

**AGREEMENT**

**BETWEEN**

**CITY OF GREAT FALLS,  
MONTANA**

**AND**

**INTERNATIONAL ASSOCIATION  
OF FIRE FIGHTERS  
LOCAL #8**

**JULY 1, 2023 – JUNE 30, 2025**

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## **ARTICLE 1 – PURPOSE OF AGREEMENT**

- 1.1 This AGREEMENT is entered into by and between the CITY OF GREAT FALLS, MONTANA, hereinafter referred to as “the CITY” and LOCAL #8, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, hereinafter referred to as “the UNION.”
- 1.2 It is the purpose of this AGREEMENT to achieve and maintain harmonious relations between the CITY and the UNION, and to establish proper standards of wages, hours and other conditions of employment.
- 1.3 Whenever the male gender is used (i.e., he, him, his), the term shall apply equally to males and/or females.
- 1.4 Accruals, withholdings, benefits and deductions will be calculated on a 26 biweekly pay period basis, and if necessary, rounded up to the next hundredth decimal, after the payroll transition process has been completed.

## **ARTICLE 2 – RECOGNITION**

- 2.1 The CITY recognizes the UNION as the sole and exclusive bargaining agent for the purpose of establishing wages, hours and other conditions of employment for all uniformed members beginning when assigned to a platoon, excluding the Fire Chief, Assistant Chief of Operations, Assistant Chief of Prevention, Community Risk Reduction Manager and Deputy Chiefs.
- 2.2 The initial probationary period is nine (9) months from date of hire for Probationary Firefighters. Appointments will be made after the successful completion of the probationary period. During a member’s probationary period, that member is an “at-will” employee and notwithstanding Article 24, may be discharged for any or no reason. Probationary members may not utilize the grievance procedure, in this AGREEMENT, for disciplinary or discharge actions by the CITY.

## **ARTICLE 3 – NON-DISCRIMINATION POLICY**

- 3.1 Neither the CITY nor the UNION shall discriminate against any employee covered by this Agreement on the basis of race, creed, color, national origin, sex, age, religion, marital status, disability, or any other category protected by law.

## **ARTICLE 4 – UNION MEMBERSHIP**

- 4.1 No employee shall be required to become a member of the UNION as a condition of employment.

- 4.2 The CITY agrees to grant exclusive rights of union dues deduction to the UNION and will deduct union membership dues from the pay of those employees who individually request in writing that such deductions be made.

The amount to be deducted shall be certified to the employee by the UNION. The CITY shall remit the monthly aggregate deduction, together with a list of employees, to the UNION's secretary-treasurer by the end of the calendar month following the month for which deductions are made.

- 4.3 This only applies to members promoting out of the UNION. GFFR personnel that promote out of the UNION into a GFFR Management position, may return to the position held at the time of promotion within the first 60 days. The vacancy created from this promotion will not be filled until the 60 day grace period has ended. An employee may return to the position that he held at the time of the position under promotion, if each of the following conditions are met:

A. A position must be available due to a resignation, retirement, promotion, disability, etc.

B. No new positions, demotions, or layoffs will be created to accommodate a person coming back to his previous rank.

1. The ability to request to come back to the UNION only applies to an individual that promoted out of the UNION to a GFFR Management position.

C. Time in grade starts when he returns to the previous position.

D. Previous time in the GFFR rank and Management position DOES NOT count for future promotions within the Department.

E. The probationary period after returning to the previous position held shall be consistent with Department policy of six (6) months.

- 4.4 After one (1) year in a GFFR promoted position(s), individuals may return to a Senior Firefighter if each of the following conditions:

A. A position must be available due to a resignation, retirement, promotion, disability, etc.

- B. No demotions or layoffs will be created to accommodate a person coming back to a Senior Fire Fighter.
    - 1. The ability to request to come back to the bargaining unit only applies to an individual that promoted out of the UNION to a GFFR Management position.
  - C. The returning employee WILL NOT return to the rank he/she previously held within the GFFR. To qualify for future positions, the employee:
    - 1. May test to be a driver/operator if his/her time on the Department meets the qualifications set forth in Senior Fire Fighter Promotional Policy.
    - 2. May test to be Engineer once he/she meets the Engineer requirements set forth in career advancement policy.
    - 3. Acknowledges previous time in the GFFR rank and management position DOES NOT count for future promotions within the Department.
  - D. The probationary period of any promotion achieved after returning to any position shall be consistent with Department policy of six (6) months.
- 4.5 Subject to Management's Rights under Article 6, GFFR personnel must petition the CITY to be able to return to the position that they held at the time of promotion.
  - 4.6 As a consequent of the decision of Janus v. AFSCME, Council31 et al. (dated June 27th, 2018), the CITY and the UNION have agreed to remove prior provisions pertaining to payment of UNION fees by non-members; and the CITY and the UNION agree that UNION fees may no longer be deducted from non-members' pay. The CITY and the UNION agree further that in the event there are changes in the law that permit the collection of fees or other financial support from non-members of the UNION through payroll deduction, the CITY and the UNION shall enter into good faith negotiations to address and permit the collection of such fees and/or financial support through payroll deductions, as allowed by applicable law.

**ARTICLE 5 – UNION BUSINESS**

- 5.1 It is understood the UNION shall have the right to use Business Agents, Shop Committees, or Stewards, as representatives, to address grievances

as they arise or for any other matters which affect or may affect the relationship between the CITY and the UNION. The CITY agrees that local Business Agents for the UNION shall be given access, with permission granted by the CITY, to members of the UNION at the places of business of the CITY during hours of operations, for the purpose of ascertaining whether the terms of this AGREEMENT are being observed, and any other matters which affect or may affect, the relationship between the CITY and the UNION as long as such access does not unreasonably interfere with City operations or result in additional overtime.

- 5.2 The UNION will notify the CITY in writing what representatives (Business Agent, Shop Committee or Stewards) it will use in matters relating to grievances, interpretation of the AGREEMENT or in any other matters which affect or may affect hours, working conditions, wages, and the relationship between the CITY and the UNION.
- 5.3 When staffing levels are above minimum, the CITY will allow employees on the UNION'S negotiating team to participate in contract negotiations during their regularly scheduled shift. Employees assigned to a higher rank than Fire Fighter due to a member's participation in contract negotiations while on duty will not receive acting pay.

#### **ARTICLE 6 – MANAGEMENT RIGHTS**

- 6.1 In addition to State law, the CITY retains the full and unrestricted right to operate and manage all manpower, facilities, methods and equipment; to establish functions and programs, make and enforce all rules and regulations; to plan and set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structures; to select, direct, assign, control and determine methods, means, and organization; to establish work schedules, assign overtime, discharge for cause and to perform any inherent managerial functions. The foregoing enumerations of the CITY management's rights shall not be deemed to exclude other functions not specifically set forth. The CITY, therefore, retains all rights not otherwise specifically covered by this AGREEMENT, except those provided to the employees by Montana State Collective Bargaining Act, MCA 39-31.

#### **ARTICLE 7 – RULES AND REGULATIONS**

- 7.1 The UNION agrees that its members shall comply in full with GFFR Administrative Regulations and Standard Operating Guidelines, including those related to conduct and work performance and the City of Great Falls Personnel Policy Manual.

- 7.2 The CITY encourages input from all CITY employees in order to improve its operations; therefore, members of the UNION (through their Executive Board) are invited to make suggestions for improvements including changes in proposed rules and regulations. Proposed rules and regulations will be provided for review prior to implementation.

### **ARTICLE 8 – UNION ACTIVITY**

- 8.1 All proper UNION activities shall be protected. The parties recognize that the GFFR employees have and may exercise all rights guaranteed by the Constitution and laws of the State of Montana and the Constitution and laws of the United States of America.

### **ARTICLE 9 – BULLETIN BOARDS**

- 9.1 The CITY shall approve placing of postings on electronic or bulletin boards located in the respective Fire Stations, for the UNION’S posting of notices concerning UNION business and activities. The CITY will provide its notices to the UNION and members using electronic means.

### **ARTICLE 10 – GRIEVANCE PROCEDURE**

- 10.1 A grievance is defined as a dispute, or difference in interpretation between an employee, or the UNION, and the CITY involving wages, hours, or working conditions. No grievance shall be considered or processed unless it is submitted within twenty (20) business days (defined as Monday through Friday, excluding holidays) of first occurrence or first knowledge of the event leading to the grievance. Grievances or disputes which may arise, including the interpretation of the AGREEMENT, shall be settled in the following manner:

STEP 1: A. The immediate supervisor and/or Battalion Chief will investigate, attempt to resolve, and provide written decision regarding any grievances that arise on their platoon. A written decision from the immediate supervisor and/or Battalion Chief will be submitted to both the grievant and the Fire Chief within ten (10) business days from the Battalion Chief’s receipt of the grievance.

B. The CITY shall present claims or grievances it receives in writing to the UNION.

STEP 2: A. If the employee is not satisfied with the immediate supervisor or Battalion Chief’s decision, within ten (10) business days of the decision, he may reduce the grievance to writing and



submit it to the UNION for evaluation. The written grievance shall contain the following information:

1. The nature of the grievance and the facts on which it is based;
2. The provisions of the AGREEMENT allegedly violated; and
3. The remedy requested.

STEP 3: If in the UNION's opinion a grievance exists, the UNION (with or without the presence of the aggrieved employee) shall present the written grievance to the Fire Chief within ten (10) business days of the employee's grievance in STEP 2. The Fire Chief then has ten (10) business days to investigate and respond to the UNION in writing.

STEP 4: After the date of the Fire Chief's response, the UNION may request in writing a meeting to present the grievance to the City Manager. This meeting request must be made within five (5) business days after the response from the Fire Chief. This meeting will be conducted within fifteen (15) business days of receipt of the request.

A. This meeting shall consist of the:

1. Fire Chief or his/her designee;
2. Grievant and UNION representative; and
3. City Manager or his/her designee.

The City Manager will render his decision within ten (10) business days after the meeting.

STEP 5: Within ten (10) business days after the City Manager's decision, in STEP 4, if the grievance has not been settled, it may be submitted to final and binding arbitration for adjustment as follows:

A. The party grieving shall notify the other party and the Montana Board of Personnel Appeals that the grievance will be submitted to arbitration. Each party shall alternately strike one (1) name from a list of five (5) names submitted to them by the Montana Board of Personnel Appeals. The charging party will strike from the list first. By mutual consent another process can be utilized.

B. Any grievance involving a monetary issue, including those related to hours and working conditions, which could have

an apparent economic effect or impact less than five thousand dollars (\$5,000) per grievance shall be subject to final and binding arbitration. Any monetary issue, as defined in the previous sentence, in excess of five thousand dollars (\$5,000) per grievance may be subject to final and binding arbitration only if mutually agreed upon.

C. If the CITY and UNION cannot agree whether a grievance is monetary or the dollar amount thereof, either party may seek an arbitrator's determination.

D. Arbitrator's Authority: In any case where final and binding arbitration is utilized, the arbitrator shall have no right to amend, modify nullify, ignore, add to or subtract from the terms and conditions of this AGREEMENT, unless those terms and conditions are found to be contrary to applicable law. The Arbitrator shall consider and decide only the specific issue(s) submitted in writing by the CITY and the UNION and shall have no authority to make a decision on any other issue not so submitted. The Arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modify or vary in any way the application of rules, laws, and/or regulations having the force and effect of law.

E. The expense of arbitration shall be borne by the two parties equally; however each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of proceedings, it may cause such a record to be made providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

STEP 6: If the CITY does not respond within the prescribed time limits, the grievance shall be settled in favor of the grievant. If the UNION misses a deadline, the grievance shall be denied.

10.2 Notwithstanding the above provisions related to deadlines, the UNION and the CITY may mutually agree in writing to extend the deadlines set forth in this AGREEMENT.

10.3 At any stage of the grievance process, the UNION, employee and/or the CITY may work to mutually settle or resolve the grievance.

## **ARTICLE 11 – WAGES**

Employees shall be compensated according to Schedule A for employees working 2,190 hours per year or Schedule B for employees working 2,080 hours per year contained in Addendum 1.

## **ARTICLE 12 – SHIFT SCHEDULE**

12.1 The Shift shall consist of one (1) 24-hour shift followed by 48 hours off and then an additional 24-hour shift followed by 96 hours off. Shift change will be at 0730 hours. One hour will be required during each shift for physical conditioning.

A. 24-48-24-96 Shift Schedule:

1. Assigned work, breaks, meals and alarm time will be set forth and defined below. If emergencies occur during meals, members will receive the remainder of the mealtime after the emergency is over.
2. Assigned Work Time, Sundays through Saturdays:
  - a. 0730 – 1900 – consisting of 11.5 hours of structured work time with two (2) fifteen-minute breaks, one (1) hour midday meal and one (1) hour mandatory physical conditioning period.
  - b. 1900 – 0730 – consisting of 12.5 hours of alarm time.
  - c. Work duties as assigned by the officers of the Fire Department.
3. Alarm Time Hours are defined as the time members must be at their assigned stations for fires, life/safety issues and other emergencies with all facilities for rest and rehabilitation at their disposal.

B. Night Drills – Administration may request members to perform night training during Alarm Time, on an as needed basis, in order to maintain training requirements. These members will be “flexed” hour for hour Alarm Time for the hours worked within the same shift, when possible. Flexed time will be coordinated with the member, Captain and Battalion Chief and forwarded to the Assistant Fire Chief.

C. Customer Service – Administration may request members to perform customer service during Alarm Time. These members will be “flexed” hour for hour Alarm Time for the hours worked within the same shift, when possible. Flexed time will be coordinated with the member, Captain and Battalion Chief and forwarded to the Assistant Fire Chief.

D. Holidays and hours outside the designated work periods shall be Alarm Time.

- E. Deputy Fire Marshal(s) will be in the Public Employees Retirement System, and his work period(s) will consist of one of the following schedules selected by the Deputy Fire Marshal annually:
1. Four (4) ten (10)-hour days on a rotating basis: Mondays through Thursdays with four (4) days off, followed by Tuesdays through Fridays with two (2) days off, excluding holidays;
  2. Four (4) ten (10)-hour days, Mondays through Thursdays, excluding holidays; or
  3. Five (5) eight (8)-hour days, excluding holidays.
  4. Deputy Fire Marshals will receive overtime at one and one-half (1½) times the regular hourly rate of pay for hours worked in excess of 40 hours per work week;
  5. If they are called in to investigate a fire after regular work hours they will be compensated at one and one-half (1½) times the regular hourly rate of pay.
  6. Deputy Fire Marshals' hours worked, compensation and vacations will be provided according to the City of Great Falls Personnel Policy Manual.
  7. The Deputy Fire Marshals' lunch periods will not be paid or count towards hours worked in his work schedule.
  8. To be eligible for a Deputy Fire Marshal position, the applicant must be a current active member of IAFF Local 8. If there are no internal applicants from IAFF Local 8, the CITY will advertise the position externally.

#### 12.2 Temporary Voluntary Special Project Assignment:

Upon mutual agreement between CITY Management and the UNION member(s), the member may be assigned to day shifts using the same schedule as noted in 12.1(E) for the Fire Inspector. The member shall be paid in accordance to Schedule 1 Addendum B. The assignment would be for at least one full week as defined under 12.1(E) and no more than one (1) calendar month, at which time the member would be reassigned to the regular shift and duties. Examples of special projects are Recruit Training Instructor, implementation and training of technical skills from a specially trained instructor to all shifts, and any other projects that require fire fighter technical skills.

A member on Temporary Voluntary Special Project Assignment will report directly to the Administrator responsible for the project. During this period, the member may work trades, hire backs, and respond to call backs, as long as these work periods do not impede project progress. Extensions necessary to complete the Temporary Voluntary Special Project

Assignment may be granted, if agreed, by the member and the Administrator.

A. Employees on Temporary Volunteer Special Project Assignment required to work beyond a 40-hour workweek, the first two (2) additional hours will not be factored into overtime compensation, as compensation for the additional hours is already included in the employee's hourly pay rate. Once the Temporary Volunteer Special Project Assignment employee has worked more than a forty-two (42) hour workweek, he shall be compensated at the rate of one and one half (1½) times his regular hourly rate of pay for the hours actually worked above forty-two (42) hours.

- 12.3 Call Back and Court Appearances: Employees required to return to work during their off-duty hours shall be compensated at a rate of one and one-half (1½) times their regular hourly rate of pay for the actual hours worked, with a minimum guarantee three (3) hours.
- 12.4 Employees who are required to hold over for more than fifteen (15) minutes after their regular shift ends shall be compensated for such time at one and one-half (1½) times their regular hourly rate of pay, computed to the nearest half (½) hour.
- 12.5 Sufficient personnel shall be maintained on duty and available for response to alarms. Sufficient Firefighter personnel shall be available to provide a minimum of one (1) Firefighter, one (1) Engineer (or acting Engineer) and one (1) Officer per front line unit of response to maintain four (4) stations and one Battalion Chief/Shift Commander with a minimum of thirteen (13) personnel. If sufficient personnel are not available to meet these minimum staffing requirements, personnel shall be hired back in accordance with Article 12.6. Units shall not be placed out of service for reasons of insufficient personnel. Management reserves the right to assign any additional personnel as needed.
- 12.6 Employees may volunteer to work extra shifts, when offered by the CITY to fill staffing requirements, and will be compensated at one and one-half (1½) times the employee's regular hourly rate of pay.
- 12.7 Employees selected and approved to attend out of town/state training or on Fire Prevention schedule will be paid their regular hourly rate of pay for their regularly scheduled shifts during the period of training; e.g. if an employee attends the NFA.

Except as set forth in the above paragraph, employees will be paid on an hour for hour basis for the following:

- A. An employee agrees to attend an off-duty, work-related activity at the request of the CITY.
- B. An employee obtains prior approval from the CITY to attend an off-duty, work related activity requested by the employee, such as but not limited to classrooms and field training sessions, and meetings.

The provisions of this section may be altered only by mutual agreement between the UNION and the CITY.

### **ARTICLE 13 – SICK LEAVE**

- 13.1 Employees shall earn 3.93 hours of sick leave every pay period as per Article 1.4.
- 13.2 Employees may use earned and accumulated sick leave accruals for absences from duty without loss of pay due to any one or more of the following:
  - A. Illness;
  - B. Injury;
  - C. Medical disability;
  - D. Parental-related disability including prenatal care, birth, miscarriage, abortion, and/or other medical care for either employee or child;
  - E. Quarantine resulting from exposure to contagious disease;
  - F. Medical, dental or eye examination or treatment;
  - G. Care of or attendance to immediate family member for any of the aforementioned;
  - H. Death in the immediate family; and
  - I. Other FMLA eligible reasons.
- 13.3 Employees must comply with the following two steps in order to be eligible for payment of sick leave pay:
  - A. Report immediately to a Battalion Chief the reason for absence at least one (1) hour prior to shift change, and
  - B. If the absence is for more than one shift (24 working hours) in length, the employee must keep his Battalion Chief informed of his condition.
- 13.4 Illness or death in immediate family:
  - A. Immediate family shall mean: spouse, children, mother, father, sisters,

brothers, grandparents, grandchildren and immediate family of spouse. Administrative staff may approve annual or sick leave to attend the funeral of other relatives and friends. This approval will only occur when not requiring hire backs.

- B. For illnesses other than the employee's which require the attendance of the employee, sick leave shall be limited to 24 working hours, unless the leave qualifies under FMLA.
- C. Death in the immediate family: Forty (40) hour employees shall use no more than 40 working hours total for a death and/or funeral which occurs in or out of state. Shift employees shall use no more than 48 working hours for a death and/or funeral which occurs in or out of state.

#### 13.5 Miscellaneous Sick Leave Provisions:

- A. At the employee's option, sick leave in excess of earned sick leave accruals may be charged to earned and available annual leave.
- B. Illness that occurs during an employee's vacation shall be charged to sick leave, if requested and verified before the end of the next pay period.
- C. The Fire Chief or his designee may require appropriate verification and/or a medical provider's release for any absence which is charged to sick leave. If such verification is requested and not provided, the request for sick leave shall be disallowed.
- D. All other provisions pertaining to sick leave shall be in accordance with applicable Federal, State and local laws.
- E. When an employee has been injured, either on the job or off duty, a copy of the employee's job description must be given to the medical provider so he can make the determination as to whether or not the employee is able to return to work to perform all necessary duties.
- F. The CITY will reimburse the employee for the office co-pay incurred to obtain a Fit for Duty to Return to Work release when required by the CITY for each non-worker's compensation related illness or injury.

13.6 Sick Leave Donations: An employee who is ill and has exhausted his sick leave, vacation leave and compensatory time accruals, and requires additional time away from work, may make a request for donated leave through HR. Requests for donations must be approved by Management.

Members may donate up to twenty-four (24) hours of sick leave to an employee on an individual basis. The maximum an employee can receive or donate is one hundred forty-four (144) hours in a calendar year.

13.7 Family and Medical Leave:

Family and Medical Leave shall be administered:

- A. As referenced in the City of Great Falls Personnel Policy Manual, and
- B. As referenced in FMLA laws, rules and regulations.

**ARTICLE 14 – INJURY ON DUTY**

- 14.1 Employees unable to work as a result of an injury/illness incurred through operational duties for the CITY while assigned firefighting, training, or equipment testing duties, shall be granted leaves of absence with pay. Employees must qualify for Workers’ Compensation benefits to be eligible for such leave.
- 14.2 Such injury on duty leave shall extend for a maximum of one year as provided in 7-33-4133 MCA, unless it is determined sooner by competent medical authority, approved by the CITY, that the employee can return to work and perform any duties throughout the CITY for which the employee may be capable and qualified. At the discretion of the CITY, the injured employee may be required to submit to a medical examination, at any time, by a physician selected by the CITY.
- 14.3 During such injury on duty leave, the CITY shall pay the employee the amount over the Workers’ Compensation insurance benefit he is eligible to receive, not to exceed his total regular wages for the period. Such injury on duty leave shall not be charged against the employee’s sick or vacation leave accruals. The employee must apply for all benefits for which the employee is eligible as a result of public employment as soon as the employee is eligible.
- 14.4 An employee who is injured, and is medically able to do so, shall report any injury within eight (8) hours, followed by a written report within twenty-four (24) hours, to his supervisor, the Assistant Fire Chief or designee. All first aid or medical treatment, as may be necessary under the circumstances, should be taken by the employee. This clause is intended to be non-punitive.

**ARTICLE 15 – LIGHT DUTY/ALTERATIVE DUTY ASSIGNMENT**

- 15.1 Employees on Workers’ Compensation wage loss benefits that have been released to Light Duty/Alternative Duty assignment must inform their supervisor and the Assistant Fire Chief or designee that he is able to report



to work for light duty. If an employee fails to notify his immediate supervisor, the employee's workers' compensation benefits will be terminated and the employee may be subject to disciplinary action.

- 15.2 Employees on sick leave, other than injury on duty, who have been released to light duty, shall be assigned to light duty. The GFFR will endeavor to identify productive light duty assignments for these requests. Priority for light duty assignments will be given for work related illnesses or injury on duty. Job duties/assignments for light duty will be consistent between injury on duty and injury/sick off duty. If an employee chooses not to return to light duty, he will be entitled to use available sick leave in accordance with Article 13.
- 15.3 The Light Duty/Alternative Duty Assignment shall be in accordance with the restrictions set forth by the employee's treating health care provider.
- 15.4 Employees will be assigned to Light Duty/Alternative Duty Assignment using Schedule 1 Addendum B.
- 15.5 Employees on Light Duty/Alternative Duty Assignment required to work beyond a 40-hour workweek, the first two (2) additional hours will not be factored into overtime compensation, as compensation for the additional hours is already included in the employee's regular hourly pay rate of pay. Once the Light Duty/Alternative Duty Assignment employee has worked more than a forty-two (42) hour workweek, he shall be compensated at the rate of one and one half (1½) times of his regular hourly rate of pay for the hours actually worked above forty-two (42) hours.

## **ARTICLE 16 – HOLIDAYS**

- 16.1 Employees shall be granted the following holidays according to State law and other holidays, which may hereafter be declared a State holiday by the appropriate authority.

New Year's Day	Veterans Day
Martin Luther King Day	General Election Day
Presidents Day	Thanksgiving, 4 <sup>th</sup> Thursday
Memorial Day	and Friday in November
Independence Day	Christmas Day
Labor Day	

To be eligible for holiday pay or comp time accrual, an employee must be in a pay status the last regularly scheduled working day before and the last regularly scheduled day after a holiday is observed. An employee shall not be eligible to receive holiday benefits if the employee begins work the

day after a holiday is observed or is terminated the day before a holiday is observed.

16.2 Holiday time shall be defined as compensatory time accrued by firefighters for holidays at the rate of eight and one-half (8½) hours per holiday.

16.3 Compensatory time usage:

A. An employee shall be granted usage of compensatory time in addition to his regular vacation schedule.

B. The CITY shall allow a maximum of two (2) members at a time off due to compensatory time usage or vacation.

C. Employees shall be granted usage of compensatory time at times when the manning of shifts is above minimum staffing levels, except for natural or man-made disasters, threats, or security emergencies, as determined by the Fire Chief or his designee, requiring call backs of additional personnel.

1. When manning of shifts allows an employee to use compensatory time, an employee shall not be responsible to be available to return to work when compensatory time has been granted.

D. Employees shall have the right, at their sole discretion, to elect to receive payment for up to one hundred sixty (160) hours per fiscal year of the accumulated compensatory time of the employee by requesting for payment of those hours in writing to the CITY.

1. The CITY shall make payment of compensatory time payment requests at the next regular pay period.

2. The maximum number of hours of compensatory time that can be accumulate shall be one hundred sixty (160) hours. Any additional compensatory time earned shall be paid in the pay period in which it is earned.

3. For those employees whose current balance is above 160 hours, their current balance is the maximum amount that can be accrued. Any additional compensatory time earned shall be paid in the pay period it is earned. Once their balance falls below their current leave, no additional hours may be accumulated until their balance falls below 160 hours. At that point, 160 hours becomes their new maximum allowed to be accrued.

## **ARTICLE 17 – UNIFORM ALLOWANCE**

- 17.1 All structural firefighting protective gear shall be provided by the CITY.
- 17.2 Base clothing allowance will be defined by the standard operating guidelines and is separately funded by the CITY. The employee must request reimbursement of approved costs by the CITY for up to a maximum of \$850 for a member's first two years then it will be reduced to \$650 for every year thereafter each fiscal year, use or lose.

## **ARTICLE 18 – SHIFT EXCHANGE/TRADE DAYS**

- 18.1 It shall be the policy of the GFFR to authorize the trading of shifts or partial shifts. Shift trading shall be in compliance with department Administrative Regulations and Standard Operating Guidelines. All requests shall be completed in writing and forwarded through the chain of command and approved at the Battalion Chief's level.
- 18.2 Changes to shift exchange/trade day policies will be brought to and discussed by the Labor/Management Committee.

## **ARTICLE 19 – UNPAID LEAVE OF ABSENCE**

- 19.1 It is understood and agreed by the parties hereto that the CITY may grant unpaid leaves of absence to employees of up to six (6) months provided, however, that such employee shall not accrue any benefits, including, but not limited to, sick leave, vacation, and compensatory time during such approved leave of absence. Employees must self-pay health coverage premiums while on an approved leave of absence. No unpaid leave of absence shall be granted for an employee to accept outside employment. Employees may request an unpaid leave of absence for training and community involvement. Existing seniority rights will be frozen during the terms of such absence. Said leave is to be granted under the terms and conditions set by the Fire Chief and City Manager.
- 19.2 If an eligible employee requests an unpaid leave of absence for one of the reasons identified in the Family and Medical Leave Act of 1993, the CITY will grant the request in compliance with the Act and Article 13.7.

## **ARTICLE 20 – WORKING OUT OF CLASSIFICATION**

- 20.1 This Article applies to the following: Firefighter 2s, Senior Firefighters and Acting Battalion Chiefs.
- 20.2 Any member assigned the duties of a rank higher than his current rank shall be entitled to receive the higher pay of the acting position for actual

hours worked. This does not apply to Shift Exchange/Trade Days under Article 18.

- 20.3 Firefighter 2s and Senior Firefighters who have met all of the requirements to promote to Engineer and are assigned to the duty of driving GFFR vehicles responding to all emergencies shall be considered working above their pay-grade and shall be compensated at the higher rate of pay for the actual hours worked.

**ARTICLE 21 – PROMOTIONAL TESTING**

- 21.1 The UNION shall have a qualified representative of their choosing to observe all phases of promotional exams. If the representative chosen is a member of the GFFR, he must be of a rank equal to or above the rank being examined. The representative selected by the UNION shall not be compensated by the CITY.
- 21.2 The CITY will establish and maintain the GFFR promotional policy in cooperation with a six person Promotion Policy Committee consisting of six members, three (3) members appointed by the UNION, and three (3) members appointed by the Fire Chief. The Promotion Policy Committee will be consulted in establishing and revising all policies relating to promotional procedures. This Committee will deliberate and make decisions by consensus. This Committee shall meet at least on a quarterly basis each year.
- 21.3 The Promotion Policy Committee will be responsible for developing the methodologies and determining the type of promotional exam(s) and study materials for promotional testing. Management will develop the actual test content, based on the study material and type of exam(s).

**ARTICLE 22 – VACATIONS**

- 22.1 Vacation accumulation and usage will be in accordance with State law and department policy.
- 22.2 Straight departmental seniority (by platoon) shall prevail in selection of vacation times.
- 22.3 Vacation leave accruals for those employees working forty-two (42) hours per week shall be in accordance with the following schedule:

<u>Years of Employment</u>	<u>Accrued Hours/Pay Period</u>
1 day up to 10 years	4.90
10 years up to 15 years	5.82
15 years up to 20 years	6.79

- 22.4 The annual vacation selection period shall begin no later than March 1st and conclude on March 31st. The selection period will be April 1st through March 31st for the following operational year.
- 22.5 The CITY shall allow a maximum of two (2) members off on vacation leave for all shifts selected by the members during the annual vacation selection period with the following exceptions:
  - A. Employees are encouraged not to select vacation dates that fall on the designated training dates, unless absolutely necessary. However, one (1) vacation selection will be allowed during this period.
  - B. Once the vacation selection period ends on March 31st, the Assistant Fire Chief will have first opportunity to select training dates during the period of January 1st through March 31st of the current vacation calendar year to accommodate training opportunities, including but not limited to, the National Fire Academy. No additional vacation will be granted for the dates selected by the Assistant Fire Chief during the period of January 1st through March 31st.
- 22.6 Scheduled vacation shifts relinquished by members shall be made available to members to reschedule.
  - A. Rescheduling will begin directly below the member relinquishing the vacation and be completed by straight seniority by platoon.
- 22.7 Shifts not selected during the annual vacation selection or by the Assistant Fire Chief may be allowed to be scheduled by any member on a first-come-first-serve basis.

**ARTICLE 23 – PERSONNEL REDUCTION**

- 23.1 In the case of a personnel reduction, the employee with the least seniority shall be laid off first. No new employee shall be hired until all laid off employees who retain seniority rights have been given an opportunity to return to work.
- 23.2 Seniority means the rights secured by regular, full-time employees by length of continuous service with the GFFR. Seniority shall not be effective until a nine (9) month probationary period has been successfully completed, after which time seniority shall be retroactively calculated from the last date of hire.

- 23.3 Seniority shall be broken when an employee:
- A. Voluntarily terminates,
  - B. Retires,
  - C. Is discharged, or
  - D. Fails to report to work after layoff within thirty (30) calendar days.

#### **ARTICLE 24 – DISCHARGE**

- 24.1 No employee shall be discharged except for good cause as defined in MCA 39-2-903 (5).

#### **ARTICLE 25 – JURISDICTIONAL DUTIES**

- 25.1 UNION members shall not be required to perform any work that conflicts with the recognized jurisdiction of other unions that represent CITY employees.
- 25.2 No firefighters shall strike, recognize a picket line of any labor organization or otherwise refuse to work or slowdown the performance of his work while in the course of his regular and official duties.

#### **ARTICLE 26 – MEDICAL INSURANCE**

- 26.1 The Employer agrees to provide non-occupational health insurance coverage for each eligible regular employee and eligible dependents thereof immediately following the period of exclusion provided by the terms of the plan document.

A CITY health insurance coverage contribution in the amount listed below will be added to the employee's gross pay. This portion of the employee's gross pay is hereinafter referred to as the "Contribution." As part of this collective bargaining agreement, employees are required to participate in the CITY's health insurance coverage plan on either a pre-tax or post-tax basis.

If an employee elects to participate on a pre-tax basis, the employee shall authorize a payroll deduction from the employee's gross pay equal to the CITY's contribution. This deduction from the employee's gross pay will be paid into a fund maintained to provide health benefits for eligible employees.

If an employee elects to participate on a post-tax basis, the Contribution shall be taxable income to the employee and the employee shall authorize

the payment of the Contribution value, after its deemed receipt, toward the employee's health insurance coverage.

It is hereby acknowledged that both employee and employer retirement contributions will be required on this additional gross income, causing a decrease to the net income of the employee. It is also the intent of the employees and the CITY that the Contribution be excluded from the determination of the employee's "regular rate" of compensation as that phrase is defined under 29 U.S.C. 207e(4). In the event that any subsequent law, court, arbitrator, or other lawful authority determines that the inclusion of the CITY's health insurance coverage contribution in the employee's gross pay should be included in overtime compensation calculations, then the parties agree that there will be a corresponding adjustment to the affected hourly rate, pay or benefit to carry out the intent of this provision. The intent of such adjustment will be to result in the least net financial effect on both the employee and the employer.

The CITY Contribution amount included in base wages for retirement enhancement purposes shall be capped at the current Contribution rate of \$361.29 per biweekly paycheck for an annual amount of \$9,396 to be calculated according to the provisions of Article 1.4.

Health insurance premiums will be shared with the CITY paying 85 (eighty-five) percent of the premium and the Employee paying 15 (fifteen) percent of the premium.

Coverage Level Election	FY 24 Per Pay Period Premium
Employee (EE)	\$30.35
Employee + Spouse (ES)	\$129.46
Employee + children (EC)	\$113.92
Employee + Family (EF)	\$179.08

- A. Effective 7/1/97, the CITY reserves the right to add to, delete from, or modify the benefit plan, with no obligation to negotiate, and retains the right to delete or modify any or all of the added benefits with no obligation to negotiate.
- B. The CITY shall be at liberty to make an independent selection of the insurance carrier, including the option of partially or fully self-funding with no obligation to negotiate.

## **ARTICLE 27 – JURY DUTY**

- 27.1 Jury duty provisions are as defined under the City’s Personnel Policy Manual Section 11.2.4.

## **ARTICLE 28 – HEALTH/SAFETY**

- 28.1 The CITY and UNION agree to jointly promote safe and healthy working conditions, to cooperate in safety matters and to encourage employees to work in a safe manner. To this end, the CITY shall appoint a Fire Safety Advisory Committee, consisting of not more than six (6) members, three (3) of which shall be appointed by the UNION.
- 28.2 The Fire Safety Advisory Committee shall be responsible for advising the Fire Chief, City Manager, and City Safety Committee of reasonable safety rules and regulations involving the GFFR.
- 28.3 The Fire Safety Advisory Committee may investigate matters relating to safety, including Employee and Supervisor Loss Control Reports, and a file a written report to the Fire Chief, City Manager, the CITY’s Safety Review Committee, and the UNION. The report shall be the basis for recommending preventative measures.
- 28.4 The Fire Safety Advisory Committee may recommend changes or additions to improve protective clothing and equipment.
- 28.5 The Fire Safety Advisory Committee shall keep minutes of all Committee meetings and a written report shall be prepared for review of the next Committee meeting, with a copy submitted to the Fire Chief.
- 28.6 The sole forum for considering and resolving matters relating to this Article shall be through the Fire Safety Advisory Committee and the Safety Review Committee. This Committee shall meet at least on a quarterly basis each year.

## **ARTICLE 29 – SAVINGS CLAUSE**

- 29.1 If any provision of this AGREEMENT or the application of such provision should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this AGREEMENT shall remain in full force and effect.
- 29.2 If any Article or Section of this AGREEMENT or any addendum thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by any court or other tribunal of competent



jurisdiction, the remainder of the AGREEMENT and the addendum thereto shall not be affected thereby, and the parties to this AGREEMENT shall thereafter enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory substitute for such Article or Section.

- 29.3 Regarding the application of the Fair Labor Standards Act (FLSA), parties will be bound by applicable current federal regulations, Volume 29, C.F.R., parts 500 to 599 until revoked. Should such regulations be revoked, then and upon such revocation, those terms and conditions of the AGREEMENT affected thereby and restricted thereto, shall be renegotiated to comply with the FLSA and/or new regulations issued by the Labor Department.

### **ARTICLE 30 – SUPPLEMENTAL AGREEMENT**

- 30.1 This AGREEMENT sets out the parties' complete agreement on all subjects on which the parties bargained or could have bargained. During the term of this AGREEMENT and any extensions hereof, no collective bargaining shall be had upon any matter covered by this AGREEMENT or upon any matter which has been raised and disposed of during the course of the collective bargaining which resulted in the consummation of this AGREEMENT, unless mutually agreed-upon by both parties, in writing.
- 30.2 The CITY and UNION acknowledge that during the negotiations which resulted in this AGREEMENT, each had unlimited right and opportunity to make demands and proposals with respect to subject or matters not removed by law from the area of collective bargaining regarding the employees covered by this AGREEMENT.

### **ARTICLE 31 – MEAL ALLOWANCE**

- 31.1 In the event an employee is required to work more than two (2) hours overtime following a regular shift and for each additional five (5) hours of overtime, he shall be provided a meal, or monetary amount as set forth below, by the CITY and given a reasonable amount of time to eat.
- 31.2 Monetary amounts will be as follows, if a meal is not provided by the CITY:

Morning meal limited to \$ 7.00  
Noon meal limited to \$ 7.00  
Evening meal limited to \$14.00

### **ARTICLE 32 – DATA ACCESS**

- 32.1 Employer recognizes the necessity for the UNION to have possession of information to maintain the current AGREEMENT and prepare for

negotiations. Upon request of UNION, employer agrees to furnish all public information and data requested.

### **ARTICLE 33 – LABOR MANAGEMENT COMMITTEE**

- 33.1 To enhance communications between Labor and Management there shall be a Labor Management Committee consisting of no less than four (4) UNION representatives and four (4) CITY representatives. The Committee shall meet at least quarterly.

### **ARTICLE 34 – LINE OF DUTY DEATH BENEFIT**

- 34.1 If an employee is “killed in the line of duty,” the CITY agrees to pay the health insurance premium for dependents who are on the plan at the time of his death for twenty-four (24) months.
- 34.2 If an employee is “killed in the line of duty,” funeral-related costs will be covered by the CITY, up to \$15,000.

The determination as to whether or not an employee was “killed in the line of duty” will be made by the CITY’s Workers’ Compensation carrier.

### **ARTICLE 35 – RESIDENCY**

- 35.1 As a condition of employment, all firefighters hired after September 21, 1999, shall be required to maintain their primary residence within a maximum of thirty (30) minutes of travel to the closest Great Falls Fire Station. The Fire Chief or his designee will determine residency compliance utilizing Google map internet mapping software. In the event this software program becomes obsolete, Management reserves the right to utilize alternate mapping software of its choice after conferring with the UNION. New employees shall be required to comply with residency requirement within one hundred and eighty (180) days of employment with the City of Great Falls.

### **ARTICLE 36 – WELLNESS-FITNESS PROGRAM**

- 36.1 All members of the UNION shall be required to undergo an annual mandatory medical evaluation through the GFFR physician selected by the Wellness–Fitness Committee and participate in an annual in-house peer fitness assessment. The Wellness-Fitness Committee shall include equal representation by Management and UNION.

- a. The medical evaluation shall meet or exceed the current requirements of NFPA 1582 Standard on Medical Requirements for Firefighters and GFFR medical providers.
  - b. The assessments shall be determined by the Committee.
- 36.2 Members shall receive all tests and exams through the GFFR physician as identified and indicated in the medical services agreement with the GFFR medical provider as approved by the Committee.
  - A. **Exception:** If a member has received the same test or exam from a physician other than the GFFR physician within 12 months of their scheduled Wellness–Fitness medical evaluation, that member may provide those results to the GFFR medical provider prior to their scheduled Wellness–Fitness medical evaluation and be exempted from duplicating that particular test or exam for that year.
- 36.3 Only the following records will be provided to the GFFR from the GFFR medical provider and will be forwarded to Human Resources for safekeeping in the employee’s medical file:
  - A. Surveillance/Respirator Fitness for duty form
  - B. Hepatitis B titer results (if applicable)
  - C. Work clearance/fit for duty
  - D. Audiology
- 36.4 Other results and medical records will be retained by the GFFR medical provider and will not be released to the GFFR or the CITY without written permission from the member or the member’s estate, or as required by law or court order.
- 36.5 In the event the GFFR physician determines that a member is “not fit for duty,” the member may seek an opinion from a qualified physician of his choice, and at his own cost.
- 36.6 Four (4) Peer Fitness Trainers will be selected by the Committee. The Peer Fitness Trainers shall be responsible for conducting annual fitness assessments and consultations for all UNION members as assigned by the Committee.
- 36.7 The costs of the Wellness–Fitness Program medical evaluation and optional follow-up consultation shall be paid by the CITY.
  - A. The cost of any tests, exams, and procedures conducted by a

medical provider other than the GFFR physician or any additional tests, exams or procedures not contained in the medical service agreement and recommended by the GFFR physician or elected by the member will not be paid by the CITY through the Wellness-Fitness Program, but may be submitted to the CITY's health benefit plan if applicable. The CITY makes no representation as to whether the health benefit plan will cover these additional costs.

- 36.8 Employees will be compensated at their regular hourly rate of pay for the time spent undergoing testing under this section.

### **ARTICLE 37 – TERM OF AGREEMENT**

- 37.1 This AGREEMENT shall be effective as of July 1, 2023 and shall remain in full force and effect through June 30, 2025. This AGREEMENT shall be subject to such change or modification as may be mutually agreed upon by the parties hereto.
- 37.2 If either party wishes to open any part of this AGREEMENT, written notice must be mailed prior to sixty (60) days of the expiration date of this contract. Failure to give sixty (60) days with notice of intent to open, this AGREEMENT will then remain in force for one (1) year from expiration date.

### **ARTICLE 38 – LONGEVITY**

- 38.1 \$7.72 every pay period (26 pay periods) as per Article 1.4, per year of service. Applicable longevity pay will be added to the Firefighter base pay and is included in the calculation of the regular hourly rate of pay.

### **ARTICLE 39 – MEDICAL EXPENSE REIMBURSEMENT PLAN (MERP)**

- 39.1 The CITY shall make monthly contributions in the amount of \$100 per employee through a pre-tax wage deduction for each employee to the Washington State Council of Fire Fighters (WSFF) Employee Benefit Trust. The pre-tax wage deduction amount for each participating employee will be \$50 and will be deducted from the employee's first and second paycheck of each month.
1. This Trust shall remain separate and apart from any Employer retiree health insurance funding program unless changed by mutual agreement of the parties to the agreement.
  2. The Employer shall be obligated to make payment of contributions in the amount provided above as set forth by WSCFF Employee Benefit Trust each payroll for that payroll's contributions.
  3. The Internal Revenue Service codes require all eligible employees to

participate; there is no individual election to continue contributions. The UNION and the employees agree to hold the employer harmless and indemnify the employer from any and all liability, claims, demands, lawsuits, attorneys' fees, costs and/or losses, damage or injury to persons or property, of whatsoever kind arising from and in any way related to the implementation and administration of the MERP, including but not limited to penalties, fines and other assessments incurred by the Employer as a result of the Employer's activities under this MERP section. The UNION and the employees shall be one hundred percent (100%) liable for any and all liabilities that arise out of the MERP. The UNION and the employees shall be liable for any and all tax penalties, as well as any other liabilities arising out of the implementation and administration of the MERP. Under no circumstances, whatsoever, will the employer be liable for direct payment of any MERP benefit to the employees and/or retired employees and/or their beneficiaries.

EXECUTED at Great Falls, Montana, \_\_\_\_\_, 2023.

CITY OF GREAT FALLS, MONTANA

ATTEST:

\_\_\_\_\_  
Lisa Kunz, City Clerk

\_\_\_\_\_  
Greg Doyon, City Manager

(SEAL OF CITY)

REVIEWED FOR LEGAL CONTENT:

\_\_\_\_\_  
David Dennis City Attorney

LOCAL #8, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS AFL-CIO CLC

ATTEST:

\_\_\_\_\_  
Carter Marsh, President

\_\_\_\_\_  
Bruce Perry, Vice President

\_\_\_\_\_  
Bryan Painter, Secretary/Treasurer

**ADDENDUM 1**

Employees shall be paid according to the following regular hourly Fire Fighter’s base pay schedule. The regular hourly rate of pay is based on 2,190 hours for twenty-four (24) hour shift employees and 2,080 hours for day shift employees.

**Schedule A**

2,190 Hours for 24-hour shift employees

Rank	Rank % X's FF	# in Rank	July 1, 2023 5% COLA & 1% Mkt.Adj.	July 1, 2024 5% COLA	Jan. 1, 2025 1% COLA
Probationary Firefighter	0.95		\$26.47	\$27.79	\$28.07
Firefighter			\$27.87	\$29.26	\$29.56
Firefighter 1	1.05		\$29.26	\$30.72	\$31.03
Firefighter 2	1.10		\$30.66	\$32.19	\$32.51
Senior Firefighter*	1.15		\$32.04	\$33.64	\$33.98
Engineer**	1.20	16	\$33.44	\$35.11	\$35.46
Lieutenant	1.27	8	\$35.39	\$37.16	\$37.53
Captain	1.35	16	\$37.62	\$39.50	\$39.90
Battalion Chief	1.56	4	\$43.48	\$45.65	\$46.11

**Schedule B**

2,080 Hours for day shift employees

Rank	Rank % X's FF	# in Rank	July 1, 2023 5% COLA & 1% Mkt.Adj.	July 1, 2024 5% COLA	Jan. 1, 2025 1% COLA
Probationary Firefighter	0.95		\$27.79	\$29.18	\$29.47
Firefighter			\$29.26	\$30.72	\$31.03
Firefighter 1	1.05		\$30.72	\$32.25	\$32.58
Firefighter 2	1.10		\$32.18	\$33.79	\$34.13
Senior Firefighter*	1.15		\$33.64	\$35.33	\$35.68
Engineer**	1.20	16	\$35.11	\$36.86	\$37.23
Lieutenant	1.27	8	\$37.16	\$39.01	\$39.40
Captain	1.35	16	\$39.50	\$41.47	\$41.89
Battalion Chief	1.56	4	\$45.64	\$47.92	\$48.40
Deputy Fire Marshal		3			\$28.89
		Step 1	\$27.24	\$28.60	\$29.46
		Step 2	\$27.78	\$29.17	\$30.05
			\$28.33	\$29.75	

It is agreed that after six months of employment, employees will receive 100 percent of the base salary of a fire fighter. Employees will not receive an additional increase in base wages upon the successful completion of their probationary period.

\*Beginning 7/1/08, EMT – Basic Certification of 2 percent was added to the Firefighter regular hourly rate of pay.

The UNION agrees to accept reduced wages in exchange for the CITY to agree to pay one and one-half (1½) time overtime for hire backs referred to in Article 12.9.

Collective bargaining in 2021 retitled the Captain Fire Inspector and Fire Inspector positions to Deputy Fire Marshal positions which are held by civilian employees participating in the PERS retirement system.

**CERTIFICATION PAY:**

All certifications must be received from an established program through recognized National or Industry standards. Applicable certification pay will be added to the Firefighter Base pay, as calculated in Article 1.4, and is included in the regular hourly rate of pay.

Paramedic certification pay:

1. Firefighter Base X's 4.5 percent  
Criteria: 1<sup>st</sup> increase effective upon the Department Administration receiving proof of Paramedic certification.
2. Firefighter Base X's 7 percent  
Criteria: Additional 2.5% effective upon the Department Administration receiving proof of successfully completing proctoring requirements (Practicing Paramedic)

The number of Paramedics: maximum of 24, increasing at management's discretion.

Paramedic Levels-Once a paramedic is recognized by GFFR and receives certification pay, they will continue to garner the paramedic pay as long as their paramedic certification remains in good standing and the employee is currently practicing at that level.

Technical Rescue certification pay:



1. Firefighter Base X's 1.5 percent  
Criteria: Personnel must be an active member of the GFFR Technical Team.  
Number of team members will be limited to twenty (20).

Hazardous Materials certification pay:

1. Firefighter Base X's 1.5 percent  
Criteria: Personnel must be a certified HazMat Technician.  
Must be an active/practicing member of the GFFR Hazmat Team.  
Number of team members will be limited to sixteen (16).

Fire Investigator certification pay:

1. Firefighter Base X's 1.5 percent  
Criteria: Personnel must be a practicing investigator of GFFR.  
Number of Fire Investigators will be limited to eight (8).

Special Services certification pay:

1. Firefighter Base X's 1.5 percent  
Criteria: Personnel providing special services to GFFR  
Small gas engines, SCBA, Ladder Testing, Extinguishers,  
Hose/Nozzles  
Number of paid positions for each service will be limited to one (1).

Personal Protective Equipment certification pay:

Number of paid positions will be limited to two (2).

Communications Director certification pay:

Number of paid positions will be limited to one (1).

Car seat Installation certification pay:

Number of paid positions will be limited to four (4).

The maximum number of certifications by an employee is three, including a paramedic certification.