

AGREEMENT

BETWEEN

THE CITY OF ALLENTOWN

AND

THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

LOCAL NO. 302

2021-2022-2023-2024-2025

TABLE OF CONTENTS

<u>Article</u>	<u>Title</u>	<u>Page</u>
1.	Recognition	1
2.	Management Rights	1
3.	Employee Rights	2
4.	Union Dues and Agency Fees	2
5.	Probationary Period	3
6.	Seniority/Job Bidding	3
7.	Job Bumping.....	4
8.	Temporary Assignment	5
9.	Hours of Work	6
10.	Wages	7
11.	Holidays	9
12.	Vacations	9
13.	Duties.....	12
14.	Leave of Absence	13
15.	Sick Leave	14
16.	Insurance.....	17
17.	Long Term, Non-Occupational Disability Coverage	19
18.	Discipline.....	19
19.	Grievance Procedure	19
20.	Exchange of Duty	22
21.	Staffing	22

<u>Article</u>	<u>Title</u>	<u>Page</u>
22.	Quartermaster System and Uniform Maintenance	22
23.	Apprenticeship Training	23
24.	Physical Fitness	24
25.	Drug & Alcohol Testing	25
26.	Safety	31
27.	Pension	32
28.	Education Incentive	34
29.	Residency	35
30.	Slow Down	35
31.	Severability and Savings	35
32	Length of Contract	35
	Signature Page	35
	Vacation Charts	
	Longevity Chart	
	Salary Schedules.....	

AGREEMENT

THIS AGREEMENT entered by and between THE CITY OF ALLENTOWN, a third-class city existing under and pursuant to the Home Rule and Optional Plans Law of the Commonwealth of Pennsylvania, hereinafter referred to as "CITY", and THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL NO. 302, hereinafter referred to as "UNION".

WITNESSETH:

WHEREAS, the CITY and the UNION, in order to increase general efficiency in the Fire Department and to maintain the existing harmonious relationship between the Fire Department and its employees and to promote the morale, rights, and well-being of the members of the Fire Department; and

WHEREAS the Fire Department and the individual members of the UNION are to regard themselves as public employees and are to be governed by the highest ideals of honor and integrity in all their public and personal conduct in order that they may merit the respect and confidence of the general public.

NOW, THEREFORE, for and in consideration of the mutual promises herein contained and intending to be legally bound hereby, the parties hereto do covenant and agree with each other as follows, to wit:

1. RECOGNITION

- A. The CITY herein recognizes that the UNION is the sole and exclusive representative of all **Firefighters** of the Fire Department for the purpose of bargaining with respect to wages, hours of work, and working conditions.
- B. Excluded from the unit are the Fire Chief and Deputy Fire Chiefs.

2. MANAGEMENT RIGHTS

- A. Subject only to any limitations set forth in this Agreement, it is understood and agreed that the CITY retains the exclusive right to manage its business, including, but not limited to, the right to determine the method and means by which the operations of the Fire Department are to be carried on; to direct the Fire Department Force; and to conduct said operations in a safe and efficient manner.
- B. The Fire Department may adopt rules for the Department and the conduct of its employees. New rules or changes in rules that are contained within the Fire Department's Rules and Regulations (Red book) shall be accomplished through formal meetings and discussions between the CITY and the UNION. Notice of the promulgation of any rule or regulation shall be given to the UNION at least thirty (30) calendar days prior to its effective date. Standard operation procedures and safety rules shall be

excluded from this process. However, because safety of the fire fighters is important to the CITY and the UNION, safety issues shall be handled in accordance with Article 26-Safety, of this contractual agreement.

3. EMPLOYEE RIGHTS

- A. Consistent with the public interest and with the permission of the Fire Chief or his designee, the CITY agrees that a UNION representative shall without loss of pay be allowed to:
- Investigate and process grievances
 - Attend negotiation meetings
 - Consult with CITY representatives
 - Meet with local UNION officers or other UNION representatives concerning the enforcement of any provision of this Agreement
- B. There shall be no discrimination, intimidation, restraint, coercion, harassment, or pressure by the CITY or its officers or agents against any UNION officer while said officer is performing UNION duties as permitted above.
- C. **The City and Union agree to a defined number of days for the Local 302 President, Secretary, or their designees to attend to Union Business, as defined and scheduled by the President or Secretary. These excused absences will be without loss of pay and consistent with the most current negotiated hiring policy between Local 302 and the City of Allentown. The number of allowable days per calendar year shall be sixteen (16).**

4. UNION DUES AND AGENCY FEES

- A. Upon receipt from the UNION of a voluntary authorization in writing by an employee covered by this Agreement, the CITY will make deductions from the employee's wages for UNION initiation fees and monthly membership dues. These deductions will be in amounts designated to the CITY by the UNION. The authorization shall be a form agreed to by the UNION and by the CITY.
- B. A check-off shall commence for each Fire Fighter who signs a properly dated authorization card during the month following the filing of such card with the CITY.
- C. The UNION agrees that there shall be no discrimination, intimidation, restraint, coercion, harassment, or pressure by it or its officers, agents, or members against any Fire Fighter who refuses or fails to execute an authorization card.
- D. The UNION agrees to indemnify, hold harmless, and defend the CITY against any and all claims, losses, and expenses, including attorney and arbitrator fees and court costs, which the CITY may incur by checking off UNION dues and by deducting agency fees. The

UNION also agrees not to support individual grievances related to the implementation of this Article.

5. PROBATIONARY PERIOD

- A. All new employees shall serve a probationary period of **twelve (12) months from the date of hire**; shall have no seniority rights during this period; and may be disciplined or terminated at the sole discretion of the Fire Chief. Upon satisfactory completion of the probationary period the employee shall acquire seniority status retroactive to the employee's hour and date of employment. The probationary employee shall have no rights to appeal the termination other than through Civil Service.

6. SENIORITY/JOB BIDDING

- A. The Fire Department shall establish a seniority list, and it shall be brought up to date on the first day of November of each year and immediately posted thereafter on the Central Fire Station and sub-station boards for a period of not less than thirty (30) days and a copy of same hand-delivered to the Secretary or to any Officer of the UNION. Any objections to the seniority list as posted shall be reported to the Fire Department within ten (10) days, or it shall stand approved.

- B. All vacancies within the bargaining unit, except for Fire Officers shall be awarded to the senior employee who:

1. Demonstrates the skill and ability required for the job.
2. Has completed three (3) years of CITY of Allentown fire service.
3. Has achieved journeyman Fire Fighter status.

Vacant Fire Officer Positions shall be posted and awarded to the senior (in-grade) eligible bidder demonstrating the skill and ability required for the job. Qualifications shall be established by the Fire Chief. In the event more than one employee is qualified, seniority shall be the determining factor. If no eligible bidders respond to the first posting, the City will continue to post the vacancy until it receives a bid from the first eligible bidder.

- C. When a vacant Fire Fighter position that is subject to bidding is created by situations such as resignation, retirement, promotion, demotion, dismissal, death, or the creation of a new job, and the CITY determines that such vacancy is to be filled, the procedure to fill the position shall be as follows: Within five (5) days, exclusive of Saturdays, Sundays and holidays, the vacancies shall be posted on the bulletin boards of the respective fire houses and shall remain open for a period of fifteen (15) consecutive days before the bidding shall be closed. Such notice shall contain a minimum of the following information:

1. Anticipated date of the vacancy.
2. Location or site of the new job.
3. Equipment involved, if any.
4. Any unusual conditions attached to the job, such as hours of work, job qualifications,

etc.

5. Hours for bidding will be 0800 hours until 1700 hours, seven (7) days a week, in the Battalion Chief's office at the Central Fire Station.

A successful bidder and Local No. 302 shall receive written notice within ten (10) days, exclusive of Saturdays and Sundays and holidays, after the closing of such bid. Should two or more vacancies be posted at the same time and the same bidder is successful on more than one of the vacancies, he/she will be given up to 24 hours from the time he/she receives notification of success on the last vacancy to return notification to the Chief as to which vacancy he/she will fill. At that time, the next person on the list of the unchosen vacancy(ies) will be notified.

The procedure, as stated in Article 6 Section C, relates only to the method of filling vacant bid positions; it does not dictate total staffing of the Fire Department and it does not prevent the Fire Chief from, at any time, taking a piece of apparatus out of service and reassigning the Fire Fighters on the apparatus to reserve duty.

- D. Any successful bidder who qualifies for a posted position and when offered refuses the position may not bid for six (6) months from the date of refusal.
- E. A successful bidder is subject to a demonstration period of ninety (90) calendar days. If deemed necessary by the Fire Chief, this period may be extended up to ninety (90) additional calendar days. The Fire Chief will notify the bidder of the reason for extension. If the employee's performance is not satisfactory at any time during this extended period, the employee will be placed in reserve status.
- F. In the event a successful bidder is unable to qualify within the aforesaid period or the successful bidder does not accept the job, the next qualified bidder shall be awarded the job, and so on down the list of qualified bidders until a successful bidder is obtained.
- G. A request for a transfer for the convenience of the employee must be approved or disapproved by the Fire Chief. This process in no way shall serve to circumvent the established job bidding procedure. Any dispute arising out of the application of this Article shall be subject to the grievance procedure.
- H. The CITY agrees to establish and maintain three (3) regular reserve bid positions per platoon.

7. JOB BUMPING

- A. In the event an engine/aerial company is permanently put out of service, the member(s) who had been permanently assigned to the aforesaid company shall be entitled to bump a member of lesser seniority, provided the member has the ability to perform the job.
- B. When an employee is bumped from a permanent position, he/she shall notify the Fire Chief, in writing, if and to what position he/she desires to bump, no later than ten (10)

calendar days from the date bumped. In the absence of such notification in this period, the employee waives the right to bump. A member who has exercised the bumping rights shall be subject to a demonstration period not to exceed twelve (12) working days. If deemed necessary by the Fire Chief, this period may be extended for a period not to exceed twelve (12) additional working days.

- C. The member who has been bumped may then bump another member of lesser seniority, provided he/she has the ability to perform the job as determined by the Fire Chief or Deputy Fire Chief, and so on, until there are no more permanent positions to be bumped.
- D. Upon completion of bumping permanent positions, those members who do not have a permanent assignment shall be placed in reserve status. Those members remaining in reserve status may be assigned to a different platoon for the purpose of providing a balance of personnel among the platoons. Reserve bid positions and reserve seniority shall be respected (I.E. Most senior member shall receive the right of first acceptance/refusal for any such platoon assignment).
- E. Any dispute arising out of the application of this Article shall be subject to the grievance procedure.

8. TEMPORARY ASSIGNMENT

- A. When it becomes necessary to temporarily assign a Fire Officer (Fire Marshal, Captain, or Lieutenant) to a different fire station, the following procedure shall apply:
 - 1. The most senior (in-grade) Fire Officer on shift shall be offered the position.
 - 2. If such Fire Officer refuses, the next most senior Fire Officer shall be offered the position and so on down the seniority list.
 - 3. In the event that no individual accepts the offer of assignment, and there is a valid promotional list in effect for the position offered, then any officer on said list from the platoon needing the temporary officer shall be required to fill said position by seniority of said list. In the event that the moving of one officer would create the necessities to hire in that rank then the said officer shall not be required to move. The temporary position shall be filled by hiring. If the temporary position cannot be filled in this manner, the least senior Fire Officer shall be assigned to fill the position.
- B. **When it becomes necessary to temporarily assign a Firefighter to a Lieutenant position, the following procedure will apply:**
 - 1. **Qualified Firefighters on a valid promotional list for Lieutenant, from the platoon needing the temporary assignment, shall be offered to fill said position in order of seniority on said list. If no firefighter accepts the position the least senior firefighter on the list shall be assigned to the position. If moving the**

firefighter would create the necessities to hire in the unfilled position, then the firefighter shall not be required to move. The position will be filled by hiring.

- 2. All firefighters on a valid promotional list will be required to complete basic lieutenant training for qualification provided by the Fire Academy within 30 days of the list being established. Firefighters off on extended leave will be required to complete aforementioned training within 30 days of their return to duty. Training will be on duty.**
- C. The Fire Chief shall have complete authority to assign any Fire Officer or Firefighter to any fire station for training purposes. Such assignments shall not be made to avoid the intent of this article.
- D. During each platoon's shift, the CITY, in making staffing assignments for the next shift, will respect available journeyman reserves' seniority. If vacancies develop after said staffing assignments are completed, all such assignments for journeyman reserves on that platoon's shift will be at the discretion of the CITY.
- E. Non-journeyman reserves shall be assigned at the discretion of the CITY.
- F. Reserve fire fighter deployment for the sole purpose of firefighter safety shall fill empty bid positions first then they shall be deployed to engine or truck companies with less than three (3) firefighters on the apparatus.

9. HOURS OF WORK

- A. The normal workday for shift employees shall be either a ten (10) hour day shift beginning at 8:00 a.m., or a fourteen (14) hour night shift beginning at 6:00 p.m.
- B. For the purposes of the Fair Labor Standards Act (FLSA) and pay administration, the normal work period for shift employees shall average forty-two (42) hours. The schedule shall be a sixteen (16) day work period, consisting of four (4) consecutive day shifts followed by four (4) consecutive days off and four (4) consecutive night shifts followed by four (4) consecutive days off.
- C. There shall be two classifications of bargaining unit personnel: Shift employees and Non-shift employees.
 1. Shift employees shall be all bargaining unit members who are neither an Assistant Chief of Training, Assistant Chief of Fire Prevention or Captain of Fire Prevention.
 2. Non-shift employees shall be Assistant Chief of Training, Assistant Chief of Fire Prevention and Captain of Fire Prevention.
- D. Non-Shift employees shall work a seven (7) day work period consisting of five (5) workdays, normally, Monday through Friday.

- E. Overtime for Fire Fighters shall be compensated at time and one-half of their regular hourly rate of pay for all hours worked outside of their regular work schedule. Sick leave shall not count as time worked when computing overtime. No member of the bargaining unit shall work more than four (4) consecutive suppression shifts (**normal shift work**), except during emergencies.

*** 42-hour average work week does not constitute overtime**

- F. In the event of a fire or fires requiring the members to work longer than the regular shift tour of duty, it shall be the responsibility of the Officer in charge to see that these Fire Fighters are relieved by the oncoming shift tour as speedily as possible.

- G. Employees not expecting to work because of emergencies or other justifiable causes and employees reporting back on duty shall notify their respective superior officer as soon as possible before their scheduled work time but in no event later than 0600 hours for day shift and no later than 1400 hours for night shift. This provision shall not be interpreted as condoning repeated absences from work on the part of the employee. Employees reporting late for work shall not be paid for the time not worked; tardy employees shall be subject to disciplinary action.

- H. In justice and in fairness to the CITY and the taxpayers, all employees shall be required to report to work on time, shall not leave the job early, shall be prompt in reporting to their assigned duties, and shall faithfully perform their duties.

10. WAGES

A. Wages

1. **Salaries to be paid to all employees in 2021,2022,2023,2024,2025 are set forth in Schedules "A", "B", "C", "D", and "E" which are attached hereto and made a part of this Agreement, providing for increases in the first full pay period of each of the years as follows:**

2021 2%

2022 2%

2023 2%

2024 3%

2025 3%

2. Be it further agreed that any member applying for pension and retiring, in any of the above Five (5) years, shall (for pension purposes) receive the full raise for that calendar year.

- B. Fire Department employees above the rank of Fire Fighter shall be paid the following differentials:

1. Lieutenant and Fire Marshal: 8 1/2% more than the Fire Fighter base salary
 2. Captain: 12 1/2% more than the Fire Fighter base salary
 3. Battalion Chief and Assistant Chief: 16 1/2% more than the Fire Fighter base salary
- C. All personnel working the night shift shall receive a night shift differential pay of \$0.40 per hour.
1. Night shift differential will be paid for time actually spent on the job. Vacation shall count as time actually spent on the job when computing night shift differential.
- D. Longevity
1. Commencing in the fifth year, each paid Fire Fighter shall be paid Eleven Hundred Seventy Five Dollars (\$1175.00) longevity pay for that year, increasing thereafter at the rate of Fifty Dollars (\$50.00) or One Hundred Dollars (\$100.00) annually, until the twentieth year, when the increase shall be Two Hundred Dollars (\$200.00), Commencing in the twenty fifth year the longevity pay shall be increased Five Hundred Dollars (\$500.00), to attain a maximum of Two Thousand Eight Hundred and Twenty Five Dollars (\$2,825.00) in longevity pay. The above longevity language is illustrated in the Longevity Chart attached after WAGE SCHEDULES.
- E. Whenever an employee of the Fire Department is ordered to attend drills or special schooling during his/her off-duty hours, he/she shall be compensated at time and one-half, provided that the time extends beyond his/her regularly scheduled work week.
- F. Employees called in to duty and reporting for duty because of an emergency will receive a minimum of four (4) hours' pay at their regular straight time hourly rate or one and one-half (1 1/2) times the hourly rate for actual hours worked, whichever is greater. For purposes of this section, actual hours worked will begin when the employee reports for duty.
- G. In any case, when a Fire Fighter is assigned to perform the duties of a Fire Fighter or Officer of a higher grade than his/her own, such performing Fire Fighter or Officer shall be paid in accordance with the salary scale of that class or grade Fire Fighter or Officer whose duties he/she is performing. Such pay shall be retroactive to the first full day upon the completion of one (1) full working day. (Ten (10) hour day shift - fourteen (14) hour night shift)
- H. Any Fire Fighter attending any hearing or appearing in court while off duty in regard to a Fire Department matter shall be compensated at the rate of time and one-half for all time so spent with a minimum compensation paid for such appearances which shall be at least equal to four (4) hours salary at the straight time rate. No Fire Fighter, however, shall be so compensated for attending any administrative hearing or any worker's compensation hearing or for any court appearances in a civil suit unless such appearance is at the request of or with the approval of the Fire Chief. Fire Fighters may not collect both a witness fee for testifying and their salary as well. They shall have the option of

determining which compensation to collect. If they decide to collect their salary for the court time involved, their witness fee shall be turned over to the CITY.

- I. Employees of the Fire Department subpoenaed by a United States or Pennsylvania Court of Law to serve as juror or subpoenaed to testify as a witness by such courts concerning matters directly related to the employees' CITY job, will be excused from work and will receive their regular daily rate for regular work time lost.

11. HOLIDAYS

- A. The holidays listed below shall be "paid" holidays and all Fire Fighters shall receive a full day's pay for the same whether worked or not.

New Year's Day	Independence Day
Martin Luther King Jr. Birthday	Washington's Birthday
Labor Day	Good Friday
General Election Day	Easter
Veteran's Day	Memorial Day
Thanksgiving Day	Flag Day
Christmas Day	Patriot Day

1. All such additional or "holiday pay" (12 hours) shall be paid by the CITY in the pay period in which the Holiday occurs.
- B. Fire Fighters will receive an additional half day's pay [in addition to twelve (12) hours of holiday pay] when they work on any of the following "Festive Holidays": New Year's Day, Independence Day, Thanksgiving, and Christmas.

12. VACATIONS

- A. After one (1) full calendar year of service and up to and including the fifth year, the vacation period shall be fourteen (14) working days. Employees with less than a full calendar year of service shall earn one (1) vacation day for each full month of service and after four (4) full months will be awarded one (1) additional day and after ten (10) full months another one (1) additional day will be granted, such vacation to be used only between the first anniversary date and the December 31st following the first anniversary date. After the fifth year and up to and including the tenth year, the vacation period shall be sixteen (16) working days; after the tenth year, the vacation period shall be increased by one (1) day per year for a maximum of twenty-one (21) working days. The above vacation language is illustrated in the Vacation Charts attached after WAGE SCHEDULES.
- B. The Vacation selection period shall begin with the first complete shift (4-day period) in a calendar year and continue through the calendar year up to and including the last day of any shift that may begin on either December 28, 29, 30 or 31, regardless of whether that shift ends in the succeeding calendar year or not. Vacations shall be granted during the

calendar year. The Fire Department shall be divided into three (3) groups for the purpose of vacation selection. The first group shall be limited to Fire Fighters. The second group includes, but is not limited to, Lieutenants, Captains, and Battalion Chiefs. The third group includes Fire Marshals. Selections for vacation periods shall be based on Fire Department seniority.

- C. All members are permitted to "bank" eligible vacation days for future use in the calendar year that is being selected. Eligible days shall be defined as those remaining earned vacation days that do not constitute a full shift plus 8 days (2 full shifts). The number of vacation days eligible for banking will range from one (1) to a maximum of eleven (11).

- 1. The selection of banked vacation days will begin at 0800 hours, Ten (10) days prior to each platoon's first scheduled work date of the new calendar year. Available days will be selected on a first come, first served basis, and may be selected as single days or combined with other banked days. All selections must conform to the rules set forth in Article 12, Section "T" of this agreement. Members will fill out the banked vacation day redemption form and submit it for approval at least seven (7) days in advance. In cases of emergency or other unforeseen circumstances, the member must abide by the time limits set forth in Article 15, Section "B" in this agreement. Only in this case, may requests be made over the phone to the chief or his designee, and the form is not required. If the member has remaining banked days at the end of the calendar year, and all shifts are full, as per the rules set forth in article 12, Section "T", then the member will forfeit his/her remaining banked days. Under no circumstance will remaining days be permitted to be carried over to the following year, however the aforesaid shall have no bearing on the provision in Article 15, Section "C", 1 and 2.

- D. Dates for vacation picks shall be made available to all platoons no later than May 1st to help all members schedule accordingly. Vacation selections shall take place no later than December 15th to determine the vacation periods for the next succeeding year. Vacation periods shall be selected by platoons, with the senior employee in each platoon having his/her first pick of available dates, with the second most senior employee having the second pick, and so on, until every employee in each platoon has had one selection. The aforesaid selection method then repeats itself until all members have selected all the vacation days for which they are eligible or have elected to forfeit any further selections and instead bank his/her eligible remaining days.

- E. A member shall select vacation periods based upon a complete shift. When the member has selected the complete shift selections to which he/she is entitled, the member may then select the number of vacation days remaining; however, said remaining day(s) is/are limited to being selected as one selection. Those members eligible for a single day selection may select the remaining day wherever there is an available selection remaining.

- 1. The vacation selection method applies to all members of the bargaining unit.

2. The vacation selection process shall occur during regular scheduled working hours.
- F. After every employee has selected his/her vacation period as aforesaid, a vacation list shall be prepared and submitted to the Fire Chief for his/her approval. When the vacation list has received the approval of the Fire Chief, it shall then be forwarded to the Mayor for his/her approval. When approval by the Mayor has been made, no changes shall be made to the vacation list except upon mutual agreement between the Fire Chief or his/her designee and the Executive Board of the UNION.
- G. When a Fire Fighter or Officer bids or bumps into a different platoon, he/she shall have the right to choose one (1) vacation period for that calendar year thereby making that particular vacation period unavailable to a subsequent Fire Fighter or Officer bidding or bumping into that platoon, if that vacation period is at its maximum availability as determined by the Fire Chief.
1. The Fire Fighter or Officer may choose any one (1) of their remaining shift selections or banked day(s), up to four (4) consecutive days, for their Contractual pick. Any and all banked days selected must occur within the same shift. The vacation change form shall be changed in such a manner as to indicate the contractual selection.
 2. Such Fire Fighter or Officer shall be assigned his/her other earned vacation at the discretion of the Fire Chief. In making this assignment, the Chief will give every consideration to the desires of the bidder involved. The operating requirements of the CITY shall be controlling. The CITY agrees, however, that nothing hereunder set forth shall be construed or interpreted as depriving any employee of his/her full-earned vacation for the year in question.
 3. Vacation selection date(s) and the contractual selection date(s) shall be no later than Thirty (30) Days after the firefighter or Fire Officer Bids, bumps, transfers, is promoted or demoted. The start of this Thirty (30) day period will be the date the employee officially starts on the new platoon. After such time, the Fire Administration shall assign all remaining vacation days and the contractual pick shall be forfeited.
 4. Beginning on the Twenty-Sixth (26th) day of the aforesaid selection period, and continuing for five (5) days, up to the end of the Thirty (30) day period, a window shall exist for all eligible Fire Department personnel to submit for these held vacation days, in the event they go unselected by the incoming platoon member at the end of the Thirty (30) day hold period. Additionally, if a job posting ends without a successful bidder, the same Five (5) day window will commence the next day for any vacated vacation time formerly held by the member whose job was posted.
 5. During the Five (5) day window, all submissions will be considered received at the same point in time. Allentown Fire Department seniority will be the determining factor for awarding of these days. Any submissions after a "window" period will be awarded on a first come, first served basis.

- H. Any employee who leaves CITY employment shall be entitled to receive in lieu of his/her vacation the number of days' pay which is equivalent to the number of days' vacation time accrued to the time of his/her separation or leave of absence, providing the employee gives the CITY at least two (2) weeks' notice. If any employee dies while in service, his/her personal representative, widow, or next of kin shall be entitled to receive all monies due such decedent, in addition to any unpaid wages to be paid for the vacation days to which such employee was entitled at the time of his/her death.
- I. The allowed number of employees off on vacation shall be as follows:
 - 1. **Four (4)** Fire Fighters per shift as of January 1, 2022.
 - 2. Two (2) Officers per shift.
- J. Vacation Changes
 - 1. Vacation changes shall be granted to all Fire Fighters wishing to change their vacation as long as the request is properly submitted in a written request to the Fire Chief. A committee of two (2) members from the Fire Administration and two (2) members from the IAFF Executive Board will review each case to assure all applicable sections of the CBA are adhered to.
 - 2. In extreme emergencies, the Fire Chief has the authority to grant changes without a committee meeting.
 - 3. Vacation changes will not be granted in a week which has all vacation picks filled.
- K. Employees off work sick/injured while a vacation occurs shall be governed by the procedure as stated in Article 15, Section "C", 1 and 2.

13. DUTIES

- A. It is mutually agreed that members of the Fire Department during such time as they are not actually responding to fire alarms may be assigned to perform duties of routine maintenance on fire stations and/or fire equipment. However, in no event shall such routine maintenance be construed to apply to or encompass plumbing or electrical work, or any other work performed by another bargaining unit of the CITY, or any work which would be prohibited under any ordinance, code, or regulation promulgated by the CITY of Allentown or the Commonwealth of Pennsylvania. This includes the Federal Fair Labor Standards Act.
- B. It shall be the responsibility of an employee having custody of or using any equipment and property to see that it is properly cared for, kept clean, and returned to its place of storage.
- C. The CITY shall provide to all employees hired after January 1, 1996 First Responder Medical Certification or higher (EMT-B or Paramedic) before their probationary period

ends. All employees hired after January 1, 1996 shall maintain minimum First Responder certification. Classes and test for attaining or maintaining Medical Certification will be scheduled when the employee is on duty. Personnel who fail to achieve or maintain First Responder Medical Certification or higher will be given six (6) months to achieve or maintain such certification. Failure to achieve or maintain a minimum First Responder Medical Certification or higher shall result in dismissal. Failure on the City's part shall not have any impact on the employee.

14. LEAVE OF ABSENCE

- A. Whenever a member of the Fire Department is incapacitated from duty because of an injury/illness sustained in the performance of his/her duty, he/she shall be entitled to Injury Leave with full pay during the period in which he/she is unable to perform his/her duties or until such time as he/she has been accepted for retirement by the Firemen's Pension System or otherwise separated. The City shall have the right to require such employee to submit a filled out "Return to Work Evaluation" form supplied by the City at least once every two (2) calendar months. During any period that a Fire Fighter receives full pay as aforesaid, the CITY shall be entitled to and shall receive all insurance benefits payable to such Fire Fighter by reason of such injury under the terms and provisions of any insurance contract which is provided and paid for by the CITY.
- B. In the event of the death of a member of the employee's or the employee's spouse's immediate family, the employee, if scheduled to work, will be permitted a maximum of four (4) days off with pay between the date of death and the date of the funeral. No days may be taken after the date of the funeral. The immediate family includes spouse, parents, children, brothers, sisters, grandparents, grandchildren, and relatives residing in the same household.
- C. Any employee of the Fire Department shall have the right to a leave of absence for up to ninety (90) working days for the purpose of professional improvement or UNION-related studies providing application is made for such leave of absence at least thirty (30) days prior to its commencement and provided that not more than three (3) such leaves of absence can occur at the same time. Any such leave of absence shall be without pay, however, at no loss of seniority.
- D. Whenever an employee of the Fire Department is off work for any paid or unpaid leave (excluding vacation days) of thirty (30) calendar days or more, he/she shall not receive uniform maintenance allowance for the period of time he/she is off work.
- E. Whenever an employee of the Fire Department is off work for any paid or unpaid leave (excluding vacation days) he/she shall not receive shift differential pay.
- F. Upon written application any covered employee, who has exhausted his/her sick days and has medical certification indicating that the employee has a serious medical problem that prevents the employee's return to work, shall be eligible to receive a one (1) calendar year unpaid leave of absence including Family Medical Leave Act (FMLA) from the date

he/she exhausted his/her sick leave and:

- a. Shall retain his/her current seniority for one (1) calendar year from the date the employee exhausted his/her sick leave.
 - b. Shall not accrue seniority during this one (1) year period and shall not receive any City-paid benefits except as required by FMLA.
1. Disabilities resulting from the following will be excluded from eligibility for the sick leave extension period:
 1. Intentionally self-inflicted injuries.
 2. Injury occurring during the course of committing a felony or assault.
 3. Cosmetic surgery.
 4. Treatment not deemed necessary by a physician.
 5. Injury resulting from employment other than City-sponsored employment.

15. SICK LEAVE

- A. Sick leave for non-duty connected injury or illness shall be computed at a rate of two and one-half (2 1/2) days per month for the first thirty-six (36) months of employment. After thirty-six (36) months of employment, the rate shall change to one and three-quarters (1 3/4) days per month to a maximum accumulation of one hundred seventy-five (175) working days. Sick leave for new members shall start accumulating at the date of entry into the Department.
- B. Employees reporting off on sick leave must contact their officer as soon as possible before their starting time but in no event later than 0600 hours for day shift and no later than 1400 hours for night shift. This same time schedule applies for reporting back on duty. At the time the employee reports off, the officer must be advised of the expected duration of the employee's absence.
- C. Work-Related and Non-Work-Related Injury/Illness
 1. Work-Related Injury/Illness:
 - a. If a work-related injury or a work-related illness prevents a covered employee from using vacation days during the calendar year, the covered employee shall be required to select any open vacation slot(s) in the current calendar year. If none is available, the employee will select a slot(s) in the following year from those dates that are open following the vacation selection process. An employee leaving City employment shall receive pay for all unused carry-over vacation days as well as all unused and accrued vacation days.
 2. Non-Work-Related Injury/Illness:
 - a. If a non-work-related legitimate injury/illness prevents a covered employee from

using his/her scheduled vacation days during any calendar year, the covered employee may be assigned any open vacation slot(s) remaining in that calendar year. If no open vacation slot(s) are available, the employee, following the vacation selection process, shall select any open slot(s) in the following year. A covered employee may carry over to the succeeding calendar year a maximum of eight (8) unused vacation days.

1. A legitimate injury/illness for the purpose of this section is one in which the employee is absent for a period of at least sixteen (16) calendar days and a medical certification form, as described in Section (E) of this Article, confirming the nature and extent of the injury/illness is submitted to the CITY.
 2. Any carry-over vacation days must be used in the calendar year to which they have been carried over. Any vacation leave remaining unused because it exceeds such carry-over limits shall be forfeited and under no circumstances shall an active employee receive pay for any unused vacation. An employee leaving CITY employment shall not receive pay for any unused carry-over vacation days.
 3. Whenever an employee is off work sick or injured whose injury/illness does not exceed sixteen (16) calendar days shall not be permitted to change his/her vacation and shall receive vacation pay for such vacation period and shall not receive sick pay or be charged sick leave for such vacation period.
- D. Employees shall be compensated at time and one-half (1 1/2) for their actual hours worked more than their regular schedule only if they work all scheduled shifts in a given pay period. Sick leave shall not be included as time worked when computing overtime in each pay period. All other leave shall be included as time worked when computing overtime in each pay period.
- E. Any covered employee who reaches or who has reached his/her **second (2nd) occasion*** of sick leave use within a twelve (12) month period shall, for each subsequent occasion, be required to submit a completely filled-out medical certification form supplied by the CITY. **The employee may use TELEDOK for treatment and a note from the TELEDOK can be used in place of a medical certification supplied by the CITY. Any sick time occurrence accompanied by a medical certification or TELEDOK note shall not count towards the contractual provision of two (2) occasions for purposes of medical certification requirements. When the employee uses a CITY supplied medical certification form it should state the following:**
1. The employee on sick leave has been examined;
 2. The nature of the illness or injury;
 3. Whether or not the employee is fit to work; and
 4. The probable date on which the employee will be able to return to work.

1. The Fire Department will monitor all employees' attendance and will notify employees when they reach their **first (1st)** occasion of sick leave use within a twelve (12) month period.
- F. Any employee who has been placed under a requirement to submit a medical certification form as described above for every illness will continue under that requirement until the employee has completed six (6) months with no occasions* of sick leave.
- * Occasion(s) - for purposes of sections (E), (F), and (G), an "occasion" of sick leave use is any period of consecutive days (or portions of consecutive days) off; or any single day or portion of a single day. Subsequent treatment for a specific illness or injury which results in sick leave use shall not be considered a separate occasion. An occasion of sick leave will not include time off due to an on-the-job injury.
- G. Whenever an employee's illness/injury exceeds four (4) consecutive workdays, the employee must submit a medical certification form as described in Section (E).
1. An employee off work sick for a period of thirty (30) calendar days or longer must submit an updated medical certification form as described in Section (E). If the sickness continues, the employee must submit an updated medical certification form as described in Section (E) every thirty (30) calendar days. In no event shall the employee be required to report to duty until such time that the employee is cleared for full duty.
- H. If a covered employee sustains an injury attributable to employment outside of City employment, receives workers' compensation payments from another employer, and is unable to perform his/her normal City duties, such employee's sick-leave pay shall be reduced by an amount equal to the workers' compensation received. The City will charge such employee one (1) sick day for each day that he/she receives reduced sick pay.
- I. Any Fire Fighter who retires on or after January 1, 2002, shall be compensated in cash at the rate of Twenty Dollars (\$20.00) per day for sick days earned during his/her career but unused at the time of retirement. The number of unused sick days for which such compensation may be collected, however, shall be limited to one hundred twenty-five (125) days or a maximum of Two Thousand Five Hundred Dollars (\$2,500.00) in compensation.
- J. Sick leave shall not count as time worked when computing overtime.
- K. Sick leave shall not qualify for night shift differential pay.
- L. Whenever an employee of the Fire Department is off work sick thirty (30) calendar days or more, he/she shall not receive uniform maintenance allowance for the period he/she is off work.

16. INSURANCE

A. Health Insurance

1. Active Employees

- a. **All active employees will participate in the Capital Blue Cross PPO Plan. The participating member premium sharing contribution rates will be as follows for all years 2021-2025:**

Single \$28.00, Husband & Wife \$56.00, Parent & Child \$37.00, Parent & Children \$46.00, Family \$66.00.

- b. **There will be a Two Hundred-Fifty Dollars (\$250.00) annual deductible per member, Five Hundred Dollar (\$500.00) annual deductible per family.**
- c. **The City will provide a prescription drug plan with a Five Dollar (\$5.00) co-pay per generic prescription and a Ten Dollar (\$10.00) co-pay per name brand prescription and Ten Dollar co-pay (\$10.00) for non-formulary prescriptions.**
- d. **The doctor's office visit co-pay will be fifteen dollars (\$15.00).**
- e. **The specialist visit co-pay will be twenty dollars (\$20.00).**
- f. **The Urgent Care visit co-pay will be fifteen dollars (\$15.00).**
- g. **The emergency room visit co-pay will be forty dollars (\$40.00), which shall be waived if the patient is either admitted or the visit is authorized as an emergency. The determination of emergency shall be decided by a panel to include one (1) Executive Board member, the H.R. Director or their appointee, and the Fire Chief or their appointee.**
- h. **An optional Premium Dental Plan for Employees who choose to have dental coverage may enroll for either "employee only", or "family" coverage. The employee will pay 25% of the premium costs.**
- i. **An optional Davis Vision Gold Plan, or equivalent with the employee paying One (\$1) dollar per pay for a total of twenty-six (\$26) shall be offered to employees.**

2. Retirees

- a. **For all eligible retirees, the CITY will provide either Blue Cross coverage or coverage that is equivalent to the aforementioned basic Blue Cross plan, major medical supplement, and prescription drug plan, subject to the following**

conditions:

1. For all covered employees retiring on or after January 1, 2005, the age of eligibility is 50. Coverage will remain in effect until the retiree attains Age 65, until the retiree ceases contributions, or until the retiree's death, whichever occurs first.
2. If a covered employee retires on or after January 1, 2005, he or she may choose to opt-in or opt-out of the medical program offered by the City at the time of his or her retirement. If a covered employee chooses to opt-out of the current medical program at the time of his or her retirement, that retiree may elect to opt-in to a medical program offered to retired firefighters by the City at the time of a subsequent, future open enrollment period. However, that election by the retiree to opt-in to a future City-sponsored medical program for retired firefighters may be exercised only once during each retiree's lifetime. Should that retiree elect to opt back out again in the future, that retiree shall forever be precluded from ever opting back in. Should a covered employee choose to opt-in to the medical program offered to retired firefighters at the time of his or her retirement, that retired firefighter may, at any time in the future, elect to opt-out of the City-sponsored medical program. However, once that retiree exercises that option to opt-out, he will not be able to ever again elect to opt back into any City-sponsored medical program.
3. The coverage will include the retiree's spouse and eligible dependents but such coverage for the spouse and eligible dependents will end when the retiree has reached the age of sixty-five (65) or when the covered retiree dies.
4. The CITY will pay 75% of the premium costs for said insurance coverage, and the retiree will pay the remaining 25% of the premium costs.
5. All covered employees who retire on or after January 01, 2002, shall be provided a prescription drug plan with a Seven Dollar and Fifty Cent (\$7.50) co-pay per brand name prescription and a Two Dollar and Fifty Cent (\$2.50) co-pay per generic prescription.
6. Effective January 01, 2003, the brand name prescription co-pay will be Ten Dollars (\$10.00) and the generic prescription co-pay will be Five Dollars (\$5.00) for the aforementioned covered employees who retired on or after January 1, 2002.

B. Life Insurance

1. Effective January 1, 2002, the CITY will provide group life insurance for each covered employee in the face amount of Fifty Thousand Dollars (\$50,000.00) with the provision for double indemnity for accidental death or dismemberment. Upon retirement, the retiree will receive a Three Thousand Dollar (\$3,000.00) paid-up life

insurance policy.

17. LONG TERM, NON-OCCUPATIONAL DISABILITY COVERAGE

- A. The CITY will provide a group long-term non-occupational disability benefit for all bargaining unit members subject to the following conditions:
 - 1. All current and new full-time Fire Fighters are eligible for coverage after ninety (90) days from the date of active employment as a Fire Fighter.
 - 2. The maximum benefit period for which benefits are payable shall be to Age 65 if disabled before Age 60. The maximum benefit period for disabilities after Age 60 shall be for five (5) years but not beyond Age 70.
 - 3. The amount of benefit provided shall be equivalent to the Fire Fighter's schedule for pension benefits provided for job related disabilities.
 - 4. Coverage terminates on the date that an employee retires, resigns, dies, or is dismissed by the CITY.

18. DISCIPLINE

- A. It is agreed that the Fire Department has the right to discipline or discharge employees for just cause, including insubordination. Disciplinary matters shall be subject to the grievance and arbitration procedure. No disciplinary action resulting in loss of pay, demotion, or dismissal shall be taken against an employee until he/she has first been afforded a conference with a representative of the CITY at which time he/she shall be attended by a designated UNION representative. During any grievance or arbitration procedure which may arise out of said proposed disciplinary measure, the employee shall be granted, upon request, the right to review the contents of his/her personnel file and for this purpose may have a UNION representative present during such examination.
- B. All disciplinary action shall be recorded in a Fire Fighter's personnel file.
- C. In instances of suspension, the administration agrees that the employee against whom disciplinary action is sought to be initiated shall be served a written notice that he/she will be suspended after at least a (10) ten calendar day notice.

19. GRIEVANCE PROCEDURE

- A. The purpose of the grievance procedure shall be to settle all grievances between the Fire Department and the UNION as quickly as possible so as to ensure efficiency and promote employees' morale. Should any employee or group of employees feel aggrieved as a result of any condition arising out of the employer-employee relationship, including the claim of unjust discrimination on any matter or condition affecting health and safety beyond those normally encountered in all phases of fire fighting, adjustment shall be

sought as follows by the employee, with the assistance of the UNION. No settlement of a grievance presented by an employee shall contravene the provisions of this Agreement.

1. Step 1 The matter shall first be discussed orally with the Deputy Fire Chief within ten (10) days (exclusive of Saturdays, Sundays and holidays) of the occurrence giving rise to the grievance. If such discussion does not resolve the grievance, the grievance is reduced to writing and moved to the next step.

Step 2 Within ten (10) days (exclusive of Saturdays, Sundays and holidays) after receiving a final decision from the Deputy Fire Chief, the grievance shall be presented in writing to the Fire Chief who shall arrange for such meetings and make such investigations as are necessary to give his/her answer in writing within ten (10) days of the receipt of the grievance. If this decision does not resolve the grievance, it may be processed to the next step.

Step 3 If the grievance is not satisfactorily resolved by the Fire Chief or his designee, the employee shall have the right to appeal, in writing, to the Director of Finance and Human Resources or designee. This appeal must be filed within ten (10) days (exclusive of Saturdays, Sundays and holidays) after receiving the Fire Chief's response to the employee grievance.
2. Within fifteen (15) days (exclusive of Saturdays, Sundays, and holidays) after receipt of written appeal, the Director of Finance and Human Resources shall schedule and hold a closed hearing. At this hearing, the Director of Finance and Human Resources or designee shall consider the presentation from the UNION, the grievant, and the CITY representatives. At any time prior to the requested hearing, the Director of Finance and Human Resources or Designee may undertake such investigations as necessary and shall be empowered to sustain or offer a settlement to resolve the grievance. Within twenty (20) workdays of the conclusion of the hearing (exclusive of Saturdays, Sundays, and holidays), the Director/designee shall render a written decision to both parties.
3. Within ten (10) days - exclusive of Saturdays, Sundays, and holidays - after receipt of the written determination of the Director of Finance and Human Resources or his/her designee, either party may request arbitration. Request for arbitration shall be given by either party, in writing, by certified or registered mail. Such request shall contain the requesting party's nomination of an arbitrator. Within ten (10) days - exclusive of Saturdays, Sundays and holidays - after the receipt of such request, the other party shall likewise name an arbitrator, which named arbitrator shall thereupon confer with the requesting party's arbitrator to the end that a third arbitrator may be selected. If the two (2) named arbitrators are unable to select a third arbitrator within ten (10) days - exclusive of Saturdays, Sundays and holidays - after the appointment of the second arbitrator, an arbitrator shall be chosen from a panel of three (3) arbitrators to

be submitted by the American Arbitration Association, Philadelphia office. Selection of the third arbitrator shall be made within twenty (20) days - exclusive of Saturdays, Sundays, and holidays - of the appointment of the second arbitrator. Upon expiration of the aforesaid twenty (20) day period, either party may apply to the American Arbitration Association to name one arbitrator as the third arbitrator, whose appointment shall then become binding on both parties. The jurisdiction and authority of the arbitrators shall be limited to the interpretation and application of this Agreement. The arbitrators shall have no right to add to or subtract from this Agreement. If the question of arbitrability is raised, the arbitrators shall first hear argument on arbitrability and issue their finding as to arbitrability while deciding the case.

4. The decision of the arbitrators shall be final and binding on both parties. Any expenses of the impartial arbitrator incidental to arbitration shall be borne equally by both parties. Either party may request an official transcript of the testimony presented at any arbitration hearing in which case the cost of such transcript shall be borne by the requesting party. If the opposing party desires a copy of the transcript, such party shall pay the costs of such transcript in addition to one-half of the stenographer's fees.
5. Failure on the Union's part to process the grievance within the time limits established in the preceding sections presumes that it has been satisfactorily resolved in favor of the CITY at the last step to which it has been properly processed and the grievance is denied. Should the City fail to process the grievance within the time limits established in the preceding sections (including failure to schedule hearings and/or answer grievances), the claim made in the grievance shall be sustained, and that the satisfaction requested will be provided.
 - a. Any grievance resolved pursuant to the application to this section, shall not be precedent setting.
6. The time limits specified in the preceding sections may be extended by agreement of both parties. All such extensions shall be made in writing and signed by both parties on or before the expiration of the time limit involved.
7. All grievances processed under this Agreement shall be signed by both the grievant and the UNION representative on the grievance form furnished by the CITY. All decisions rendered thereon shall be communicated to the UNION representative who executed the original grievance.
8. All matters subject to recourse through Civil Service shall be processed at the option of the employee either through Civil Service or through the grievance procedure, but not both. However, no disciplinary action will be taken against any covered employee without a hearing held between the Fire Chief or his/her designee and a representative of the Union.

20. EXCHANGE OF DUTY

- A. The Fire Chief or the Deputy Fire Chief, or in the event of their unavailability, their designee, shall grant the request of any two (2) members of the Fire Department to exchange tours or days off unless such exchange of duty interferes with the employee's scheduled annual baseline physical.
- B. Upon the approval of an exchange of tour, the employee fulfilling the tour shall carry the seniority of the employee he/she is exchanging with.

21. STAFFING

- A. The CITY agrees that it will establish and publish staffing standards for the Fire Department.

22. QUARTERMASTER SYSTEM AND UNIFORM MAINTENANCE

A. Quartermaster System

- 1. The quartermaster system of the Allentown Fire Department shall provide the following items and replacements and any other items required by the Department at no cost to the employee:

Station Wear

Black safety shoes (Oxford, Chukkaboot, or sneaker style*)
Turnout coat and pants
1/4 length boots
Helmet with face shield and ear flaps
Gloves

- 2. Initial issue to new hires shall include the following items:

1 Class "A" uniform complete
6 sets of Station Wear
1 pair black safety shoes (Oxford, Chukkaboot, or sneaker style*)
1 pair 1/4 length boots
Turnout coat and pants
Helmet with face shield and ear flaps
Gloves

- 3. In all cases, new purchases/replacements shall meet or exceed current N.F.P.A. and/or any applicable standards in effect at the time of purchase/replacement.
- 4. Routine replacements of work uniforms and/or other listed items shall be on an as-needed basis and shall meet N.F.P.A. and/or any applicable standards at the time of replacement. Any deviation from these standards will result in a meeting with

representatives from the Safety Committee and the Fire Administration.

*Employees choosing the sneaker style shall pay the difference between the Oxford style and the sneaker style.

B. Uniform Maintenance

1. Starting one (1) year after date of employment, each employee shall receive a uniform-maintenance allowance of Three Hundred Dollars (\$300.00). All uniform allowances shall be payable one-half on the first regular pay day in March and one-half on the first regular pay day in September.

23. APPRENTICESHIP TRAINING

- A. The Apprentice Standards declared in the National Apprenticeship Training Program, Agreement between the City of Allentown and Local 302 of the International Association of Fire Fighters signed February 10, 1977 and subsequent amendments to that agreement that are signed and filed with the Registration Agency, shall be the minimum standard for training of all fire fighters. All employees hired after January 1, 2005 shall be enrolled in the Joint Apprenticeship and Training Committee (J.A.T.C.) Apprenticeship Program created by the agreement noted above and their training, discipline and certification shall conform to the provisions of that agreement. The most recent edition of the International Fire Service Training Association (I.F.S.T.A.) "Essentials of Fire Fighting" manual will be the basic training manual for the Allentown Fire Department. A copy of the I.F.S.T.A. "Essentials" manual will be issued to every apprentice and a minimum of five copies of the most recent edition of the "Essentials" manual will be kept in the office at each engine house.
- B. All employees hired by the Allentown fire Department on/or after March 28, 2008 will participate in a sixteen (16) to twenty (20) week recruit training program.
- C. The start of the J.A.T.C Apprenticeship and Training Program will coincide with the start of the basic sixteen (16) to twenty (20) week recruit training program at the Allentown Fire Academy or equal training facility. The Apprenticeship program will last thirty-six (36) months. The assignments mentioned in the amendment to section XV of the agreement noted above, signed January 3, 1989, will consist of a monthly assignment for each of the thirty-six (36) months of the program. For every four (4) weeks of classroom training each recruit receives while attending the Allentown Fire Academy, he/she will receive credit for one (1) month's assignment of the apprenticeship program. Each of the thirty-six (36) assignment of the apprenticeship program will be based on the "Essentials" training received during the recruit training and the apprenticeship standards of the agreement. The assignments for any given month will be the same for each member of any given recruit class.
- D. If at anytime the apprentice is one month or more behind in his/her J.A.T.C. assignments, the apprentice may be subject to progressive discipline beginning with a verbal reprimand

for the first offense; a written reprimand for the second offense; a one-day suspension without pay for the third offense and dismissal from the Allentown Fire Department for the fourth offense.

- E. The apprentice shall be allowed thirty (30) calendar days after receiving discipline, except the fourth offence, to complete all previously scheduled J.A.T.C. apprenticeship assignments that are as yet not completed. Failure on the part of the apprentice to complete will result in the apprentice being subject to the next step in the progressive discipline process.
- F. All Apprentice Recruit Firefighters hired after January 1, 2016, shall successfully complete NFPA 1001 Firefighter I, II, and NFPA 1002 "Standard for Fire Apparatus Driver Operator Professional Qualifications" for Aerial and Pumper Operator to graduate the Recruit Training Course. If the Recruit does not graduate the Recruit Training Course, he/she will be terminated.
 - 1. To successfully complete Firefighter I, II, and Aerial/Pumper Operator, the Apprentice Recruit shall pass the written and skills exams associated with each. The exams will be administered and proctored by the Certifying Agency. If the Apprentice Recruit fails the written examination, he/she will have thirty (30) days, from the date of failure, to retake the examination. If the Recruit fails the skills examination, he/she will be permitted to retake the failed stations (maximum of six) that same day. If the Recruit does not pass the skills or written examination retake, he/she will be terminated.
- G. Termination of employees due to the failure to comply with any or all of the above provisions concerning Firefighter I, II and NFPA 1002 and apprenticeship homework may be reconsidered for reasons such as long-term sickness/injury or any other reasons determined to be valid by the Fire Chief.

24. PHYSICAL FITNESS

- A. A voluntary, structured physical fitness program for all Fire Fighters will be instituted by July 1, 1988. This training program will consist of, but not be limited by, the following components:
 - 1. The employee reaches and maintains a passing score in the following five physical fitness areas:
 - (1) Cardiovascular Health
 - (2) Muscular Strength
 - (3) Muscular Endurance
 - (4) Flexibility
 - (5) Body Composition
 - 2. An on-going Physical Fitness Committee will be appointed by the Fire Chief. The

Committee will answer directly to the Fire Chief or designee. The members of the Committee will include the Assistant Chief-Training, two members appointed by the UNION, and an employee of the Health Bureau. Committee responsibilities will include:

- (1) Coordinate the implementation phase of the program
- (2) Monitor and evaluate on-going programs and make recommendations
- (3) Receive program suggestions and make recommendations
- (4) Initiate and maintain on-going programs on physical fitness, diet, anti-smoking, and incentives

B. BASELINE PHYSICAL

1. Every employee in the Fire Department shall be required to have an "Annual Baseline Physical Examination" (During the month of, or the closest possible time, to the employee's birthday).
 - a. The "Annual Baseline Physical Examination" shall be administered by a City medical group/physician and shall be paid by the City. It is further understood that all "Annual Baseline Physical Examinations" shall be scheduled when the employee is scheduled to work.
 - b. The "Annual Baseline Physical Examination" shall be administered in accordance with the National Fire Protection Association (NFPA) 1500 Occupational and Health Safety Standards and in accordance with the Superfund Amendment and Reauthorization Act (SARA).
 - c. Medical records related to such "Annual Baseline Physical Examination" shall remain confidential and will not be provided to the City in either oral or written form or be made part of the employee's service record, except that the City will be notified whether the employee has passed/failed.
 - d. When a firefighter presents himself for his annual baseline physical examination pursuant to Article 24 of the Collective Bargaining Agreement and the firefighter fails the physical, the City will place the firefighter on administrative leave with full pay (excluding overtime), and not sick pay, until the firefighter provides the City with a medical certification, consistent with Article 15E, of his ability to work as a firefighter. The firefighter shall have eight (8) working days, excluding the day of the baseline examination, to provide the certification. In the event the firefighter fails to provide the medical certification within the eight (8) working days, the firefighter shall be placed on sick leave.

25. DRUG AND ALCOHOL POLICY

- A. Beginning in 1996, the following program will be instituted and administrated by the City with the purpose of preventing drug abuse, rehabilitating employees who are affected by

drugs, and safeguarding the employees' fundamental rights of privacy.

1. Urinalysis testing for the presence of a controlled substance or illegal drug shall only be done in two situations.
 - a. Where the City provides a comprehensive, annual physical examination for unit members. The exam would be during the employee's birthday month, or as close as possible.
 - b. Where there is reasonable suspicion to believe, based on objective facts, that an individual is impaired on the job by drug usage. A reasonable suspicion exists when a person has a reasonable belief that an individual is under the influence of a drug or drugs which affect behavior, supportable by direct observation, articulable reasons and common sense, prior to any recommendations a second officer on duty shall observe the individual. Symptoms which indicate reasonable suspicion include but are not limited to the following:
 1. Changes in speech pattern
 2. Staggering gait or poor coordination
 3. Unusual behavior, mood variations, or deteriorating performance.
 4. Physical or verbal altercations
 5. Possession of drugs
 6. Constant tardiness
 7. Insubordination
 8. Attendance problems
 9. Vehicle accidents or erratic operation of motor vehicle.
 10. Drug or alcohol related arrests on or off the job.
2. Test samples will be collected at a facility designated by the City and an appropriate chain of custody shall be established and maintained to insure the validity of test results. Tests will be conducted by an independent laboratory contracted by the City. This laboratory shall be state certified, professional association certification by internal proficiency testing. Employees will not be observed in the private act of urination. All test results shall be given to a Medical Review Officer (M.R.O.) chosen by the Union for review and determination. In the event of an initial positive drug test, a confirmatory urinalysis test will be conducted using the most reliable clinical testing procedure available (presently the Gas Chromatography/Mass Spectrometry, or GC/MS test) prior to any action being taken against the employee. Members must inform the drug test facility at the time of testing as to any prescription drugs taken, or any other reason the member may think will give him/her a positive result.
3. In the event the confirmatory test is positive, the employee will be placed in an appropriate, approved treatment facility determined by the City's EAP counselor and which meets the guidelines of the employees' health insurance. After the Fire Fighter has successfully completed treatment and has been released from such facility, he/she

will be suspended without pay for sixteen (16) work days and will begin a required, prescribed after care program. A second confirmed test shall result in the employee going through the above program during a suspension of thirty (30) work days. A third confirmed test shall result in immediate termination. To return to duty after the suspension, the Fire Fighter must;

- a. Receive a negative drug test.
 - b. Be cleared by an employees' treating physician.
 - c. Continue the after-care program until the City's EAP counselor releases him/her.
 - c. Be placed in a mandatory drug testing group for two (2) years. During the two (2) year period, the Fire Fighter will be required to undergo interval and reasonable suspicion testing as determined by the City.
3. All records relating to positive test reports are retained for two (2) years from the date of the report. This includes both the chain of custody form and appropriate original laboratory data. Records associated with negative results are discarded on the date of the report. All positive urine specimens are retained in their original containers for one year in a freezer at -20 degrees C. Negative urine is discarded on the date of the report. All test results will be accorded the same protection with respect of confidentiality that are given to employee medical records.
 4. The employee has the right to provide a portion of the urine sample to a laboratory of his/her choice for an independent confirmatory test, at the employees' expense within seventy-two (72) hours of receipt of the positive results. Where it can be shown that the results of the first tests were in error, the City shall pay the cost of the independent test, restore the employee immediately to duty, and make the employee whole for any loss of leave and other benefits. In the event the City does not agree with the independent test showing a negative result, a third State Certified Laboratory shall be selected to conduct further tests at City expense on a portion of the sample and inform the city and employee of the results. If the third laboratory produces a negative result, the employee shall be immediately restored to duty and made whole for any loss of leave and other benefits. At any time it is shown the employee's test results should have been considered negative, all references to the initial positive test results shall be expunged from the employee's personnel and medical records and such results shall never be used or relied upon with respect to any employment action or decision involving that employee.
 5. Fire Fighters shall be terminated immediately for any of the following reasons.
 - a. Refusal to take a drug test during probationary status.
 - b. A third confirmed positive drug test.
 - c. Refusal to take a drug test at the Baseline Physical.
 - d. Refusal to take a drug test while in the mandatory drug testing group.

6. Each employee has the right to challenge the results of the drug testing or any resulting action in the same manner that he/she may grieve any other management action.
7. This Article is in no way intended to supersede or waive an employee's Federal or State Constitutional rights, or any other rights granted to employees under law.
8. This drug testing program is solely initiated at the behest of the City. The City shall be solely liable for any legal obligations and costs arising out of the drug testing program. The Union shall be held harmless by the City for the violation of any person's rights arising from the establishment or administration of the drug testing program.
9. Initial urine drug screening is performed at the following detection sensitivities:

Amphetamines.	1,000 500 ng/ml
Barbiturates.	300 200 ng/ml
Benzodiazepines (Valium).	300 200 ng/ml
THC (marijuana metabolite).	100 50 ng/ml
Cocaine metabolite.	300 150 ng/ml
Methadone.	300 ng/ml
Opiates.	300 ng/ml
Phencyclidine.75 25 ng/ml
Oxycodone	100 ng/ml
MDMA	500 ng/ml
6-Monoacetylmorphine (6mam)	10 ng/ml

10. Confirmation by GC/MS is detected at the following levels (minimum reporting concentration):

Amphetamines.	250 ng/ml
Methamphetamine.	250 ng/ml
MDMA (MS)	250 ng/ml
MDA (MS)	250 ng/ml
Secobarbital (MS)	200 ng/ml
Butalbital (MS)	200 ng/ml
Pentobarbital (MS)	200 ng/ml
Phenobarbital (MS)	200 ng/ml
Diazepam (MS)	75 ng/ml
Alpha-oh-Alprazolam (MS)	75 ng/ml
Lorazepam (MS)	75 ng/ml
Nordiazepam (MS)	75 ng/ml
Oxazepam (MS)	75 ng/ml
Temazepam (MS)	75 ng/ml
Hydromxymidazolam (MS)	75 ng/ml

7-Aminoclonazepam (MS).....	75 ng/ml
2-OH-Ethylflurazepam (MS).....	75 ng/ml
COCAINE MET,QN,UR	
Benzoyllecgonine (MS).....	100 ng/ml
METHADONE, QN,UR	
Methadone (MS).....	300 ng/ml
EDDP (MS).....	300 ng/ml
OPIATES, QN, UR LOW	
Codeine (MS).....	300 ng/ml
Hydrocodone (MS).....	100 ng/ml
Hydromorphone (MS).....	100 ng/ml
Morphine (MS).....	300 ng/ml
Oxycodone (MS).....	100 ng/ml
Oxymorphone (MS).....	100 ng/ml
Noroxycodone (MS).....	100 ng/ml
Norhydrocodone (MS).....	100 ng/ml
6MAM (MS).....	5 ng/ml
CANNABINOID, QN, UR	
Delta-9-THC-COOH (MS).....	15 ng/ml

11. Alcohol Testing

- a. The City prohibits all employees from possessing opened containers, using, consuming, distributing, attempting to distribute, manufacturing, dispensing, testing positive for, or being under the influence of alcohol, while on work premises, during lunch or other breaks, or at any time during the scope of their employment. An employee is prohibited from consuming alcohol within the eight hours following an accident or before a post-accident alcohol test is performed (whichever is sooner) if the accident would require a post-accident alcohol test as specified in this policy.
- b. The City shall require an employee to submit to reasonable suspicion alcohol testing when, in the sole judgement of any Fire Officer, and based on information known at the time the decision to test is made, there is reasonable suspicion to believe that an employee has violated the prohibitions of this Policy or exhibits the physical signs and symptoms of alcohol abuse which must be based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee. An alcohol test is authorized by this section only if the observations required of this section are made during, just preceding or just after the period of the workday that is required to be in compliance.
- c. Symptoms which indicate reasonable suspicion include, but are not limited to, the following; odor of alcohol, glassy eyes, changes in speech pattern, staggering gait or poor coordination, unusual behavior or mood variations, or deteriorating performance; physical or verbal altercations; possession of alcoholic beverages;

constant tardiness, insubordination, attendance problems; or erratic operation of a motor vehicle or equipment.

- d. The employee shall be notified of the suspicion and removed from his/her position. The Chief or designee of the Chief shall be notified immediately of the situation.

12. Testing Procedures for Alcohol

- a. Testing will be conducted through a breath specimen which may be collected on-site, at the scene of an accident, and/or at a facility designated by the City. In special circumstances, including, but not limited to accidents, blood testing for alcohol may be done instead of, or in addition to, breath testing.
- b. An initial screening test will be performed. If the blood alcohol concentration is less than 0.02, the test is considered negative. If the screening test results show an alcohol concentration level of 0.02 or greater, then a confirmation test will be conducted. The confirmation test will be a breath test that conforms to the applicable Federal, State, or local testing requirements. If the confirmation test reads positive, 0.02 or greater, the test results shall be considered positive and the employee will be subject to the provisions of Article 25, (C), addendum to (1); to return to duty after the suspension, the Fire Fighter must receive a negative alcohol test. For a violation of the alcohol policy, it shall be understood that Article 25, (C), (4), shall include: during a one (1) year period, the Fire Fighter will be required to undergo interval and reasonable suspicion testing as determined by the City.

13. Post-Accident

- a. The City may require any employee involved in a job-related vehicle accident or incident to submit to alcohol or drug testing or both. Testing is required for each covered employee whose performance contributed to the accident or incident or whose performance cannot be completely discounted as contributing factor to the accident or incident. Any employee who is subject to post-accident testing and fails to remain readily available for such testing and leaves the scene of an accident prior to such testing, will be classified as having refused to submit to testing. An employee who is seriously injured and cannot be tested at the time of the accident must provide the necessary authorization for the City to obtain hospital reports and other pertinent documents that might indicate whether there was alcohol or drugs in his/her system. Testing for alcohol shall be performed immediately, before the end of the employee's shift, but not more than eight (8) hours following the accident. Testing for drugs shall be performed immediately, before the end of the employee's shift, but within thirty (30) hours following the accident.

- b. If either a drug or alcohol test extends beyond the employee's tour, the employee shall remain until such time that the testing is completed. Such employees tested after the end of the tour shall be paid at time and one-half for time spent testing. This extension of tour shall not be subject to the four (4) hour guarantee provisions of Article 10, Section (F).
 - c. In no way is this post-accident test procedure intended to delay necessary medical treatment for injured people following an accident or to prohibit an employee from leaving the scene of an accident to obtain medical assistance for others or for personal medical assistance.
14. A Firefighter who has his/her license revoked/suspended shall be assigned by the Chief or his Designee, to perform other non-driving Firefighter duties for the period of the suspension including, but not limited to the Office of Fire Administration, Fire Prevention, or Fire Training.
- a. Firefighters who, because of the revocation/suspension of that license are unable to perform the full scope of the duties and responsibilities of their position shall have their base salary reduced by five (5%) percent.

26. SAFETY

- A. A committee consisting of members of Local 302 and representatives of the CITY will meet regularly to discuss the NFPA regulations and both the City and Local 302's safety concerns for the firefighters.
- 1. The committee will discuss the appropriateness of NFPA regulations and how the appropriate provisions of said regulations can be implemented on a practical basis within the framework of the firefighting system of the CITY.
 - 2. Whenever field testing of new or prospective equipment is to occur, a member or members of the safety committee shall be afforded an opportunity to participate in any such testing.

B. Minimum Staffing

- 1. Effective January 1, ~~2016~~ **2021**, the minimum on-duty shift strength shall be no less than ~~25~~ **27** firefighters; The manning schedule requirement shall include all Suppression firefighters including command positions (Lieutenants, Suppression Captains, and Battalion Chiefs) The City shall not have the obligation to recall (hire) any firefighter to replace the scheduled firefighter through any means if the number of firefighters that report to work on any shift falls below ~~twenty-five (25)~~, **twenty-seven (27)** accordingly if such absence is due to the following: the use of a sick day, or unpaid leave.

2. **Create a committee comprised of 2 Local 302 Appointees, 1 member of the Fire Administration, and 2 appointees from the City Administration to discuss minimum staffing. The committee shall meet quarterly starting with January, April, July, and October of 2021 and continuing, making written reports and recommendations to the mayor.**

27. PENSION

A.

1. **Employees hired before January 1, 2012**, shall be eligible to retire, regardless of age, at the following intervals:

Per July 2012 Arbitration; AAA Case No. 14 360 L 00947 11

1. 20 years of service: 50.5%
2. 21 years of service: 54%
3. 22 years of service: 58%
4. 23 years of service: 62%
5. 24 years of service: 66%
6. 25 years of service: 70%

2. **Employees hired on or after January 1, 2012**, shall be eligible to retire after 20 years of service and reaching age 50.

(retirements to start in 2032)

1. 20 years of service: One half of annual salary.
2. 21 years of service: One half of annual salary and service increments not to exceed \$200.00 per month.

- B. In the event that an appellate court of a competent jurisdiction in the Commonwealth of Pennsylvania or Pennsylvania's Office of the Auditor General determines that the pension benefits granted after June 26, 2002 by a city of the third class, whether operating under an optional charter adopted in accordance with the act of July 15, 1957 (P.L. 901, No. 399), known as the "Optional Third Class City Charter Law," or under a home rule charter adopted in accordance with 53 Pa.C.S. Pt. III Subpt. E, in excess of those benefits grandfathered by the act of June 19, 2002 (P.L. 442, No. 65) are illegal benefits, the City of Allentown and the Union agree that prospectively the subject benefits will be "null and void" unless said determination are overruled by an Act of the Legislature, a subsequent appellate court decision or a reversed ruling of the Auditor General's Office. The term "prospectively" for purposes of this section shall serve to mean those employees hired after any determination of illegal benefits is made.

C.

1. **The basis of the amount of pension for employees hired before January 1, 2012, shall be determined by the rate of monthly pay of the employee at the time of retirement, or the highest average annual salary (pay) which the employee received during any five (5) years of service preceding retirement, whichever is higher.** When the covered employee submits his/her letter of retirement to the City, the City shall provide the employee with an itemized list of salary (pay) for each and all years of service.

Per July 2012 Arbitration; AAA Case No. 14 360 L 00947 11: Monthly salary shall be defined as annual salary plus longevity divided by twelve (12)

Salary will include base pay, longevity, holiday pay, festive pay, shift differential and overtime, however overtime shall be capped at 10% of the firefighter's monthly base salary. The method used to determine overtime shall be the total amount of premium pay in any 26 consecutive pay periods in the preceding 3 years of service.

2. The basis of the amount of pension for employees hired on or after January 1, 2012, shall be determined by the rate of monthly pay of the employee at the time of retirement, or the highest average annual salary (pay) which the employee received during any five (5) years of service preceding retirement, whichever is higher and any service increments contained in the Third Class City Code up to a cap of \$200 per month. Service increments shall be obtained by computing the number of whole years after having served the minimum required number of years so computed by an amount equal to one-fortieth (1/40th) of the retirement allowance. When the covered employee submits his/her letter of retirement to the City, the City shall provide the employee with an itemized list of salary (pay) for each and all years of service. Salary shall be defined as base pay plus longevity. Monthly salary shall be defined as annual salary plus longevity divided by twelve (12).
- D. Effective January 1, 2005, every covered employee shall pay into the Fire Pension Fund the amount of five percent (5%) of base pay, longevity, holiday pay, overtime, and shift differential. One percent (1%) of the five percent (5%) shall be applied to widows' payments.
- E. Every covered employee who served in the Armed Forces of the United States subsequent to September 1, 1940, and who was not a member of the covered Fire Department prior to such military service, shall be entitled to have full credit for each year or fraction thereof, not to exceed five (5) years of such service, upon his/her payment to the Fire Pension Fund of an amount equal to that which he/she would have paid had he/she been a member during the period for which he/she desires credit, and his/her payment to such fund of an additional amount as the equivalent of the contributions of the CITY of Allentown on account of such military service. All purchased military time shall be credited as "Active Service" for pension purposes.
- F.
 1. The Allentown Paid Firemen's Pension (Fund) Ordinance shall be amended to provide for a vested benefit for all firefighters employed on January 1, 2021 and thereafter so that if a member of the firefighters' pension fund has not completed the minimum period of continuous service and the applicable minimum age requirement but has completed 12 years of full-time service and ceased to be employed as a full-time firefighter, the member shall be entitled to vest the member's retirement benefits subject to the following conditions:
 - a. The member must file with the Board of Managers of the Fund a written notice of the member's intention to vest.

- b. **The member must include in the notice the date the member has terminated or will terminate service as a full-time firefighter.**
 - c. **The member shall be entitled to vest whether their termination of service was voluntary or involuntary.**
 - d. **The Board shall indicate on the notice to vest the rate of the monthly pay of the member as of the date of the notice to vest, the highest average annual salary which the member received during any five years of service preceding the date, or the final average salary calculated consistent with this Article 27, whichever is highest.**
- 2. Upon reaching the date that would have been the member's retirement date had the member continued full-time employment with the fire department, the member shall notify the Fund in writing that the member desires to collect the member's pension.**
- a. **The initial determination of the member's base retirement benefits shall be computed on the salary indicated on the notice to vest.**
 - b. **The portion of the base retirement benefits due the member shall be determined by applying to the base amount the percentage that the member's years of service rendered bears to the years of service that would have been rendered had the member continued to be employed by the department until the member's minimum retirement date.**

28. EDUCATION INCENTIVE

- A. **A maximum of three (3) classes per employee per calendar year shall be eligible for tuition reimbursement.**
- B. **If the chosen institution deems the course/school a requirement to complete a fire related degree of any kind (i.e. Fire Technology or Fire Service degree), the CITY will reimburse 100% of all costs. If the course/school is not a requirement, the CITY agrees to reimburse 75% of all costs. Costs, for the purposes of this section, shall include: matriculation fees, course fees, required textbooks and required reading materials, and laboratory fees.**
- C. **All eligible employees who document their successful completion of courses as specified in "Paragraph A" above with a grade of "C" or higher or a passing grade in a pass/fail course shall be reimbursed one time only for each course that is successfully completed. Such reimbursement shall be made through the accounts payable process after proper authorization.**
- D. **Upon successful completion of a course/school at an accredited institution, the CITY will reimburse the employee for all costs incurred for books, fees, and tuition, to a maximum**

of \$1,500 per calendar year, as per the conditions set forth in section "B". The maximum education incentive reimbursement for the entire Fire Department will be \$10,000 for 2005, \$20,000 for 2006 and \$30,000 for 2007.

- E. Employees leaving CITY employment before the expiration of a one (1) year period following the completion of a course for which they have received reimbursement shall refund all of such reimbursement to the CITY.
- F. All requests shall be considered on a first come, first served basis. The employee shall notify the CITY, in writing, upon application to a course. The CITY shall then assign the employee a sequential number designating his/her place in the reimbursement plan queue. When the semester or session is over, all eligible employees shall submit the proper documentation for reimbursement. If the Department cap amount may be exceeded during the year, the employees will be reimbursed according to the plan queue numbers assigned until all said monies are exhausted.

29. RESIDENCY

- A. Effective June 25, 1991, the residency requirement for Fire Fighters is abolished.

30. SLOW DOWN

- A. The UNION hereby agrees that during the life of this Agreement, neither the UNION, nor CITY Fire Fighters, will cause, encourage, participate in, or illegally support any strike or any concerted slow down against the CITY. Violation of this Article shall be grounds for disciplinary action up to and including discharge.

31. LENGTH OF CONTRACT

- A. Unless otherwise noted, this Agreement will be in effect January 1, 2021 and will remain in full force and effect through December 31, 2025.

WITNESS WHEREOF, the parties hereto have hereunto set their hands and respective seals this 1st day of January, 2021.

City of Allentown

International Association of Fire Fighters

By

Raymond O'Connell
Raymond O'Connell, Mayor

By

Jeremy Warmkessel
Jeremy Warmkessel, President

Meloney Sallie-Dosunmu
Meloney Sallie-Dosunmu, HR Director

Aaron Pychinka
Aaron Pychinka, Vice-President

2021 Salary Schedule - Firefighter
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2020	2021	1	52,597		52,597	2,022.96	288.99	24.0829	4,045.93
2019	2020	2	55,229		55,229	2,124.19	303.46	25.2880	4,248.38
2018	2019	3	57,858		57,858	2,225.31	317.90	26.4918	4,450.62
2017	2018	4	72,002		72,002	2,769.31	395.62	32.9679	5,538.61
2016	2017	5	72,002	1175	73,177	2,814.50	402.07	33.5060	5,629.01
2015	2016	6	72,002	1275	73,277	2,818.35	402.62	33.5517	5,636.69
2014	2015	7	72,002	1325	73,327	2,820.27	402.90	33.5746	5,640.53
2013	2014	8	72,002	1375	73,377	2,822.19	403.17	33.5975	5,644.38
2012	2013	9	72,002	1475	73,477	2,826.04	403.72	33.6433	5,652.07
2011	2012	10	72,002	1525	73,527	2,827.96	403.99	33.6662	5,655.92
2010	2011	11	72,002	1575	73,577	2,829.88	404.27	33.6891	5,659.77
2009	2010	12	72,002	1675	73,677	2,833.73	404.82	33.7349	5,667.46
2008	2009	13	72,002	1725	73,727	2,835.65	405.09	33.7578	5,671.31
2007	2008	14	72,002	1775	73,777	2,837.58	405.37	33.7807	5,675.16
2006	2007	15	72,002	1875	73,877	2,841.42	405.92	33.8265	5,682.85
2005	2006	16	72,002	1925	73,927	2,843.35	406.19	33.8494	5,686.70
2004	2005	17	72,002	1975	73,977	2,845.27	406.47	33.8723	5,690.55
2003	2004	18	72,002	2,075	74,077	2,849.12	407.02	33.9180	5,698.22
2002	2003	19	72,002	2,125	74,127	2,851.04	407.29	33.9409	5,702.07
2001	2002	20	72,002	2,325	74,327	2,858.73	408.39	34.0325	5,717.46
1996	1997	25	72,002	2,825	74,827	2,877.96	411.14	34.2614	5,755.92

2022 Salary Schedule - Firefighter
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2021	2022	1	53,649		53,649	2,063.42	294.77	24.5646	4,126.85
2020	2021	2	56,334		56,334	2,166.69	309.53	25.7940	4,333.39
2019	2020	3	59,015		59,015	2,269.81	324.26	27.0215	4,539.61
2018	2019	4	73,442		73,442	2,824.69	403.53	33.6273	5,649.39
2017	2018	5	73,442	1175	74,617	2,869.88	409.98	34.1653	5,739.77
2016	2017	6	73,442	1275	74,717	2,873.73	410.53	34.2111	5,747.46
2015	2016	7	73,442	1325	74,767	2,875.65	410.81	34.2340	5,751.31
2014	2015	8	73,442	1375	74,817	2,877.58	411.08	34.2569	5,755.16
2013	2014	9	73,442	1475	74,917	2,881.42	411.63	34.3027	5,762.85
2012	2013	10	73,442	1525	74,967	2,883.35	411.91	34.3255	5,766.68
2011	2012	11	73,442	1575	75,017	2,885.27	412.18	34.3484	5,770.53
2010	2011	12	73,442	1675	75,117	2,889.12	412.73	34.3942	5,778.23
2009	2010	13	73,442	1725	75,167	2,891.04	413.01	34.4171	5,782.07
2008	2009	14	73,442	1775	75,217	2,892.96	413.28	34.4400	5,785.92
2007	2008	15	73,442	1875	75,317	2,896.81	413.83	34.4858	5,793.61
2006	2007	16	73,442	1925	75,367	2,898.73	414.10	34.5087	5,797.46
2005	2006	17	73,442	1975	75,417	2,900.65	414.38	34.5316	5,801.31
2004	2005	18	73,442	2,075	75,517	2,904.50	414.93	34.5774	5,809.00
2003	2004	19	73,442	2,125	75,567	2,906.42	415.20	34.6003	5,812.85
2002	2003	20	73,442	2,325	75,767	2,914.12	416.30	34.6918	5,828.22
1997	1998	25	73,442	2,825	76,267	2,933.35	419.05	34.9208	5,866.69

2023 Salary Schedule - Firefighter
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2022	2023	1	54,722		54,722	2,104.69	300.67	25.0559	4,209.39
2021	2022	2	57,461		57,461	2,210.04	315.72	26.3100	4,420.08
2020	2021	3	60,195		60,195	2,315.19	330.74	27.5618	4,630.38
2019	2020	4	74,911		74,911	2,881.19	411.60	34.2999	5,762.38
2018	2019	5	74,911	1175	76,086	2,926.38	418.05	34.8379	5,852.77
2017	2018	6	74,911	1275	76,186	2,930.23	418.60	34.8837	5,860.46
2016	2017	7	74,911	1325	76,236	2,932.15	418.88	34.9066	5,864.31
2015	2016	8	74,911	1375	76,286	2,934.08	419.15	34.9295	5,868.16
2014	2015	9	74,911	1475	76,386	2,937.92	419.70	34.9753	5,875.85
2013	2014	10	74,911	1525	76,436	2,939.85	419.98	34.9982	5,879.70
2012	2013	11	74,911	1575	76,486	2,941.77	420.25	35.0211	5,883.54
2011	2012	12	74,911	1675	76,586	2,945.62	420.80	35.0668	5,891.22
2010	2011	13	74,911	1725	76,636	2,947.54	421.08	35.0897	5,895.07
2009	2010	14	74,911	1775	76,686	2,949.46	421.35	35.1126	5,898.92
2008	2009	15	74,911	1875	76,786	2,953.31	421.90	35.1584	5,906.61
2007	2008	16	74,911	1925	76,836	2,955.23	422.18	35.1813	5,910.46
2006	2007	17	74,911	1975	76,886	2,957.15	422.45	35.2042	5,914.31
2005	2006	18	74,911	2,075	76,986	2,961.00	423.00	35.2500	5,922.00
2004	2005	19	74,911	2,125	77,036	2,962.92	423.27	35.2729	5,925.85
2003	2004	20	74,911	2,325	77,236	2,970.62	424.37	35.3645	5,941.24
1998	1999	25	74,911	2,825	77,736	2,989.85	427.12	35.5934	5,979.69

2024 Salary Schedule - Firefighter
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2023	2024	1	56,364		56,364	2,167.85	309.69	25.8077	4,335.69
2022	2023	2	59,185		59,185	2,276.35	325.19	27.0994	4,552.70
2021	2022	3	62,001		62,001	2,384.65	340.66	28.3887	4,769.30
2020	2021	4	77,158		77,158	2,967.62	423.95	35.3288	5,935.24
2019	2020	5	77,158	1175	78,333	3,012.81	430.40	35.8668	6,025.62
2018	2019	6	77,158	1275	78,433	3,016.65	430.95	35.9125	6,033.30
2017	2018	7	77,158	1325	78,483	3,018.58	431.23	35.9354	6,037.15
2016	2017	8	77,158	1375	78,533	3,020.50	431.50	35.9583	6,040.99
2015	2016	9	77,158	1475	78,633	3,024.35	432.05	36.0041	6,048.69
2014	2015	10	77,158	1525	78,683	3,026.27	432.32	36.0270	6,052.54
2013	2014	11	77,158	1575	78,733	3,028.19	432.60	36.0499	6,056.38
2012	2013	12	77,158	1675	78,833	3,032.04	433.15	36.0957	6,064.08
2011	2012	13	77,158	1725	78,883	3,033.96	433.42	36.1186	6,067.92
2010	2011	14	77,158	1775	78,933	3,035.88	433.70	36.1415	6,071.77
2009	2010	15	77,158	1875	79,033	3,039.73	434.25	36.1873	6,079.47
2008	2009	16	77,158	1925	79,083	3,041.65	434.52	36.2102	6,083.31
2007	2008	17	77,158	1975	79,133	3,043.58	434.80	36.2331	6,087.16
2006	2007	18	77,158	2,075	79,233	3,047.42	435.35	36.2788	6,094.84
2005	2006	19	77,158	2,125	79,283	3,049.35	435.62	36.3017	6,098.69
2004	2005	20	77,158	2,325	79,483	3,057.04	436.72	36.3933	6,114.07
1999	2000	25	77,158	2,825	79,983	3,076.27	439.47	36.6223	6,152.55

2025 Salary Schedule - Firefighter
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2024	2025	1	58,055		58,055	2,232.88	318.98	26.5820	4,465.78
2023	2024	2	60,961		60,961	2,344.65	334.95	27.9125	4,689.30
2022	2023	3	63,861		63,861	2,456.19	350.88	29.2404	4,912.39
2021	2022	4	79,473		79,473	3,056.65	436.66	36.3887	6,113.30
2020	2021	5	79,473	1175	80,648	3,101.85	443.12	36.9267	6,203.69
2019	2020	6	79,473	1275	80,748	3,105.69	443.67	36.9725	6,211.38
2018	2019	7	79,473	1325	80,798	3,107.62	443.95	36.9954	6,215.23
2017	2018	8	79,473	1375	80,848	3,109.54	444.22	37.0183	6,219.07
2016	2017	9	79,473	1475	80,948	3,113.38	444.77	37.0641	6,226.77
2015	2016	10	79,473	1525	80,998	3,115.31	445.04	37.0870	6,230.62
2014	2015	11	79,473	1575	81,048	3,117.23	445.32	37.1099	6,234.46
2013	2014	12	79,473	1675	81,148	3,121.08	445.87	37.1557	6,242.16
2012	2013	13	79,473	1725	81,198	3,123.00	446.14	37.1786	6,246.00
2011	2012	14	79,473	1775	81,248	3,124.92	446.42	37.2015	6,249.85
2010	2011	15	79,473	1875	81,348	3,128.77	446.97	37.2473	6,257.55
2009	2010	16	79,473	1925	81,398	3,130.69	447.24	37.2701	6,261.38
2008	2009	17	79,473	1975	81,448	3,132.62	447.52	37.2930	6,265.22
2007	2008	18	79,473	2,075	81,548	3,136.46	448.07	37.3388	6,272.92
2006	2007	19	79,473	2,125	81,598	3,138.38	448.34	37.3617	6,276.77
2005	2006	20	79,473	2,325	81,798	3,146.08	449.44	37.4533	6,292.15
2000	2001	25	79,473	2,825	82,298	3,165.31	452.19	37.6822	6,330.61

2021 Salary Schedule - Lieutenants / Fire Marshal
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2020	2021	1	78,126		78,126	3,004.85	429.26	35.7720	6,009.70
2019	2020	2	78,126		78,126	3,004.85	429.26	35.7720	6,009.70
2018	2019	3	78,126		78,126	3,004.85	429.26	35.7720	6,009.70
2017	2018	4	78,126		78,126	3,004.85	429.26	35.7720	6,009.70
2016	2017	5	78,126	1175	79,301	3,050.04	435.72	36.3100	6,100.08
2015	2016	6	78,126	1275	79,401	3,053.88	436.27	36.3558	6,107.77
2014	2015	7	78,126	1325	79,451	3,055.81	436.54	36.3787	6,111.62
2013	2014	8	78,126	1375	79,501	3,057.73	436.82	36.4016	6,115.47
2012	2013	9	78,126	1475	79,601	3,061.58	437.37	36.4473	6,123.15
2011	2012	10	78,126	1525	79,651	3,063.50	437.64	36.4702	6,126.99
2010	2011	11	78,126	1575	79,701	3,065.42	437.92	36.4931	6,130.84
2009	2010	12	78,126	1675	79,801	3,069.27	438.47	36.5389	6,138.54
2008	2009	13	78,126	1725	79,851	3,071.19	438.74	36.5618	6,142.38
2007	2008	14	78,126	1775	79,901	3,073.12	439.02	36.5847	6,146.23
2006	2007	15	78,126	1875	80,001	3,076.96	439.57	36.6305	6,153.92
2005	2006	16	78,126	1925	80,051	3,078.88	439.84	36.6534	6,157.77
2004	2005	17	78,126	1975	80,101	3,080.81	440.12	36.6763	6,161.62
2003	2004	18	78,126	2,075	80,201	3,084.65	440.66	36.7221	6,169.31
2002	2003	19	78,126	2,125	80,251	3,086.58	440.94	36.7450	6,173.16
2001	2002	20	78,126	2,325	80,451	3,094.27	442.04	36.8365	6,188.53
2000	2001	25	78,126	2,825	80,951	3,113.50	444.79	37.0655	6,227.00

2022 Salary Schedule - Lieutenants / Fire Marshal
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2021	2022	1	79,689		79,689	3,064.96	437.85	36.4876	6,129.92
2020	2021	2	79,689		79,689	3,064.96	437.85	36.4876	6,129.92
2019	2020	3	79,689		79,689	3,064.96	437.85	36.4876	6,129.92
2018	2019	4	79,689		79,689	3,064.96	437.85	36.4876	6,129.92
2017	2018	5	79,689	1175	80,864	3,110.15	444.31	37.0256	6,220.30
2016	2017	6	79,689	1275	80,964	3,114.00	444.86	37.0714	6,228.00
2015	2016	7	79,689	1325	81,014	3,115.92	445.13	37.0943	6,231.84
2014	2015	8	79,689	1375	81,064	3,117.85	445.41	37.1172	6,235.69
2013	2014	9	79,689	1475	81,164	3,121.69	445.96	37.1630	6,243.38
2012	2013	10	79,689	1525	81,214	3,123.62	446.23	37.1859	6,247.23
2011	2012	11	79,689	1575	81,264	3,125.54	446.51	37.2088	6,251.08
2010	2011	12	79,689	1675	81,364	3,129.38	447.05	37.2546	6,258.77
2009	2010	13	79,689	1725	81,414	3,131.31	447.33	37.2775	6,262.62
2008	2009	14	79,689	1775	81,464	3,133.23	447.60	37.3004	6,266.47
2007	2008	15	79,689	1875	81,564	3,137.08	448.15	37.3462	6,274.16
2006	2007	16	79,689	1925	81,614	3,139.00	448.43	37.3690	6,277.99
2005	2006	17	79,689	1975	81,664	3,140.92	448.70	37.3919	6,281.84
2004	2005	18	79,689	2,075	81,764	3,144.77	449.25	37.4377	6,289.53
2003	2004	19	79,689	2,125	81,814	3,146.69	449.53	37.4606	6,293.38
2002	2003	20	79,689	2,325	82,014	3,154.38	450.63	37.5522	6,308.77
2001	2002	25	79,689	2,825	82,514	3,173.62	453.37	37.7811	6,347.22

2023 Salary Schedule - Lieutenants / Fire Marshal
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi-Weekly	Daily	Hourly	Holiday
2022	2023	1	81,283		81,283	3,126.27	446.61	37.2175	6,252.54
2021	2022	2	81,283		81,283	3,126.27	446.61	37.2175	6,252.54
2020	2021	3	81,283		81,283	3,126.27	446.61	37.2175	6,252.54
2019	2020	4	81,283		81,283	3,126.27	446.61	37.2175	6,252.54
2018	2019	5	81,283	1175	82,458	3,171.46	453.07	37.7555	6,342.92
2017	2018	6	81,283	1275	82,558	3,175.31	453.62	37.8013	6,350.62
2016	2017	7	81,283	1325	82,608	3,177.23	453.89	37.8242	6,354.47
2015	2016	8	81,283	1375	82,658	3,179.15	454.16	37.8471	6,358.31
2014	2015	9	81,283	1475	82,758	3,183.00	454.71	37.8929	6,366.01
2013	2014	10	81,283	1525	82,808	3,184.92	454.99	37.9158	6,369.85
2012	2013	11	81,283	1575	82,858	3,186.85	455.26	37.9386	6,373.68
2011	2012	12	81,283	1675	82,958	3,190.69	455.81	37.9844	6,381.38
2010	2011	13	81,283	1725	83,008	3,192.62	456.09	38.0073	6,385.23
2009	2010	14	81,283	1775	83,058	3,194.54	456.36	38.0302	6,389.07
2008	2009	15	81,283	1875	83,158	3,198.38	456.91	38.0760	6,396.77
2007	2008	16	81,283	1925	83,208	3,200.31	457.19	38.0989	6,400.62
2006	2007	17	81,283	1975	83,258	3,202.23	457.46	38.1218	6,404.46
2005	2006	18	81,283	2,075	83,358	3,206.08	458.01	38.1676	6,412.16
2004	2005	19	81,283	2,125	83,408	3,208.00	458.29	38.1905	6,416.00
2003	2004	20	81,283	2,325	83,608	3,215.69	459.38	38.2821	6,431.39
2002	2003	25	81,283	2,825	84,108	3,234.92	462.13	38.5110	6,469.85

2024 Salary Schedule - Lieutenants / Fire Marshal
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2023	2024	1	83,721		83,721	3,220.04	460.01	38.3338	6,440.08
2022	2023	2	83,721		83,721	3,220.04	460.01	38.3338	6,440.08
2021	2022	3	83,721		83,721	3,220.04	460.01	38.3338	6,440.08
2020	2021	4	83,721		83,721	3,220.04	460.01	38.3338	6,440.08
2019	2020	5	83,721	1175	84,896	3,265.23	466.46	38.8718	6,530.46
2018	2019	6	83,721	1275	84,996	3,269.08	467.01	38.9176	6,538.16
2017	2018	7	83,721	1325	85,046	3,271.00	467.29	38.9405	6,542.00
2016	2017	8	83,721	1375	85,096	3,272.92	467.56	38.9634	6,545.85
2015	2016	9	83,721	1475	85,196	3,276.77	468.11	39.0092	6,553.55
2014	2015	10	83,721	1525	85,246	3,278.69	468.38	39.0321	6,557.39
2013	2014	11	83,721	1575	85,296	3,280.62	468.66	39.0549	6,561.22
2012	2013	12	83,721	1675	85,396	3,284.46	469.21	39.1007	6,568.92
2011	2012	13	83,721	1725	85,446	3,286.38	469.48	39.1236	6,572.76
2010	2011	14	83,721	1775	85,496	3,288.31	469.76	39.1465	6,576.61
2009	2010	15	83,721	1875	85,596	3,292.15	470.31	39.1923	6,584.31
2008	2009	16	83,721	1925	85,646	3,294.08	470.58	39.2152	6,588.15
2007	2008	17	83,721	1975	85,696	3,296.00	470.86	39.2381	6,592.00
2006	2007	18	83,721	2,075	85,796	3,299.85	471.41	39.2839	6,599.70
2005	2006	19	83,721	2,125	85,846	3,301.77	471.68	39.3068	6,603.54
2004	2005	20	83,721	2,325	86,046	3,309.46	472.78	39.3984	6,618.93
2003	2004	25	83,721	2,825	86,546	3,328.69	475.53	39.6273	6,657.39

2025 Salary Schedule - Lieutenants / Fire Marshal
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi-Weekly	Daily	Hourly	Holiday
2024	2025	1	86,233		86,233	3,316.65	473.81	39.4840	6,633.31
2023	2024	2	86,233		86,233	3,316.65	473.81	39.4840	6,633.31
2022	2023	3	86,233		86,233	3,316.65	473.81	39.4840	6,633.31
2021	2022	4	86,233		86,233	3,316.65	473.81	39.4840	6,633.31
2020	2021	5	86,233	1175	87,408	3,361.85	480.26	40.0220	6,723.70
2019	2020	6	86,233	1275	87,508	3,365.69	480.81	40.0678	6,731.39
2018	2019	7	86,233	1325	87,558	3,367.62	481.09	40.0907	6,735.24
2017	2018	8	86,233	1375	87,608	3,369.54	481.36	40.1136	6,739.08
2016	2017	9	86,233	1475	87,708	3,373.38	481.91	40.1593	6,746.76
2015	2016	10	86,233	1525	87,758	3,375.31	482.19	40.1822	6,750.61
2014	2015	11	86,233	1575	87,808	3,377.23	482.46	40.2051	6,754.46
2013	2014	12	86,233	1675	87,908	3,381.08	483.01	40.2509	6,762.15
2012	2013	13	86,233	1725	87,958	3,383.00	483.29	40.2738	6,766.00
2011	2012	14	86,233	1775	88,008	3,384.92	483.56	40.2967	6,769.85
2010	2011	15	86,233	1875	88,108	3,388.77	484.11	40.3425	6,777.54
2009	2010	16	86,233	1925	88,158	3,390.69	484.38	40.3654	6,781.39
2008	2009	17	86,233	1975	88,208	3,392.62	484.66	40.3883	6,785.23
2007	2008	18	86,233	2,075	88,308	3,396.46	485.21	40.4341	6,792.93
2006	2007	19	86,233	2,125	88,358	3,398.38	485.48	40.4570	6,796.78
2005	2006	20	86,233	2,325	88,558	3,406.08	486.58	40.5485	6,812.15
2004	2005	25	86,233	2,825	89,058	3,425.31	489.33	40.7775	6,850.62

2021 Salary Schedule - Captain
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2020	2021	1	80,999		80,999	3,115.35	445.05	37.0875	6,230.70
2019	2020	2	80,999		80,999	3,115.35	445.05	37.0875	6,230.70
2018	2019	3	80,999		80,999	3,115.35	445.05	37.0875	6,230.70
2017	2018	4	80,999		80,999	3,115.35	445.05	37.0875	6,230.70
2016	2017	5	80,999	1175	82,174	3,160.54	451.51	37.6255	6,321.08
2015	2016	6	80,999	1275	82,274	3,164.38	452.05	37.6712	6,328.76
2014	2015	7	80,999	1325	82,324	3,166.31	452.33	37.6941	6,332.61
2013	2014	8	80,999	1375	82,374	3,168.23	452.60	37.7170	6,336.46
2012	2013	9	80,999	1475	82,474	3,172.08	453.15	37.7628	6,344.15
2011	2012	10	80,999	1525	82,524	3,174.00	453.43	37.7857	6,348.00
2010	2011	11	80,999	1575	82,574	3,175.92	453.70	37.8086	6,351.84
2009	2010	12	80,999	1675	82,674	3,179.77	454.25	37.8544	6,359.54
2008	2009	13	80,999	1725	82,724	3,181.69	454.53	37.8773	6,363.39
2007	2008	14	80,999	1775	82,774	3,183.62	454.80	37.9002	6,367.23
2006	2007	15	80,999	1875	82,874	3,187.46	455.35	37.9460	6,374.93
2005	2006	16	80,999	1925	82,924	3,189.38	455.63	37.9689	6,378.78
2004	2005	17	80,999	1975	82,974	3,191.31	455.90	37.9918	6,382.62
2003	2004	18	80,999	2,075	83,074	3,195.15	456.45	38.0375	6,390.30
2002	2003	19	80,999	2,125	83,124	3,197.08	456.73	38.0604	6,394.15
2001	2002	20	80,999	2,325	83,324	3,204.77	457.82	38.1520	6,409.54
1996	1997	25	80,999	2,825	83,824	3,224.00	460.57	38.3810	6,448.01

2022 Salary Schedule - Captain
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2021	2022	1	82,619		82,619	3,177.65	453.95	37.8292	6,355.31
2020	2021	2	82,619		82,619	3,177.65	453.95	37.8292	6,355.31
2019	2020	3	82,619		82,619	3,177.65	453.95	37.8292	6,355.31
2018	2019	4	82,619		82,619	3,177.65	453.95	37.8292	6,355.31
2017	2018	5	82,619	1175	83,794	3,222.85	460.41	38.3672	6,445.69
2016	2017	6	82,619	1275	83,894	3,226.69	460.96	38.4130	6,453.38
2015	2016	7	82,619	1325	83,944	3,228.62	461.23	38.4359	6,457.23
2014	2015	8	82,619	1375	83,994	3,230.54	461.51	38.4588	6,461.08
2013	2014	9	82,619	1475	84,094	3,234.38	462.05	38.5046	6,468.77
2012	2013	10	82,619	1525	84,144	3,236.31	462.33	38.5275	6,472.62
2011	2012	11	82,619	1575	84,194	3,238.23	462.60	38.5504	6,476.47
2010	2011	12	82,619	1675	84,294	3,242.08	463.15	38.5962	6,484.16
2009	2010	13	82,619	1725	84,344	3,244.00	463.43	38.6190	6,487.99
2008	2009	14	82,619	1775	84,394	3,245.92	463.70	38.6419	6,491.84
2007	2008	15	82,619	1875	84,494	3,249.77	464.25	38.6877	6,499.53
2006	2007	16	82,619	1925	84,544	3,251.69	464.53	38.7106	6,503.38
2005	2006	17	82,619	1975	84,594	3,253.62	464.80	38.7335	6,507.23
2004	2005	18	82,619	2,075	84,694	3,257.46	465.35	38.7793	6,514.92
2003	2004	19	82,619	2,125	84,744	3,259.38	465.63	38.8022	6,518.77
2002	2003	20	82,619	2,325	84,944	3,267.08	466.73	38.8938	6,534.16
1997	1998	25	82,619	2,825	85,444	3,286.31	469.47	39.1227	6,572.61

2023 Salary Schedule - Captain
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2022	2023	1	84,271		84,271	3,241.19	463.03	38.5856	6,482.38
2021	2022	2	84,271		84,271	3,241.19	463.03	38.5856	6,482.38
2020	2021	3	84,271		84,271	3,241.19	463.03	38.5856	6,482.38
2019	2020	4	84,271		84,271	3,241.19	463.03	38.5856	6,482.38
2018	2019	5	84,271	1175	85,446	3,286.38	469.48	39.1236	6,572.76
2017	2018	6	84,271	1275	85,546	3,290.23	470.03	39.1694	6,580.46
2016	2017	7	84,271	1325	85,596	3,292.15	470.31	39.1923	6,584.31
2015	2016	8	84,271	1375	85,646	3,294.08	470.58	39.2152	6,588.15
2014	2015	9	84,271	1475	85,746	3,297.92	471.13	39.2610	6,595.85
2013	2014	10	84,271	1525	85,796	3,299.85	471.41	39.2839	6,599.70
2012	2013	11	84,271	1575	85,846	3,301.77	471.68	39.3068	6,603.54
2011	2012	12	84,271	1675	85,946	3,305.62	472.23	39.3526	6,611.24
2010	2011	13	84,271	1725	85,996	3,307.54	472.51	39.3755	6,615.08
2009	2010	14	84,271	1775	86,046	3,309.46	472.78	39.3984	6,618.93
2008	2009	15	84,271	1875	86,146	3,313.31	473.33	39.4441	6,626.61
2007	2008	16	84,271	1925	86,196	3,315.23	473.60	39.4670	6,630.46
2006	2007	17	84,271	1975	86,246	3,317.15	473.88	39.4899	6,634.30
2005	2006	18	84,271	2,075	86,346	3,321.00	474.43	39.5357	6,642.00
2004	2005	19	84,271	2,125	86,396	3,322.92	474.70	39.5586	6,645.84
2003	2004	20	84,271	2,325	86,596	3,330.62	475.80	39.6502	6,661.23
1998	1999	25	84,271	2,825	87,096	3,349.85	478.55	39.8791	6,699.69

2024 Salary Schedule - Captain
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2023	2024	1	86,799		86,799	3,338.42	476.92	39.7431	6,676.84
2022	2023	2	86,799		86,799	3,338.42	476.92	39.7431	6,676.84
2021	2022	3	86,799		86,799	3,338.42	476.92	39.7431	6,676.84
2020	2021	4	86,799		86,799	3,338.42	476.92	39.7431	6,676.84
2019	2020	5	86,799	1175	87,974	3,383.62	483.37	40.2811	6,767.22
2018	2019	6	86,799	1275	88,074	3,387.46	483.92	40.3269	6,774.92
2017	2018	7	86,799	1325	88,124	3,389.38	484.20	40.3498	6,778.77
2016	2017	8	86,799	1375	88,174	3,391.31	484.47	40.3727	6,782.61
2015	2016	9	86,799	1475	88,274	3,395.15	485.02	40.4185	6,790.31
2014	2015	10	86,799	1525	88,324	3,397.08	485.30	40.4414	6,794.16
2013	2014	11	86,799	1575	88,374	3,399.00	485.57	40.4643	6,798.00
2012	2013	12	86,799	1675	88,474	3,402.85	486.12	40.5101	6,805.70
2011	2012	13	86,799	1725	88,524	3,404.77	486.40	40.5330	6,809.54
2010	2011	14	86,799	1775	88,574	3,406.69	486.67	40.5559	6,813.39
2009	2010	15	86,799	1875	88,674	3,410.54	487.22	40.6016	6,821.07
2008	2009	16	86,799	1925	88,724	3,412.46	487.49	40.6245	6,824.92
2007	2008	17	86,799	1975	88,774	3,414.38	487.77	40.6474	6,828.76
2006	2007	18	86,799	2,075	88,874	3,418.23	488.32	40.6932	6,836.46
2005	2006	19	86,799	2,125	88,924	3,420.15	488.59	40.7161	6,840.30
2004	2005	20	86,799	2,325	89,124	3,427.85	489.69	40.8077	6,855.69
1999	2000	25	86,799	2,825	89,624	3,447.08	492.44	41.0366	6,894.15

2025 Salary Schedule - Captain
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi-Weekly	Daily	Hourly	Holiday
2024	2025	1	89,403		89,403	3,438.58	491.23	40.9354	6,877.15
2023	2024	2	89,403		89,403	3,438.58	491.23	40.9354	6,877.15
2022	2023	3	89,403		89,403	3,438.58	491.23	40.9354	6,877.15
2021	2022	4	89,403		89,403	3,438.58	491.23	40.9354	6,877.15
2020	2021	5	89,403	1175	90,578	3,483.77	497.68	41.4734	6,967.53
2019	2020	6	89,403	1275	90,678	3,487.62	498.23	41.5192	6,975.23
2018	2019	7	89,403	1325	90,728	3,489.54	498.51	41.5421	6,979.07
2017	2018	8	89,403	1375	90,778	3,491.46	498.78	41.5650	6,982.92
2016	2017	9	89,403	1475	90,878	3,495.31	499.33	41.6108	6,990.61
2015	2016	10	89,403	1525	90,928	3,497.23	499.60	41.6337	6,994.46
2014	2015	11	89,403	1575	90,978	3,499.15	499.88	41.6566	6,998.31
2013	2014	12	89,403	1675	91,078	3,503.00	500.43	41.7024	7,006.00
2012	2013	13	89,403	1725	91,128	3,504.92	500.70	41.7253	7,009.85
2011	2012	14	89,403	1775	91,178	3,506.85	500.98	41.7482	7,013.70
2010	2011	15	89,403	1875	91,278	3,510.69	501.53	41.7940	7,021.39
2009	2010	16	89,403	1925	91,328	3,512.62	501.80	41.8168	7,025.22
2008	2009	17	89,403	1975	91,378	3,514.54	502.08	41.8397	7,029.07
2007	2008	18	89,403	2,075	91,478	3,518.38	502.63	41.8855	7,036.76
2006	2007	19	89,403	2,125	91,528	3,520.31	502.90	41.9084	7,040.61
2005	2006	20	89,403	2,325	91,728	3,528.00	504.00	42.0000	7,056.00
2000	2001	25	89,403	2,825	92,228	3,547.23	506.75	42.2289	7,094.46

2021 Salary Schedule - Assistant / Battalion Chief
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi-Weekly	Daily	Hourly	Holiday
2020	2021	1	83,883		83,883	3,226.27	460.90	38.4080	6,452.54
2019	2020	2	83,883		83,883	3,226.27	460.90	38.4080	6,452.54
2018	2019	3	83,883		83,883	3,226.27	460.90	38.4080	6,452.54
2017	2018	4	83,883		83,883	3,226.27	460.90	38.4080	6,452.54
2016	2017	5	83,883	1175	85,058	3,271.46	467.35	38.9460	6,542.93
2015	2016	6	83,883	1275	85,158	3,275.31	467.90	38.9918	6,550.62
2014	2015	7	83,883	1325	85,208	3,277.23	468.18	39.0147	6,554.47
2013	2014	8	83,883	1375	85,258	3,279.15	468.45	39.0375	6,558.30
2012	2013	9	83,883	1475	85,358	3,283.00	469.00	39.0833	6,565.99
2011	2012	10	83,883	1525	85,408	3,284.92	469.27	39.1062	6,569.84
2010	2011	11	83,883	1575	85,458	3,286.85	469.55	39.1291	6,573.69
2009	2010	12	83,883	1675	85,558	3,290.69	470.10	39.1749	6,581.38
2008	2009	13	83,883	1725	85,608	3,292.62	470.37	39.1978	6,585.23
2007	2008	14	83,883	1775	85,658	3,294.54	470.65	39.2207	6,589.08
2006	2007	15	83,883	1875	85,758	3,298.38	471.20	39.2665	6,596.77
2005	2006	16	83,883	1925	85,808	3,300.31	471.47	39.2894	6,600.62
2004	2005	17	83,883	1975	85,858	3,302.23	471.75	39.3123	6,604.47
2003	2004	18	83,883	2,075	85,958	3,306.08	472.30	39.3581	6,612.16
2002	2003	19	83,883	2,125	86,008	3,308.00	472.57	39.3810	6,616.01
2001	2002	20	83,883	2,325	86,208	3,315.69	473.67	39.4725	6,631.38
1996	1997	25	83,883	2,825	86,708	3,334.92	476.42	39.7015	6,669.85

2022 Salary Schedule - Assistant / Battalion Chief
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2021	2022	1	85,561		85,561	3,290.81	470.12	39.1763	6,581.62
2020	2021	2	85,561		85,561	3,290.81	470.12	39.1763	6,581.62
2019	2020	3	85,561		85,561	3,290.81	470.12	39.1763	6,581.62
2018	2019	4	85,561		85,561	3,290.81	470.12	39.1763	6,581.62
2017	2018	5	85,561	1175	86,736	3,336.00	476.57	39.7143	6,672.00
2016	2017	6	85,561	1275	86,836	3,339.85	477.12	39.7601	6,679.70
2015	2016	7	85,561	1325	86,886	3,341.77	477.40	39.7830	6,683.54
2014	2015	8	85,561	1375	86,936	3,343.69	477.67	39.8059	6,687.39
2013	2014	9	85,561	1475	87,036	3,347.54	478.22	39.8516	6,695.07
2012	2013	10	85,561	1525	87,086	3,349.46	478.49	39.8745	6,698.92
2011	2012	11	85,561	1575	87,136	3,351.38	478.77	39.8974	6,702.76
2010	2011	12	85,561	1675	87,236	3,355.23	479.32	39.9432	6,710.46
2009	2010	13	85,561	1725	87,286	3,357.15	479.59	39.9661	6,714.30
2008	2009	14	85,561	1775	87,336	3,359.08	479.87	39.9890	6,718.15
2007	2008	15	85,561	1875	87,436	3,362.92	480.42	40.0348	6,725.85
2006	2007	16	85,561	1925	87,486	3,364.85	480.69	40.0577	6,729.69
2005	2006	17	85,561	1975	87,536	3,366.77	480.97	40.0806	6,733.54
2004	2005	18	85,561	2,075	87,636	3,370.62	481.52	40.1264	6,741.24
2003	2004	19	85,561	2,125	87,686	3,372.54	481.79	40.1493	6,745.08
2002	2003	20	85,561	2,325	87,886	3,380.23	482.89	40.2408	6,760.45
1997	1998	25	85,561	2,825	88,386	3,399.46	485.64	40.4698	6,798.93

2023 Salary Schedule - Assistant / Battalion Chief
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi-Weekly	Daily	Hourly	Holiday
2022	2023	1	87,272		87,272	3,356.62	479.52	39.9597	6,713.23
2021	2022	2	87,272		87,272	3,356.62	479.52	39.9597	6,713.23
2020	2021	3	87,272		87,272	3,356.62	479.52	39.9597	6,713.23
2019	2020	4	87,272		87,272	3,356.62	479.52	39.9597	6,713.23
2018	2019	5	87,272	1175	88,447	3,401.81	485.97	40.4977	6,803.61
2017	2018	6	87,272	1275	88,547	3,405.65	486.52	40.5435	6,811.31
2016	2017	7	87,272	1325	88,597	3,407.58	486.80	40.5664	6,815.16
2015	2016	8	87,272	1375	88,647	3,409.50	487.07	40.5893	6,819.00
2014	2015	9	87,272	1475	88,747	3,413.35	487.62	40.6351	6,826.70
2013	2014	10	87,272	1525	88,797	3,415.27	487.90	40.6580	6,830.54
2012	2013	11	87,272	1575	88,847	3,417.19	488.17	40.6809	6,834.39
2011	2012	12	87,272	1675	88,947	3,421.04	488.72	40.7266	6,842.07
2010	2011	13	87,272	1725	88,997	3,422.96	488.99	40.7495	6,845.92
2009	2010	14	87,272	1775	89,047	3,424.88	489.27	40.7724	6,849.76
2008	2009	15	87,272	1875	89,147	3,428.73	489.82	40.8182	6,857.46
2007	2008	16	87,272	1925	89,197	3,430.65	490.09	40.8411	6,861.30
2006	2007	17	87,272	1975	89,247	3,432.58	490.37	40.8640	6,865.15
2005	2006	18	87,272	2,075	89,347	3,436.42	490.92	40.9098	6,872.85
2004	2005	19	87,272	2,125	89,397	3,438.35	491.19	40.9327	6,876.69
2003	2004	20	87,272	2,325	89,597	3,446.04	492.29	41.0243	6,892.08
1998	1999	25	87,272	2,825	90,097	3,465.27	495.04	41.2532	6,930.54

2024 Salary Schedule - Assistant / Battalion Chief
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi- Weekly	Daily	Hourly	Holiday
2023	2024	1	89,890		89,890	3,457.31	493.90	41.1584	6,914.61
2022	2023	2	89,890		89,890	3,457.31	493.90	41.1584	6,914.61
2021	2022	3	89,890		89,890	3,457.31	493.90	41.1584	6,914.61
2020	2021	4	89,890		89,890	3,457.31	493.90	41.1584	6,914.61
2019	2020	5	89,890	1175	91,065	3,502.50	500.36	41.6964	7,005.00
2018	2019	6	89,890	1275	91,165	3,506.35	500.91	41.7422	7,012.69
2017	2018	7	89,890	1325	91,215	3,508.27	501.18	41.7651	7,016.54
2016	2017	8	89,890	1375	91,265	3,510.19	501.46	41.7880	7,020.38
2015	2016	9	89,890	1475	91,365	3,514.04	502.01	41.8338	7,028.08
2014	2015	10	89,890	1525	91,415	3,515.96	502.28	41.8567	7,031.93
2013	2014	11	89,890	1575	91,465	3,517.88	502.55	41.8796	7,035.77
2012	2013	12	89,890	1675	91,565	3,521.73	503.10	41.9254	7,043.47
2011	2012	13	89,890	1725	91,615	3,523.65	503.38	41.9483	7,047.31
2010	2011	14	89,890	1775	91,665	3,525.58	503.65	41.9712	7,051.16
2009	2010	15	89,890	1875	91,765	3,529.42	504.20	42.0169	7,058.84
2008	2009	16	89,890	1925	91,815	3,531.35	504.48	42.0398	7,062.69
2007	2008	17	89,890	1975	91,865	3,533.27	504.75	42.0627	7,066.53
2006	2007	18	89,890	2,075	91,965	3,537.12	505.30	42.1085	7,074.23
2005	2006	19	89,890	2,125	92,015	3,539.04	505.58	42.1314	7,078.08
2004	2005	20	89,890	2,325	92,215	3,546.73	506.68	42.2230	7,093.46
1999	2000	25	89,890	2,825	92,715	3,565.96	509.42	42.4519	7,131.92

2025 Salary Schedule - Assistant / Battalion Chief
Effective January through December
IAFF - Local 302

Pre - Anniv.	Post - Anniv.	Years Service	Base	Longevity	Gross	Bi-Weekly	Daily	Hourly	Holiday
2024	2025	1	92,587		92,587	3,561.04	508.72	42.3933	7,122.07
2023	2024	2	92,587		92,587	3,561.04	508.72	42.3933	7,122.07
2022	2023	3	92,587		92,587	3,561.04	508.72	42.3933	7,122.07
2021	2022	4	92,587		92,587	3,561.04	508.72	42.3933	7,122.07
2020	2021	5	92,587	1175	93,762	3,606.23	515.18	42.9313	7,212.46
2019	2020	6	92,587	1275	93,862	3,610.08	515.73	42.9771	7,220.15
2018	2019	7	92,587	1325	93,912	3,612.00	516.00	43.0000	7,224.00
2017	2018	8	92,587	1375	93,962	3,613.92	516.27	43.0229	7,227.85
2016	2017	9	92,587	1475	94,062	3,617.77	516.82	43.0687	7,235.54
2015	2016	10	92,587	1525	94,112	3,619.69	517.10	43.0916	7,239.39
2014	2015	11	92,587	1575	94,162	3,621.62	517.37	43.1145	7,243.24
2013	2014	12	92,587	1675	94,262	3,625.46	517.92	43.1603	7,250.93
2012	2013	13	92,587	1725	94,312	3,627.38	518.20	43.1832	7,254.78
2011	2012	14	92,587	1775	94,362	3,629.31	518.47	43.2060	7,258.61
2010	2011	15	92,587	1875	94,462	3,633.15	519.02	43.2518	7,266.30
2009	2010	16	92,587	1925	94,512	3,635.08	519.30	43.2747	7,270.15
2008	2009	17	92,587	1975	94,562	3,637.00	519.57	43.2976	7,274.00
2007	2008	18	92,587	2,075	94,662	3,640.85	520.12	43.3434	7,281.69
2006	2007	19	92,587	2,125	94,712	3,642.77	520.40	43.3663	7,285.54
2005	2006	20	92,587	2,325	94,912	3,650.46	521.49	43.4579	7,300.93
2000	2001	25	92,587	2,825	95,412	3,669.69	524.24	43.6868	7,339.38