIREFIGHTER	328-1	50,767.50	4,230.63	1,952.60	24.4075	228-1	50,767.50
	328-2	54,672.26	4,556.02	2,102.78	26.2847	228-2	54,672.26
	328-3	58,875.59	4,906.30	2,264.45	28.3056	228-3	58,875.59
	328-4	63,402.22	5,283.52	2,438.55	30.4818	228-4	63,402.22
DRIVER/OPERATOR	332-1	56,039.15	4,669.93	2,155.35	26.9419	232-1	56,039.15
	332-2	60,346.37	5,028.86	2,321.01	29.0127	232-2	60,346.37
	332-3	64,987.00	5,415.58	2,499.50	31.2438	232-3	64,987.00
	332-4	69,984.53	5,832.04	2,691.71	33.6464	232-4	69,984.53
FIREFIGHTER/PARAMEDIC	333-1	57,438.73	4,786.56	2,209.18	27.6148	233-1	57,438.73
	333-2	61,855.96	5,154.66	2,379.08	29.7384	233-2	61,855.96
	333-3	66,612.40	5,551.03	2,562.02	32.0252	233-3	66,612.40
	333-4	71,733.09	5,977.76	2,758.97	34.4871	233-4	71,733.09
FIRE CAPTAIN	338-1	64,987.00	5,415.58	2,499.50	31.2438	238-1	64,987.00
	338-2	69,984.53	5,832.04	2,691.71	33.6464	238-2	69,984.53
	338-3	75,364.06	6,280.34	2,898.62	36.2327	238-3	75,364.06
	338-4	81,158.86	6,763.24	3,121.49	39.0187	238-4	81,158.86

MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
4,230.63	1,952.60	17.4339
4,556.02	2,102.78	18.7748
4,906.30	2,264.45	20.2183
5,283.52	2,438.55	21.7727
4,669.93	2,155.35	19.2442
5,028.86	2,321.01	20.7233
5,415.58	2,499.50	22.3170
5,832.04	2,691.71	24.0331
4,786.56	2,209.18	19.7248
5,154.66	2,379.08	21.2417
5,551.03	2,562.02	22.8751
5,977.76	2,758.97	24.6336
5,415.58	2,499.50	22.3170
5,832.04	2,691.71	24.0331
6,280.34	2,898.62	25.8805
6,763.24	3,121.49	27.8705

APPENDIX A
FISCAL YEAR 2012
NO COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY
FIRE INSPECTOR 2	F36-1	61,409.92	5,117.49	2,361.92	29.5240		
2080 HR PER YEAR	F36-2	66,130.96	5,510.91	2,543.50	31.7937		
	F36-3	71,217.27	5,934.77	2,739.13	34.2391		
	F36-4	76,692.51	6,391.04	2,949.71	36.8714		
FIREFIGHTER	328-1	50,450.20	4,204.18	1,940.39	24.2549	228-1	50,450.20
	328-2	54,330.55	4,527.55	2,089.64	26.1205	228-2	54,330.55
	328-3	58,507.61	4,875.63	2,250.29	28.1287	228-3	58,507.61
	328-4	63,005.95	5,250.50	2,423.31	30.2913	228-4	63,005.95
DRIVER/OPERATOR	332-1	55,688.90	4,640.74	2,141.88	26.7735	232-1	55,688.90
	332-2	59,969.20	4,997.43	2,306.51	28.8313	232-2	59,969.20
	332-3	64,580.83	5,381.74	2,483.88	31.0485	232-3	64,580.83
	332-4	69,547.12	5,795.59	2,674.89	33.4361	232-4	69,547.12
FIREFIGHTER/PARAMEDIC	333-1	57,079.73	4,756.64	2,195.37	27.4422	233-1	57,079.73
	333-2	61,469.36	5,122.45	2,364.21	29.5526	233-2	61,469.36
	333-3	66,196.07	5,516.34	2,546.00	31.8250	233-3	66,196.07
	333-4	71,284.75	5,940.40	2,741.72	34.2715	233-4	71,284.75
FIRE CAPTAIN	338-1	64,580.83	5,381.74	2,483.88	31.0485	238-1	64,580.83
	338-2	69,547.12	5,795.59	2,674.89	33.4361	238-2	69,547.12
	338-3	74,893.03	6,241.09	2,880.50	36.0063	238-3	74,893.03
	338-4	80,651.61	6,720.97	3,101.99	38.7748	238-4	80,651.61

MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
4,204.18	1,940.39	17.3249
4,527.55	2,089.64	18.6575
4,875.63	2,250.29	20.0919
5,250.50	2,423.31	21.6367
4,640.74	2,141.88	19.1239
4,997.43	2,306.51	20.5938
5,381.74	2,483.88	22.1775
5,795.59	2,674.89	23.8829
4,756.64	2,195.37	19.6016
5,122.45	2,364.21	21.1090
5,516.34	2,546.00	22.7322
5,940.40	2,741.72	24.4797
5,381.74	2,483.88	22.1775
5,795.59	2,674.89	23.8829
6,241.09	2,880.50	25.7188
6,720.97	3,101.99	27.6963

APPENDIX A
FISCAL YEAR 2013
NO COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 2	F36-1	61,409.92	5,117.49	2,361.92	29.5240					
2080 HR PER YEAR	F36-2	66,130.96	5,510.91	2,543.50	31.7937					
	F36-3	71,217.27	5,934.77	2,739.13	34.2391					
	F36-4	76,692.51	6,391.04	2,949.71	36.8714					
FIRE PREVENTION CAPTAIN	F40-1	64,580.83	5,381.74	2,483.88	31.0485					
2080 HR PER YEAR	F40-2	69,547.12	5,795.59	2,674.89	33.4361					
	F40-3	74,893.03	6,241.09	2,880.50	36.0063					
	F40-4	80,651.61	6,720.97	3,101.99	38.7748					
FIREFIGHTER	328-1	50,450.20	4,204.18	1,940.39	24.2549	228-1	50,450.20	4,204.18	1,940.39	17.3249
	328-2	54,330.55	4,527.55	2,089.64	26.1205	228-2	54,330.55	4,527.55	2,089.64	18.6575
	328-3	58,507.61	4,875.63	2,250.29	28.1287	228-3	58,507.61	4,875.63	2,250.29	20.0919
	328-4	63,005.95	5,250.50	2,423.31	30.2913	228-4	63,005.95	5,250.50	2,423.31	21.6367
DRIVER/OPERATOR	332-1	55,688.90	4,640.74	2,141.88	26.7735	232-1	55,688.90	4,640.74	2,141.88	19.1239
	332-2	59,969.20	4,997.43	2,306.51	28.8313	232-2	59,969.20	4,997.43	2,306.51	20.5938
	332-3	64,580.83	5,381.74	2,483.88	31.0485	232-3	64,580.83	5,381.74	2,483.88	22.1775
	332-4	69,547.12	5,795.59	2,674.89	33.4361	232-4	69,547.12	5,795.59	2,674.89	23.8829
FIREFIGHTER/PARAMEDIC	333-1	57,079.73	4,756.64	2,195.37	27.4422	233-1	57,079.73	4,756.64	2,195.37	19.6016
	333-2	61,469.36	5,122.45	2,364.21	29.5526	233-2	61,469.36	5,122.45	2,364.21	21.1090
	333-3	66,196.07	5,516.34	2,546.00	31.8250	233-3	66,196.07	5,516.34	2,546.00	22.7322
	333-4	71,284.75	5,940.40	2,741.72	34.2715	233-4	71,284.75	5,940.40	2,741.72	24.4797
FIRE CAPTAIN	338-1	64,580.83	5,381.74	2,483.88	31.0485	238-1	64,580.83	5,381.74	2,483.88	22.1775
	338-2	69,547.12	5,795.59	2,674.89	33.4361	238-2	69,547.12	5,795.59	2,674.89	23.8829
	338-3	74,893.03	6,241.09	2,880.50	36.0063	238-3	74,893.03	6,241.09	2,880.50	25.7188
	338-4	80,651.61	6,720.97	3,101.99	38.7748	238-4	80,651.61	6,720.97	3,101.99	27.6963

APPENDIX A
FISCAL YEAR 2014
2% COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 2	F36-1	62,638.12	5,219.84	2,409.16	30.1145					
2080 HR PER YEAR	F36-2	67,453.58	5,621.13	2,594.37	32.4296					
	F36-3	72,641.62	6,053.47	2,793.91	34.9239					
	F36-4	78,226.36	6,518.86	3,008.71	37.6088					
FIRE PREVENTION CAPTAIN	F40-1	65,872.45	5,489.37	2,533.56	31.6694					
2080 HR PER YEAR	F40-2	70,938.06	5,911.51	2,728.39	34.1048					
	F40-3	76,390.89	6,365.91	2,938.11	36.7264					
	F40-4	82,264.64	6,855.39	3,164.02	39.5503					
FIREFIGHTER	328-1	51,459.20	4,288.27	1,979.20	24.7400	228-1	51,459.20	4,288.27	1,979.20	17.6714
	328-2	55,417.16	4,618.10	2,131.43	26.6429	228-2	55,417.16	4,618.10	2,131.43	19.0306
	328-3	59,677.76	4,973.15	2,295.30	28.6912	228-3	59,677.76	4,973.15	2,295.30	20.4937
	328-4	64,266.07	5,355.51	2,471.77	30.8971	228-4	64,266.07	5,355.51	2,471.77	22.0694
DRIVER/OPERATOR	332-1	56,802.68	4,733.56	2,184.72	27.3090	232-1	56,802.68	4,733.56	2,184.72	19.5064
	332-2	61,168.58	5,097.38	2,352.64	29.4080	232-2	61,168.58	5,097.38	2,352.64	21.0057
	332-3	65,872.45	5,489.37	2,533.56	31.6694	232-3	65,872.45	5,489.37	2,533.56	22.6210
	332-4	70,938.06	5,911.51	2,728.39	34.1048	232-4	70,938.06	5,911.51	2,728.39	24.3606
FIREFIGHTER/PARAMEDIC	333-1	58,221.32	4,851.78	2,239.28	27.9910	233-1	58,221.32	4,851.78	2,239.28	19.9936
	333-2	62,698.75	5,224.90	2,411.49	30.1436	233-2	62,698.75	5,224.90	2,411.49	21.5312
	333-3	67,519.99	5,626.67	2,596.92	32.4615	233-3	67,519.99	5,626.67	2,596.92	23.1868
	333-4	72,710.45	6,059.20	2,796.56	34.9569	233-4	72,710.45	6,059.20	2,796.56	24.9692
FIRE CAPTAIN	338-1	65,872.45	5,489.37	2,533.56	31.6694	238-1	65,872.45	5,489.37	2,533.56	22.6210
	338-2	70,938.06	5,911.51	2,728.39	34.1048	238-2	70,938.06	5,911.51	2,728.39	24.3606
	338-3	76,390.89	6,365.91	2,938.11	36.7264	238-3	76,390.89	6,365.91	2,938.11	26.2331
	338-4	82,264.64	6,855.39	3,164.02	39.5503	238-4	82,264.64	6,855.39	3,164.02	28.2502

APPENDIX A
FISCAL YEAR 2015
2% COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 2	F36-1	63,890.88	5,324.24	2,457.34	30.7168					
2080 HR PER YEAR	F36-2	68,802.65	5,733.55	2,646.26	33.0782					
	F36-3	74,094.45	6,174.54	2,849.79	35.6223					
	F36-4	79,790.89	6,649.24	3,068.88	38.3610					
FIRE PREVENTION CAPTAIN	F40-1	67,189.90	5,599.16	2,584.23	32.3028					
2080 HR PER YEAR	F40-2	72,356.82	6,029.74	2,782.95	34.7869					
	F40-3	77,918.71	6,493.23	2,996.87	37.4609					
	F40-4	83,909.93	6,992.49	3,227.31	40.3413					
FIREFIGHTER	328-1	52,488.38	4,374.03	2,018.78	25.2348	228-1	52,488.38	4,374.03	2,018.78	18.0249
	328-2	56,525.50	4,710.46	2,174.06	27.1757	228-2	56,525.50	4,710.46	2,174.06	19.4112
	328-3	60,871.32	5,072.61	2,341.20	29.2651	228-3	60,871.32	5,072.61	2,341.20	20.9036
	328-4	65,551.39	5,462.62	2,521.21	31.5151	228-4	65,551.39	5,462.62	2,521.21	22.5108
DRIVER/OPERATOR	332-1	57,938.73	4,828.23	2,228.41	27.8552	232-1	57,938.73	4,828.23	2,228.41	19.8965
	332-2	62,391.95	5,199.33	2,399.69	29.9961	232-2	62,391.95	5,199.33	2,399.69	21.4258
	332-3	67,189.90	5,599.16	2,584.23	32.3028	232-3	67,189.90	5,599.16	2,584.23	23.0735
	332-4	72,356.82	6,029.74	2,782.95	34.7869	232-4	72,356.82	6,029.74	2,782.95	24.8478
FIREFIGHTER/PARAMEDIC	333-1	59,385.75	4,948.81	2,284.07	28.5508	233-1	59,385.75	4,948.81	2,284.07	20.3935
	333-2	63,952.73	5,329.39	2,459.72	30.7465	233-2	63,952.73	5,329.39	2,459.72	21.9618
	333-3	68,870.39	5,739.20	2,648.86	33.1108	233-3	68,870.39	5,739.20	2,648.86	23.6505
	333-4	74,164.66	6,180.39	2,852.49	35.6561	233-4	74,164.66	6,180.39	2,852.49	25.4686
FIRE CAPTAIN	338-1	67,189.90	5,599.16	2,584.23	32.3028	238-1	67,189.90	5,599.16	2,584.23	23.0735
	338-2	72,356.82	6,029.74	2,782.95	34.7869	238-2	72,356.82	6,029.74	2,782.95	24.8478
	338-3	77,918.71	6,493.23	2,996.87	37.4609	238-3	77,918.71	6,493.23	2,996.87	26.7578
	338-4	83,909.93	6,992.49	3,227.31	40.3413	238-4	83,909.93	6,992.49	3,227.31	28.8152

APPENDIX A
FISCAL YEAR 2016
2% COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 2	F36-1	64,924.29	5,410.36	2,497.09	31.2136					
2080 HR PER YEAR	F36-2	69,915.46	5,826.29	2,689.06	33.6132					
PERS CHANGE ADJUSTED	F36-3	75,292.88	6,274.41	2,895.88	36.1985					
	F36-4	81,081.52	6,756.79	3,118.52	38.9815					
FIRE PREVENTION CAPTAIN	F40-1	68,276.62	5,689.72	2,626.02	32.8253					
2080 HR PER YEAR	F40-2	73,527.17	6,127.26	2,827.97	35.3496					
PERS CHANGE ADJUSTED	F40-3	79,178.94	6,598.25	3,045.34	38.0668					
	F40-4	85,266.90	7,105.58	3,279.50	40.9937					
FIREFIGHTER	328-1	53,538.15	4,461.51	2,059.16	25.7395	228-1	53,538.15	4,461.51	2,059.16	18.3854
	328-2	57,656.01	4,804.67	2,217.54	27.7192	228-2	57,656.01	4,804.67	2,217.54	19.7995
	328-3	62,088.75	5,174.06	2,388.03	29.8504	228-3	62,088.75	5,174.06	2,388.03	21.3217
	328-4	66,862.42	5,571.87	2,571.63	32.1454	228-4	66,862.42	5,571.87	2,571.63	22.9610
DRIVER/OPERATOR	332-1	59,097.50	4,924.79	2,272.98	28.4123	232-1	59,097.50	4,924.79	2,272.98	20.2945
	332-2	63,639.79	5,303.32	2,447.68	30.5961	232-2	63,639.79	5,303.32	2,447.68	21.8543
	332-3	68,533.70	5,711.14	2,635.91	32.9489	232-3	68,533.70	5,711.14	2,635.91	23.5349
	332-4	73,803.96	6,150.33	2,838.61	35.4827	232-4	73,803.96	6,150.33	2,838.61	25.3448
FIREFIGHTER/PARAMEDIC	333-1	60,573.47	5,047.79	2,329.75	29.1219	233-1	60,573.47	5,047.79	2,329.75	20.8013
	333-2	65,231.78	5,435.98	2,508.91	31.3614	233-2	65,231.78	5,435.98	2,508.91	22.4010
	333-3	70,247.80	5,853.98	2,701.84	33.7730	233-3	70,247.80	5,853.98	2,701.84	24.1236
	333-4	75,647.95	6,304.00	2,909.54	36.3692	233-4	75,647.95	6,304.00	2,909.54	25.9780
FIRE CAPTAIN	338-1	68,533.70	5,711.14	2,635.91	32.9489	238-1	68,533.70	5,711.14	2,635.91	23.5349
	338-2	73,803.96	6,150.33	2,838.61	35.4827	238-2	73,803.96	6,150.33	2,838.61	25.3448
	338-3	79,477.08	6,623.09	3,056.81	38.2101	238-3	79,477.08	6,623.09	3,056.81	27.2930
	338-4	85,588.13	7,132.34	3,291.85	41.1481	238-4	85,588.13	7,132.34	3,291.85	29.3915

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APPENDIX A
FISCAL YEAR 2017
2% COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 1	F32-1	59,751.04	4,979.25	2,298.12	28.7265					
2080 HR PER YEAR	F32-2	64,343.67	5,361.97	2,474.76	30.9345					
	F32-3	69,291.67	5,774.31	2,665.06	33.3133					
	F32-4	74,620.28	6,218.36	2,870.01	35.8751					
FIRE INSPECTOR 2	F36-1	66,222.78	5,518.56	2,547.03	31.8379					
2080 HR PER YEAR	F36-2	71,313.77	5,942.81	2,742.84	34.2855					
	F36-3	76,798.74	6,399.89	2,953.80	36.9225					
	F36-4	82,703.15	6,891.93	3,180.89	39.7611					
FIRE PREVENTION CAPTAIN	F40-1	69,642.15	5,803.51	2,678.54	33.4818					
2080 HR PER YEAR	F40-2	74,997.71	6,249.81	2,884.53	36.0566					
	F40-3	80,762.52	6,730.21	3,106.25	38.8281					
	F40-4	86,972.24	7,247.69	3,345.09	41.8136					
FIREFIGHTER	328-1	54,608.91	4,550.74	2,100.34	26.2543	228-1	54,608.91	4,550.74	2,100.34	18.7531
	328-2	58,809.13	4,900.76	2,261.89	28.2736	228-2	58,809.13	4,900.76	2,261.89	20.1954
	328-3	63,330.53	5,277.54	2,435.79	30.4474	228-3	63,330.53	5,277.54	2,435.79	21.7481
	328-4	68,199.67	5,683.31	2,623.06	32.7883	228-4	68,199.67	5,683.31	2,623.06	23.4202
DRIVER/OPERATOR	332-1	60,279.45	5,023.29	2,318.44	28.9805	232-1	60,279.45	5,023.29	2,318.44	20.7004
	332-2	64,912.59	5,409.38	2,496.64	31.2080	232-2	64,912.59	5,409.38	2,496.64	22.2914
	332-3	69,904.37	5,825.36	2,688.63	33.6079	232-3	69,904.37	5,825.36	2,688.63	24.0056
	332-4	75,280.04	6,273.34	2,895.39	36.1923	232-4	75,280.04	6,273.34	2,895.39	25.8517
FIREFIGHTER/PARAMEDIC	333-1	61,784.94	5,148.74	2,376.34	29.7043	233-1	61,784.94	5,148.74	2,376.34	21.2174
	333-2	66,536.42	5,544.70	2,559.09	31.9887	233-2	66,536.42	5,544.70	2,559.09	22.8490
	333-3	71,652.76	5,971.06	2,755.88	34.4484	233-3	71,652.76	5,971.06	2,755.88	24.6060
	333-4	77,160.91	6,430.08	2,967.73	37.0966	233-4	77,160.91	6,430.08	2,967.73	26.4976
FIRE CAPTAIN	338-1	69,904.37	5,825.36	2,688.63	33.6079	238-1	69,904.37	5,825.36	2,688.63	24.0056
	338-2	75,280.04	6,273.34	2,895.39	36.1923	238-2	75,280.04	6,273.34	2,895.39	25.8517
	338-3	81,066.62	6,755.55	3,117.95	38.9743	238-3	81,066.62	6,755.55	3,117.95	27.8388
	338-4	87,299.89	7,274.99	3,357.69	41.9711	238-4	87,299.89	7,274.99	3,357.69	29.9794

APPENDIX A
FISCAL YEAR 2018
3% COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 1	F32-1	61,543.57	5,128.63	2,367.06	29.5883					
2080 HR PER YEAR	F32-2	66,273.98	5,522.83	2,549.00	31.8625					
	F32-3	71,370.42	5,947.54	2,745.02	34.3127					
	F32-4	76,858.89	6,404.91	2,956.11	36.9514					
FIRE INSPECTOR 2	F36-1	68,209.45	5,684.12	2,623.44	32.7930					
2080 HR PER YEAR	F36-2	73,453.17	6,121.10	2,825.12	35.3140					
	F36-3	79,102.69	6,591.89	3,042.41	38.0301					
	F36-4	85,184.24	7,098.69	3,276.32	40.9540					
FIRE PREVENTION CAPTAIN	F40-1	71,731.41	5,977.62	2,758.90	34.4863					
2080 HR PER YEAR	F40-2	77,247.64	6,437.30	2,971.06	37.1383					
	F40-3	83,185.39	6,932.12	3,199.44	39.9930					
	F40-4	89,581.40	7,465.12	3,445.44	43.0680					
FIREFIGHTER	328-1	56,247.18	4,687.26	2,163.35	27.0419	228-1	56,247.18	4,687.26	2,163.35	19.3157
	328-2	60,573.40	5,047.78	2,329.75	29.1218	228-2	60,573.40	5,047.78	2,329.75	20.8013
	328-3	65,230.45	5,435.87	2,508.86	31.3608	228-3	65,230.45	5,435.87	2,508.86	22.4006
	328-4	70,245.66	5,853.81	2,701.76	33.7720	228-4	70,245.66	5,853.81	2,701.76	24.1228
DRIVER/OPERATOR	332-1	62,087.83	5,173.99	2,387.99	29.8499	232-1	62,087.83	5,173.99	2,387.99	21.3214
	332-2	66,859.97	5,571.66	2,571.54	32.1442	232-2	66,859.97	5,571.66	2,571.54	22.9602
	332-3	72,001.50	6,000.13	2,769.29	34.6161	232-3	72,001.50	6,000.13	2,769.29	24.7258
	332-4	77,538.44	6,461.54	2,982.25	37.2781	232-4	77,538.44	6,461.54	2,982.25	26.6272
FIREFIGHTER/PARAMEDIC	333-1	63,638.49	5,303.21	2,447.63	30.5954	233-1	63,638.49	5,303.21	2,447.63	21.8539
	333-2	68,532.51	5,711.04	2,635.87	32.9483	233-2	68,532.51	5,711.04	2,635.87	23.5345
	333-3	73,802.34	6,150.20	2,838.55	35.4819	233-3	73,802.34	6,150.20	2,838.55	25.3442
	333-4	79,475.74	6,622.98	3,056.76	38.2095	233-4	79,475.74	6,622.98	3,056.76	27.2925
FIRE CAPTAIN	338-1	72,001.50	6,000.13	2,769.29	34.6161	238-1	72,001.50	6,000.13	2,769.29	24.7258
	338-2	77,538.44	6,461.54	2,982.25	37.2781	238-2	77,538.44	6,461.54	2,982.25	26.6272
	338-3	83,498.62	6,958.22	3,211.49	40.1436	238-3	83,498.62	6,958.22	3,211.49	28.6740
	338-4	89,918.89	7,493.24	3,458.42	43.2302	238-4	89,918.89	7,493.24	3,458.42	30.8787

Increase Range by 1.75% each fiscal year

RANK	GRADE/ STEP	ANNUAL LOW SALARY	ANNUAL HIGH SALARY	MONTHLY LOW SALARY	MONTHLY HIGH SALARY	BI- WEEKLY LOW SALARY	BI- WEEKLY HIGH SALARY	HOURLY LOW RATE 40 HRS	HOURLY HIGH RATE 40 HRS
BLS PATIENT CARE TECH	A3	39,965.95	59,949.55	3,330.50	4,995.80	1,537.15	2,305.75	19.2144	28.8219
2080 HR PER YEAR									

APPENDIX A
FISCAL YEAR 2019
3% COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 1	F32-1	63,389.88	5,282.49	2,438.07	30.4759							
2080 HR PER YEAR	F32-2	68,262.20	5,688.52	2,625.47	32.8184							
	F32-3	73,511.53	6,125.96	2,827.37	35.3421							
	F32-4	79,164.66	6,597.05	3,044.79	38.0599							
FIRE INSPECTOR 2	F36-1	70,255.73	5,854.64	2,702.14	33.7768							
2080 HR PER YEAR	F36-2	75,656.77	6,304.73	2,909.88	36.3734							
	F36-3	81,475.77	6,789.65	3,133.68	39.1710							
	F36-4	87,739.77	7,311.65	3,374.61	42.1826							
FIRE PREVENTION CAPTAIN	F40-1	73,883.35	6,156.95	2,841.67	35.5208							
2080 HR PER YEAR	F40-2	79,565.07	6,630.42	3,060.19	38.2524							
	F40-3	85,680.95	7,140.08	3,295.42	41.1928							
	F40-4	92,268.84	7,689.07	3,548.80	44.3600							
FIREFIGHTER	328-1	57,934.60	4,827.88	2,228.25	27.8532	228-1	57,934.60	4,827.88	2,228.25	27.8532	2,228.25	19.8951
	328-2	62,390.60	5,199.22	2,399.64	29.9955	228-2	62,390.60	5,199.22	2,399.64	29.9955	2,399.64	21.4253
	328-3	67,187.36	5,598.95	2,584.13	32.3016	228-3	67,187.36	5,598.95	2,584.13	32.3016	2,584.13	23.0726
	328-4	72,353.03	6,029.42	2,782.81	34.7851	228-4	72,353.03	6,029.42	2,782.81	34.7851	2,782.81	24.8465
DRIVER/OPERATOR	332-1	63,950.46	5,329.21	2,459.63	30.7454	232-1	63,950.46	5,329.21	2,459.63	30.7454	2,459.63	21.9610
	332-2	68,865.77	5,738.81	2,648.68	33.1085	232-2	68,865.77	5,738.81	2,648.68	33.1085	2,648.68	23.6490
	332-3	74,161.55	6,180.13	2,852.37	35.6546	232-3	74,161.55	6,180.13	2,852.37	35.6546	2,852.37	25.4676
	332-4	79,864.59	6,655.38	3,071.72	38.3964	232-4	79,864.59	6,655.38	3,071.72	38.3964	3,071.72	27.4260
FIREFIGHTER/PARAMEDIC	333-1	65,547.64	5,462.30	2,521.06	31.5133	233-1	65,547.64	5,462.30	2,521.06	31.5133	2,521.06	22.5095
	333-2	70,588.49	5,882.37	2,714.94	33.9368	233-2	70,588.49	5,882.37	2,714.94	33.9368	2,714.94	24.2406
	333-3	76,016.41	6,334.70	2,923.71	36.5464	233-3	76,016.41	6,334.70	2,923.71	36.5464	2,923.71	26.1045
	333-4	81,860.01	6,821.67	3,148.46	39.3558	233-4	81,860.01	6,821.67	3,148.46	39.3558	3,148.46	28.1113
FIRE CAPTAIN	338-1	74,161.55	6,180.13	2,852.37	35.6546	238-1	74,161.55	6,180.13	2,852.37	35.6546	2,852.37	25.4676
	338-2	79,864.59	6,655.38	3,071.72	38.3964	238-2	79,864.59	6,655.38	3,071.72	38.3964	3,071.72	27.4260
	338-3	86,003.58	7,166.96	3,307.83	41.3479	238-3	86,003.58	7,166.96	3,307.83	41.3479	3,307.83	29.5342
	338-4	92,616.46	7,718.04	3,562.17	44.5271	238-4	92,616.46	7,718.04	3,562.17	44.5271	3,562.17	31.8051

Increase Range by 1.75% each fiscal year

RANK	GRADE/ STEP	ANNUAL LOW SALARY	ANNUAL HIGH SALARY	MONTHLY LOW SALARY	MONTHLY HIGH SALARY	BI- WEEKLY LOW SALARY	BI- WEEKLY HIGH SALARY	HOURLY RATE 40 HRS	HOURLY RATE 40 HRS
BLS PATIENT CARE TECH	A3	40,665.35	60,998.67	3,388.78	5,083.22	1,564.05	2,346.10	19.5507	29.3263
2080 HR PER YEAR									

APPENDIX A
FISCAL YEAR 2020
3% COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/S TEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 1 2080 HR PER YEAR	F32-1	65,291.58	5,440.96	2,511.21	31.3902					
	F32-2	70,310.07	5,859.17	2,704.23	33.8029					
	F32-3	75,716.88	6,309.74	2,912.19	36.4023					
	F32-4	81,539.60	6,794.97	3,136.14	39.2017					
FIRE INSPECTOR 2 2080 HR PER YEAR	F36-1	72,363.40	6,030.28	2,783.21	34.7901					
	F36-2	77,926.47	6,493.87	2,997.17	37.4647					
	F36-3	83,920.04	6,993.34	3,227.69	40.3462					
	F36-4	90,371.96	7,531.00	3,475.84	43.4481					
FIRE PREVENTION CAPTAIN 2080 HR PER YEAR	F40-1	76,099.85	6,341.65	2,926.92	36.5865					
	F40-2	81,952.02	6,829.34	3,152.00	39.4000					
	F40-3	88,251.38	7,354.28	3,394.28	42.4285					
	F40-4	95,036.91	7,919.74	3,655.27	45.6908					
FIREFIGHTER	328-1	59,672.64	4,972.72	2,295.10	28.6888	228-1	59,672.64	4,972.72	2,295.10	20.4920
	328-2	64,262.32	5,355.19	2,471.63	30.8953	228-2	64,262.32	5,355.19	2,471.63	22.0681
	328-3	69,202.98	5,766.92	2,661.65	33.2707	228-3	69,202.98	5,766.92	2,661.65	23.7648
	328-4	74,523.62	6,210.30	2,866.29	35.8287	228-4	74,523.62	6,210.30	2,866.29	25.5919
DRIVER/OPERATOR	332-1	65,868.97	5,489.08	2,533.42	31.6678	232-1	65,868.97	5,489.08	2,533.42	22.6198
	332-2	70,931.74	5,910.98	2,728.14	34.1018	232-2	70,931.74	5,910.98	2,728.14	24.3584
	332-3	76,386.40	6,365.53	2,937.94	36.7242	232-3	76,386.40	6,365.53	2,937.94	26.2316
	332-4	82,260.53	6,855.04	3,163.87	39.5483	232-4	82,260.53	6,855.04	3,163.87	28.2488
FIREFIGHTER/PARAMEDIC	333-1	67,514.07	5,626.17	2,596.69	32.4587	233-1	67,514.07	5,626.17	2,596.69	23.1848
	333-2	72,706.14	6,058.85	2,796.39	34.9549	233-2	72,706.14	6,058.85	2,796.39	24.9678
	333-3	78,296.90	6,524.74	3,011.42	37.6427	233-3	78,296.90	6,524.74	3,011.42	26.8877
	333-4	84,315.81	7,026.32	3,242.92	40.5364	233-4	84,315.81	7,026.32	3,242.92	28.9546
FIRE CAPTAIN	338-1	76,386.40	6,365.53	2,937.94	36.7242	238-1	76,386.40	6,365.53	2,937.94	26.2316
	338-2	82,260.53	6,855.04	3,163.87	39.5483	238-2	82,260.53	6,855.04	3,163.87	28.2488
	338-3	88,583.69	7,381.97	3,407.06	42.5883	238-3	88,583.69	7,381.97	3,407.06	30.4202
	338-4	95,394.95	7,949.58	3,669.04	45.8630	238-4	95,394.95	7,949.58	3,669.04	32.7593

Increase Range by 1.75% each fiscal year

RANK	GRADE/ STEP	ANNUAL LOW SALARY	ANNUAL HIGH SALARY	MONTHLY LOW SALARY	MONTHLY HIGH SALARY	BI- WEEKLY LOW SALARY	BI- WEEKLY HIGH SALARY	HOURLY LOW RATE 40 HRS	HOURLY HIGH RATE 40 HRS
BLS PATIENT CARE TECH	A3	41,376.99	62,066.15	3,448.08	5,172.18	1,591.42	2,387.16	19.8928	29.8395
2080 HR PER YEAR									

APPENDIX A
FISCAL YEAR 2021
3% COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/S TEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 1	F32-1	67,250.33	5,604.19	2,586.55	32.3319					
2080 HR PER YEAR	F32-2	72,419.37	6,034.95	2,785.36	34.8170					
	F32-3	77,988.39	6,499.03	2,999.55	37.4944					
	F32-4	83,985.79	6,998.82	3,230.22	40.3778					
FIRE INSPECTOR 2	F36-1	74,534.30	6,211.19	2,866.70	35.8338					
2080 HR PER YEAR	F36-2	80,264.26	6,688.69	3,087.09	38.5886					
	F36-3	86,437.64	7,203.14	3,324.52	41.5566					
	F36-4	93,083.12	7,756.93	3,580.12	44.7515					
FIRE PREVENTION CAPTAIN	F40-1	78,382.85	6,531.90	3,014.72	37.6841					
2080 HR PER YEAR	F40-2	84,410.58	7,034.22	3,246.56	40.5820					
	F40-3	90,898.92	7,574.91	3,496.11	43.7014					
	F40-4	97,888.02	8,157.33	3,764.92	47.0615					
FIREFIGHTER	328-1	61,462.82	5,121.90	2,363.95	29.5494	228-1	61,462.82	5,121.90	2,363.95	21.1067
	328-2	66,190.19	5,515.85	2,545.78	31.8222	228-2	66,190.19	5,515.85	2,545.78	22.7301
	328-3	71,279.07	5,939.92	2,741.50	34.2688	228-3	71,279.07	5,939.92	2,741.50	24.4777
	328-4	76,759.33	6,396.61	2,952.28	36.9035	228-4	76,759.33	6,396.61	2,952.28	26.3597
DRIVER/OPERATOR	332-1	67,845.04	5,653.75	2,609.42	32.6178	232-1	67,845.04	5,653.75	2,609.42	23.2984
	332-2	73,059.69	6,088.31	2,809.99	35.1249	232-2	73,059.69	6,088.31	2,809.99	25.0692
	332-3	78,677.99	6,556.50	3,026.08	37.8260	232-3	78,677.99	6,556.50	3,026.08	27.0185
	332-4	84,728.35	7,060.70	3,258.78	40.7348	232-4	84,728.35	7,060.70	3,258.78	29.0963
FIREFIGHTER/PARAMEDIC	333-1	69,539.49	5,794.96	2,674.60	33.4324	233-1	69,539.49	5,794.96	2,674.60	23.8803
	333-2	74,887.32	6,240.61	2,880.28	36.0035	233-2	74,887.32	6,240.61	2,880.28	25.7168
	333-3	80,645.81	6,720.48	3,101.76	38.7720	233-3	80,645.81	6,720.48	3,101.76	27.6943
	333-4	86,845.28	7,237.11	3,340.20	41.7525	233-4	86,845.28	7,237.11	3,340.20	29.8232
FIRE CAPTAIN	338-1	78,677.99	6,556.50	3,026.08	37.8260	238-1	78,677.99	6,556.50	3,026.08	27.0185
	338-2	84,728.35	7,060.70	3,258.78	40.7348	238-2	84,728.35	7,060.70	3,258.78	29.0963
	338-3	91,241.20	7,603.43	3,509.28	43.8660	238-3	91,241.20	7,603.43	3,509.28	31.3328
	338-4	98,256.80	8,188.07	3,779.11	47.2388	238-4	98,256.80	8,188.07	3,779.11	33.7420

Increase Range by 1.75% each fiscal year

RANK	GRADE/ STEP	ANNUAL LOW SALARY	ANNUAL HIGH SALARY	MONTHLY LOW SALARY	MONTHLY HIGH SALARY	BI- WEEKLY LOW SALARY	BI- WEEKLY HIGH SALARY	HOURLY LOW RATE 40 HRS	HOURLY HIGH RATE 40 HRS
PARAMEDIC	A3	42,101.09	63,152.31	3,508.42	5,262.69	1,619.27	2,428.93	20.2409	30.3617
2080 HR PER YEAR									

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/S TEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 1 2080 HR PER YEAR	F32-1	69,267.84	5,772.32	2,664.15	33.3018					
	F32-2	74,591.95	6,216.00	2,868.92	35.8615					
	F32-3	80,328.04	6,694.00	3,089.54	38.6193					
	F32-4	86,505.36	7,208.78	3,327.13	41.5891					
FIRE INSPECTOR 2 2080 HR PER YEAR	F36-1	76,770.33	6,397.53	2,952.70	36.9088					
	F36-2	82,672.19	6,889.35	3,179.70	39.7462					
	F36-3	89,030.77	7,419.23	3,424.26	42.8033					
	F36-4	95,875.61	7,989.63	3,687.52	46.0940					
FIRE PREVENTION CAPTAIN 2080 HR PER YEAR	F40-1	80,734.34	6,727.86	3,105.17	38.8146					
	F40-2	86,942.90	7,245.24	3,343.96	41.7995					
	F40-3	93,625.89	7,802.16	3,601.00	45.0124					
	F40-4	100,824.66	8,402.06	3,877.87	48.4734					
FIREFIGHTER	328-1	63,306.70	5,275.56	2,434.87	30.4359	228-1	63,306.70	5,275.56	2,434.87	21.7399
	328-2	68,175.90	5,681.32	2,622.15	32.7769	228-2	68,175.90	5,681.32	2,622.15	23.4121
	328-3	73,417.44	6,118.12	2,823.75	35.2968	228-3	73,417.44	6,118.12	2,823.75	25.2120
	328-4	79,062.11	6,588.51	3,040.85	38.0106	228-4	79,062.11	6,588.51	3,040.85	27.1504
DRIVER/OPERATOR	332-1	69,880.39	5,823.37	2,687.71	33.5963	232-1	69,880.39	5,823.37	2,687.71	23.9974
	332-2	75,251.48	6,270.96	2,894.29	36.1786	232-2	75,251.48	6,270.96	2,894.29	25.8419
	332-3	81,038.33	6,753.19	3,116.86	38.9607	232-3	81,038.33	6,753.19	3,116.86	27.8291
	332-4	87,270.20	7,272.52	3,356.55	41.9568	232-4	87,270.20	7,272.52	3,356.55	29.9692
FIREFIGHTER/PARAMEDIC	333-1	71,625.67	5,968.81	2,754.83	34.4354	233-1	71,625.67	5,968.81	2,754.83	24.5967
	333-2	77,133.94	6,427.83	2,966.69	37.0836	233-2	77,133.94	6,427.83	2,966.69	26.4883
	333-3	83,065.18	6,922.10	3,194.81	39.9352	233-3	83,065.18	6,922.10	3,194.81	28.5251
	333-4	89,450.64	7,454.22	3,440.41	43.0051	233-4	89,450.64	7,454.22	3,440.41	30.7179
FIRE CAPTAIN	338-1	81,038.33	6,753.19	3,116.86	38.9607	238-1	81,038.33	6,753.19	3,116.86	27.8291
	338-2	87,270.20	7,272.52	3,356.55	41.9568	238-2	87,270.20	7,272.52	3,356.55	29.9692
	338-3	93,978.44	7,831.54	3,614.56	45.1819	238-3	93,978.44	7,831.54	3,614.56	32.2728
	338-4	101,204.50	8,433.71	3,892.48	48.6560	238-4	101,204.50	8,433.71	3,892.48	34.7543

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APPENDIX A
FISCAL YEAR 2023
3% COLA

RANK	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	GRADE/ STEP	ANNUAL SALARY	MONTHLY SALARY	BI- WEEKLY SALARY	HOURLY RATE 40 HRS	BI- WEEKLY SALARY	HOURLY RATE 56 HRS
FIRE INSPECTOR 1	F32-1	71,345.88	5,945.49	2,744.07	34.3009							
2080 HR PER YEAR	F32-2	76,829.71	6,402.48	2,954.99	36.9374							
	F32-3	82,737.88	6,894.82	3,182.23	39.7778							
	F32-4	89,100.52	7,425.04	3,426.94	42.8368							
FIRE INSPECTOR 2	F36-1	79,073.44	6,589.45	3,041.29	38.0161							
2080 HR PER YEAR	F36-2	85,152.36	7,096.03	3,275.09	40.9386							
	F36-3	91,701.69	7,641.81	3,526.99	44.0874							
	F36-4	98,751.88	8,229.32	3,798.15	47.4769							
FIRE PREVENTION CAPTAIN	F40-1	83,156.37	6,929.70	3,198.32	39.9790							
2080 HR PER YEAR	F40-2	89,551.19	7,462.60	3,444.28	43.0535							
	F40-3	96,434.67	8,036.22	3,709.03	46.3628							
	F40-4	103,849.40	8,654.12	3,994.21	49.9276							
FIREFIGHTER	328-1	65,205.90	5,433.83	2,507.92	31.3490	228-1	65,205.90	5,433.83	2,507.92	31.3490	2,507.92	22.3921
	328-2	70,221.18	5,851.76	2,700.81	33.7602	228-2	70,221.18	5,851.76	2,700.81	33.7602	2,700.81	24.1144
	328-3	75,619.96	6,301.66	2,908.46	36.3558	228-3	75,619.96	6,301.66	2,908.46	36.3558	2,908.46	25.9684
	328-4	81,433.97	6,786.16	3,132.08	39.1509	228-4	81,433.97	6,786.16	3,132.08	39.1509	3,132.08	27.9650
DRIVER/OPERATOR	332-1	71,976.80	5,998.07	2,768.34	34.6042	232-1	71,976.80	5,998.07	2,768.34	34.6042	2,768.34	24.7173
	332-2	77,509.02	6,459.09	2,981.12	37.2640	232-2	77,509.02	6,459.09	2,981.12	37.2640	2,981.12	26.6171
	332-3	83,469.48	6,955.79	3,210.36	40.1296	232-3	83,469.48	6,955.79	3,210.36	40.1296	3,210.36	28.6640
	332-4	89,888.31	7,490.69	3,457.24	43.2155	232-4	89,888.31	7,490.69	3,457.24	43.2155	3,457.24	30.8682
FIREFIGHTER/PARAMEDIC	333-1	73,774.44	6,147.87	2,837.48	35.4885	233-1	73,774.44	6,147.87	2,837.48	35.4885	2,837.48	25.3346
	333-2	79,447.96	6,620.66	3,055.69	38.1961	233-2	79,447.96	6,620.66	3,055.69	38.1961	3,055.69	27.2830
	333-3	85,557.14	7,129.76	3,290.66	41.1332	233-3	85,557.14	7,129.76	3,290.66	41.1332	3,290.66	29.3809
	333-4	92,134.16	7,677.85	3,543.62	44.2953	233-4	92,134.16	7,677.85	3,543.62	44.2953	3,543.62	31.6395
FIRE CAPTAIN	338-1	83,469.48	6,955.79	3,210.36	40.1296	238-1	83,469.48	6,955.79	3,210.36	40.1296	3,210.36	28.6640
	338-2	89,888.31	7,490.69	3,457.24	43.2155	238-2	89,888.31	7,490.69	3,457.24	43.2155	3,457.24	30.8682
	338-3	96,797.79	8,066.48	3,722.99	46.5374	238-3	96,797.79	8,066.48	3,722.99	46.5374	3,722.99	33.2410
	338-4	104,240.64	8,686.72	4,009.26	50.1157	238-4	104,240.64	8,686.72	4,009.26	50.1157	4,009.26	35.7969

Increase Range by 1.75% each fiscal year

RANK	GRADE/ STEP	ANNUAL LOW SALARY	ANNUAL HIGH SALARY	MONTHLY LOW SALARY	MONTHLY HIGH SALARY	BI- WEEKLY LOW SALARY	BI- WEEKLY HIGH SALARY	HOURLY LOW RATE 40 HRS	HOURLY HIGH RATE 40 HRS
BLS PATIENT CARE TECH	A3	43,587.52	65,381.99	3,632.29	5,448.50	1,676.44	2,514.69	20.9555	31.4336
2080 HR PER YEAR									