

AGREEMENT BETWEEN
CITY OF SAGINAW



AND THE



SAGINAW FIRE FIGHTERS
ASSOCIATION LOCAL 102

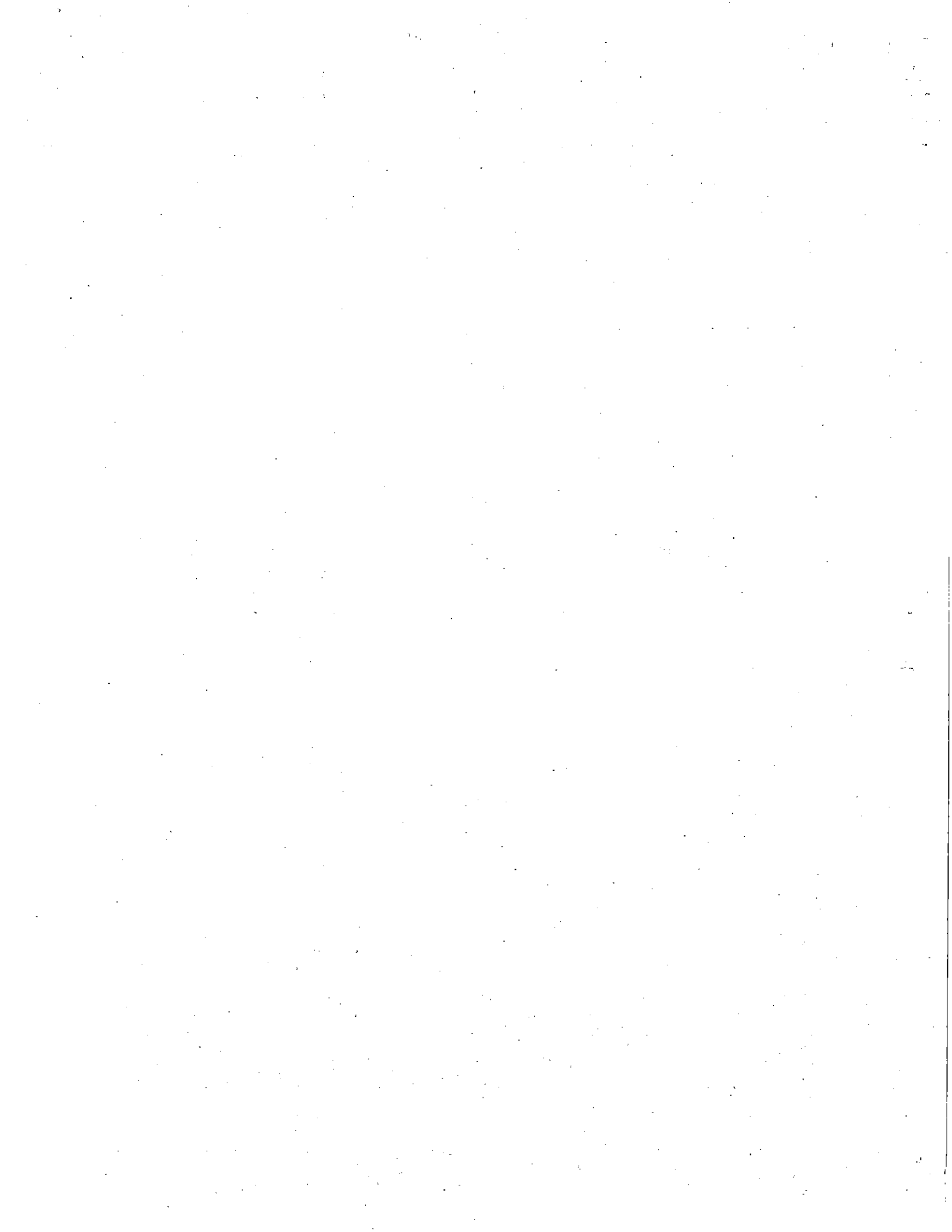
International Association of Fire Fighters
AFL - CIO

Effective July 1, 2006
Through
June 30, 2012



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AGREEMENT

This Agreement is to be effective the 1st day of July, 2006, between the City of Saginaw, a municipal body corporate of the State of Michigan, hereinafter referred to as the "Employer" and the Saginaw Fire Fighters Association, Local 102 International Association of Fire Fighters, hereinafter referred to as the "Union" or "Association."

The parties hereto, in consideration of the mutual covenants and agreements hereinafter contained, do hereby agree as follows:

ARTICLE I

Section 1. Recognition

The City of Saginaw, Michigan, recognizes that, under the law, the full-time Fire Fighters of the City of Saginaw, Michigan, have the right to bargain collectively with their Employer, the City of Saginaw, and that said Fire Fighters have the right to be represented by an organization and/or its representatives in connection with collective bargaining as to wages, hours, rates of pay, and other working conditions.

Section 2. Unit Defined

The City recognizes the Saginaw Fire Fighters Association, affiliated with the International Association of Fire Fighters (IAFF) Local 102, as the exclusive agent for collective bargaining for all of the full-time Fire Fighters from the rank of Fire Fighter up to and including the rank of Battalion Fire Chief and the Training Officer and the Fire Apparatus Supervisor and Fire Mechanic, but excluding the Fire Chief and Assistant Fire Chief, and will negotiate or bargain only with the authorized representatives, agents, or attorneys of said Association on matters relating to pay, wages, hours, seniority, and other conditions of employment.

ARTICLE II

The City will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any such group or organization for the purpose of undermining the Association or which would tend to undermine the efforts of the Association as the sole bargaining agent for Fire Fighters, as set forth in Section 2 hereof.

Section 1. Terms Defined

The term "employee" as used in this Agreement shall mean any employee who is eligible for membership in the Association, within the bargaining unit, as described in Section 2 above. The term "Employer" or "City" as used in this Agreement shall mean the City of Saginaw or its designated representative. The term "Association" or "Union" as used in this Agreement shall mean the Saginaw Fire Fighters Association, Local 102 of the International Association of Fire Fighters (AFL-CIO).

Section 2. Fair Practices

- A. The Association agrees to continue to admit persons to membership without discrimination on the basis of race, creed, color, national origin, sex or marital status and to represent equally all employees without regard to membership or participation in, or association with the activities of any employee organization.
- B. The City agrees to continue its policy of not discriminating against any employee on the basis of race, creed, color, national origin, sex, marital status or membership or participation in or association with the activities of any employee organization.

ARTICLE III

Section 1. Management Prerogatives

Except when limited by the express provisions elsewhere in this Agreement, nothing in this Agreement shall restrict the City in the exercise of its function of management under which it shall have, among others, the right:

- A. Hire new employees and to direct the working force;
- B. To discipline, suspend, discharge for cause, transfer or lay off employees;
- C. To require employees to observe City and departmental rules and regulations,
- D. To decide the services to be provided the public,
- E. To decide the type and location of work assignments, schedules of work, work standards, and the methods, processes and procedures by which such work is to be performed.

It is agreed that these enumerations of management prerogatives shall not be deemed to exclude other prerogatives not enumerated. The exercise of the foregoing of powers, rights, authority, duties and responsibilities by the City shall be limited by other provisions of this Agreement as well as by the Constitution and the laws of the State of Michigan and the Constitution of the United States.

ARTICLE IV
AGENCY SHOP & DUES AND DEDUCTIONS

Section 1. Agency Shop

No employee shall be required to join the Association, but all employees who fall under the terms of the Agreement and are not members of the Association shall pay an amount equal to the Association dues to the Saginaw Fire Fighters Association.

Payment of such amount shall be a condition of employment, and employees who fail to meet this requirement shall be discharged.

Section 2. Dues and Deductions

During the term of this Agreement the amount will be deducted by the Finance Department from the employee's pay. The employee must first sign a payroll deduction authorization card giving the Finance Department the authorization for said deduction. The Finance Department shall then promptly remit any and all amounts so deducted to the Treasurer of the Saginaw Fire Fighters Association.

Section 3. Save Harmless Clause

The Association agrees to indemnify and save the Employer harmless against any and all claims, suits, and other forms of liability that may arise out of or by reason of action taken in reliance upon such individual authorization cards or by reason of the employee's compliance with the provisions of this Article IV.

ARTICLE V
UNION ACTIVITIES

Section 1. Association Activities

All employees and regular members of the Association, and the lawful representatives of the Association, shall have the right to engage in any lawful concerted action or activities for the purpose of collective bargaining or for the mutual aid and protection of the Association and its members, and to express or communicate any lawful view, grievance, complaint or opinion related to any conditions of employment, free from any restraint, interference, coercion, discrimination or reprisal, or the threat thereof.

Section 2. List of Officers

The names of principal Association officers shall be given, in writing, to the Employer. No Association official shall function as such until the Employer has been advised of his selection in writing by the officers of the Association. Any change in officers shall be reported to the Employer in writing as far in advance as is possible.

Section 3. Bargaining and Grievance Time

Three Fire Fighters who are members of the bargaining unit shall be granted time off from their 24-hour schedule to perform Union business including mediation, fact-finding, arbitration, and negotiations.

Section 4. Grievance Committee and Union Meetings

The president and vice president may request time off from the Chief to attend to such matters as employee grievances and Union meetings. In addition the president or alternate may be released (for the time necessary) up to four days during the fiscal year for 3rd district meetings. Another alternate may also request time off if no overtime is incurred by the City. Permission so requested shall not be unreasonably withheld.

Section 5. Bargaining Committee

The Bargaining Committee shall be composed of a reasonable number of employees. In no event shall the number of employees relieved from duty exceed three.

Section 6. Association Officer Activity

The president of the Local shall be granted two 24-hour days off to attend state and international fire fighter conventions. This provision is also available to the vice-president or to an alternate if no overtime is incurred by the City. The president shall have discretion over how such time off is allotted. This subsection does not apply when the president is not scheduled for duty during these functions, and no compensation shall be granted if such functions are performed during off-duty time.

Section 7. Meetings

The Association may be permitted to schedule meetings on Fire Department property so long as such meetings are not disruptive of the duties of employees of the Fire Department or the efficient operation of the department, and provided further that prior approval for such meeting is received from the Fire Chief or his designated representative. The Association shall be responsible for the care and maintenance of the property so used.

Section 8. Bulletin Boards

Bulletin boards shall be erected in all stations for the use of employees. Bulletin boards shall be used for posting notices of bona fide Association activities only. In no case shall commercial advertising, obscene or scurrilous printed or written matter, be placed on any bulletin boards.

Section 9. Time Off for Civil Service Representatives

The City shall continue to grant the Union's elected Civil Service representatives time off without loss of pay to attend Civil Service meetings scheduled during working hours.

ARTICLE VI
APPOINTMENTS AND PROMOTIONS

Section 1. New Hires

New hires to entry-level positions in the Fire Department shall be made under the terms and conditions of this Article irrespective of Act 78 of the Public Acts of 1935, as amended.

Subject only to the limitations of this Agreement, the City Manager shall have the right when underutilization exists to recruit for, test, select and determine and re-determine the names and rank order of persons on the entry level hiring list or any manner he deems appropriate without regard to any limitations of 1935, P.A. 78, as amended (Act 78) or any other inconsistent or conflicting law, rule or contract term.

The City agrees to indemnify and save the Association harmless against any and all claims, suits, and other forms of liability that may arise out of or by reason of action taken pursuant to this Section.

Section 2. Probationary Period

Newly hired Fire Fighters shall successfully complete the 480 Hour Fire Academy and a twelve (12) month probationary period. The Fire Chief, for just cause, has the sole discretion to extend the probationary period for a period of time up to six (6) months.

Section 3. Appointments and Promotions

Appointments and promotions to positions in the Fire Department shall be made under the provisions of Act 78 of Public Act of 1935, as amended, unless superseded by Appendix E, F and G (revised September 2, 1992).

Section 4. Unit Bidding Process and Assignment

There shall be a unit bidding process and assignment program within the Fire Suppression Division only, as the opening occurs, based on seniority in rank. The process is as follows:

- A. Position openings will be announced to the suppression division. All employees must indicate his/her choice within 30 minutes of being contacted.
- B. Position preference will be granted to employees applying, in writing, with the highest seniority in rank, for the open positions.
- C. Seniority in rank shall be recognized as a primary basis for unit preference assignment.
- D. The unit assignments shall be effective until such time he/she chooses another preference.
- E. Mutual trading of assignments in rank will be allowed with the approval of the Chief.

The bidding process and mutual trading of assignments shall not result in overtime premium pay.

The Chief of the Department shall have the right to make temporary transfers due to illness, injury, vacations, emergencies and balancing unit assignments.

The Chief of the Department shall fill vacancies that occur during the year in the manner so stated above. Those employees unable to select a regular full-time position in the Fire Suppression Division will be classified as unassigned within his/her unit.

The Chief has discretion to assign for the good of the operation, with just cause.

ARTICLE VII
Grievances and Grievance Procedures

Section 1. Grievances and Grievance Procedures

Only matters involving the interpretation, application or enforcement of the terms of this Agreement shall constitute a grievance under the provisions set forth below. A grievance is defined as an alleged violation or misinterpretation of a specific article or section of this Agreement.

Grievances shall be submitted within ten (10) calendar days of the event giving rise to the grievance or within five (5) calendar days after he/she should have reasonably become aware of such event.

All grievances, involving suspensions, reductions or discharges may be initiated at (step 4) the Manager level or his designated representative in the grievance procedure. Grievances involving other forms of discipline shall be initiated at the level in which it was issued. All other grievances shall be handled in accordance with the following subsections:

Step 1. Any employee having a grievance shall discuss the said grievance with his/her station officer to effect a resolution. He/she may be assisted by a Union representative in those discussions.

Step 2. Grievances not resolved at step one shall be submitted, in writing to his/her Unit Battalion Chief/Division Supervisor within five (5) calendar days after the meeting with station officer.

The Unit Battalion Chief/ Division supervisor shall within five (5) calendar days after receipt of the written grievance, meet with grievant and Union representative to effect a resolution. The Unit Battalion Chief/ Division Supervisor shall write the disposition of the grievance within two (2) calendar days after that meeting.

Step 3. If the grievance is not resolved at step two, the said grievance shall be submitted to the Fire Chief. The Fire Chief or Assistant Fire Chief shall within five (5) calendar days after receipt of the written grievance, meet with the grievant and Union representatives to effect a resolution.

The Fire Chief shall within five (5) calendar days after the meeting render written disposition of said grievance.

Step 4. If the grievance is not resolved at step three, the grievance shall be submitted by the Union to the City Manager or his designee within five (5) calendar days of receipt of step 3 answer. The City Manager or his designee shall meet to hear the grievance with the grievant and Union representatives, within five (5) calendar days after receipt of said grievance.

The City Manager or his designee shall render a written disposition of the grievance within ten (10) calendar days after the meeting.

Step 5. All grievances unsettled in the previous step may, within a 15 day period after the decision of the City Manager or designated representative is rendered, be submitted by the Union for final and binding arbitration to FMCS in accordance with the rules of that agency. Effective June 7, 1999, the Union may submit to final and binding arbitration to FMCS or American Arbitration Association in accordance with the rules of the designated agency. The expenses of the arbitration proceedings including the expenses of a transcript, if requested by both parties, and including the expenses of the arbitrator shall be borne equally by both parties. The jurisdiction of the arbitrator shall be limited to grievances arising out of the interpretation or application of this Agreement or any written amendments hereof or supplements hereto. The arbitrator shall have no power to alter, add to, subtract from, or modify any of the functions or responsibilities of the parties to this Agreement. If the grievance concerns matters not subject to arbitration, the arbitrator shall return the grievance and all documents relating thereto to the parties without decision. The decision of the arbitrator shall be final and binding on all parties if within the scope of his authority as set forth above, and they hereby agree to abide by such decisions.

Section 2. Grievance Procedure or Act 78

Grievances involving suspension, reductions or discharges may, at the option of the employee, be processed through the grievance procedure as outlined above in Section 1 or appealed as provided under Act 78 of the Public Acts of Michigan of 1935, as amended. Whichever procedure the employee elects shall be binding upon him/her and shall be preclusive to any other remedy.

ARTICLE VIII HOURS OF EMPLOYMENT

Section 1. 54-Hour Employees

The work schedule of employees who work an average of a 54 hour work week shall be as follows: one 24-hour day on, one 24-hour day off, one 24-hour day on, one 24-hour day off, one 24-hour day on, four 24-hour days off. Each employee shall be given one 24 hour day off which will now be known as a Kelly Day and shall not be a schedule work day.

- A. "Kelly Days" shall fall on those days where FLSA overtime period would cause an employee to work 240 hours.
- B. All employees covered by this article shall work a twenty-eight (28) day cycle with a normal shift beginning at 8:00 a.m.
- C. Withstanding other agreements and provisions of this agreement, the employer shall have the right to select three members who are unassigned to employee transfers who are a Captain, Fire Engineer, and Firefighter. These three members will begin on that shift scheduled to work 240 hours in the FLSA period that starts first. The three men shall relieve a crew each day until after the 9th day they shall have relieved 27 men on that shift. On the 10th day they shall take it off and return to

work on their next day back on the shift now schedule to work 240 hours in the FLSA period. The three members shall continue in this manner so as to reduce the City's FLSA cost, while at the same time causing members to have a 54 hours average workweek.

Section 2. 40-Hour Employees

All 40-hour employees, except the Training Officer, shall work (4) ten-hour days per week (Week: Monday through Friday). Scheduling of hours and days to be administered by the Fire Chief or the Fire Marshall if so designated by the Chief.

Section 3. Overtime

Overtime shall consist of authorized work in excess of the normal number of hours in any scheduled work shift or any workweek. All overtime shall be authorized by the Fire Chief or his designated representative. Overtime worked by 54-hour employees will be paid on an hourly basis by dividing the annual rate, including longevity, by 2808 and multiplying that rate by 1.5. Overtime worked by 40-hour employees will be paid on an hourly basis by dividing the annual rate, including longevity, by 2080 and multiplying that rate by 1.5. In the event a fire or emergency is in progress at the 8:00 a.m. shift change and an employee covered by this Agreement works past 8:00 a.m. the employee will be paid through the 15-minute period of the time that he arrives back at his station plus 15 minutes cleanup time at time and one-half.

Section 4. Call-in Pay

A minimum of two hours pay (at time and one-half the employee's hourly rate) is authorized for employees covered by this Agreement when they are called back from off duty by the Fire Chief or his designate representative for a third alarm fire and natural disasters, wind storms, tornadoes, excessive snow fall, or subpoenaed or required to appear in Court regarding duty related matters, etc.

ARTICLE IX
SAFETY

Section 1. General

Both parties to this Agreement shall mutually cooperate in the establishment of safety rules and regulations.

Section 2. Employer Responsibility

The Employer shall meet certain safety responsibilities under the Michigan Occupational Safety and Health Act (MI-OSHA); that is, to furnish to each employee a place of employment free from recognized hazards, to maintain certain records and reports, and supply safety equipment as it deems necessary to meet its requirements under applicable state or federal safety acts.

Section 3. Employee Responsibility

It is the responsibility of every employee under this Agreement to follow all established department safety regulations.

Section 4. Uniform and Protective Gear

The City agrees to furnish, upon need, necessary protective fire fighting gear and work uniforms. All uniforms and gear, as phased in for purchase, shall meet the minimum standards set forth by N.F.P.A. Uniforms and protective gear will be replaced by the City when said uniforms and protective gear are presented by the employee as no longer fitting or are worn to such a degree as they are no longer presentable for wear.

The City also agrees to furnish tee shirts, six (6) to start and then as needed. City agrees to reimburse \$25.00 toward the purchase of work shoes that meet set criteria determined by the City, for 40-hour personnel only.

Section 5. Physical Fitness

In accordance with the previously agreed upon language, to establish a physical fitness program, a committee formed between Local 102 and the City of Saginaw has agreed to the establishment of physical fitness profiles on voluntary basis. Current unit members will be strongly encouraged to participate for health and safety reasons, but will not be subject to sanctions as a condition of their employment.

Fitness profiles are based on age, height, weight and other criteria as agreed to by the parties. Such profile determination shall be based upon the results of a voluntary physical examination, administered by a selected hospital and by such other means as prescribed by the City's Health Officer and as necessary follow up to the physical exam.

If during the course of said examination it is determined that the employee does not meet the physical standards to the extent that the employee's health could be in jeopardy and poses exposure of a health risk liability to the City as well as the employee, that employee will be referred to the City's Health Officer for a health treatment program.

It is the intent of the parties to encourage physical fitness and to promote good health and safety habits for the benefit of the individual and the City. Therefore, physical fitness standards as developed by the parties; which are subject to modification from time to time by mutual agreement, is intended to encourage and maintain positive peak physical condition of all participating members of the unit. Unit members are required to have physicals annually.

ARTICLE X
REMUNERATION

Section 1. Salary Schedule

The salary schedule following, and attached to this Agreement, identified as Appendix "B" shall be considered a part of this

Agreement and shall be in effect from July 1, 2006 through June 30, 2012.

Employee shall be compensated as follows:

Effective	July 1, 2006	0.00% across the board increase
	July 1, 2007	0.00% across the board increase
	July 1, 2008	2.00% across the board increase
	July 1, 2009	1.50% across the board increase
	July 1, 2010	2.00% across the board increase
	July 1, 2011	1.00% across the board increase

Section 2. Payment For Working In Higher Classification

When an employee covered by this agreement performs a duty of any rank higher than his present rank under orders from the chief or his designated representative and for the convenience of the City. Said employee shall be compensated at 100% of the difference between his/her full pay in rank and his acting full pay in rank (rank is defined as any grade or classification in which an employee works). Payment is applicable to employees advanced in rank for not less than eight (8) hours.

Section 3. Longevity Pay

Longevity rates shall apply for continuous employment with the City of Saginaw without respect to time in a particular classification. Longevity increments shall be at the following rates:

2% of annual rate upon completion of 5 years of continuous full-time service.

4% of annual rate upon completion of 10 years of continuous full-time service.

6% of annual rate upon completion of 15 years of continuous full-time service.

8% of annual rate upon completion of 20 years of continuous full-time service.

It is provided that only the first \$18,000 per annum of the base rate shall be used in the computation of longevity payments.

ARTICLE XI

TRADING AND LATE RULE MODIFICATION

Section 1. Trading Duty Days

Fire Fighters shall be permitted to voluntarily trade duty days unless such trading of duty days would result in payment of overtime premium pay. The work schedule of Fire Fighters in the fire fighting division shall not violate Act 125 of the Public Acts of 1925, as amended. Newly hired probationary fire fighters trading privileges may be revoked for cause by the chief.

Section 2. Late Rule Modification

Any member who will not be able to arrive at quarters at the appointed hour shall be entitled to use the Buddy System as outlined below:

- A. Members who are going to use the Buddy System shall notify the Battalion Chief prior to 0800 hours but not before 0730 hours on the morning that the duty tour is scheduled to start.
- B. Buddy System trades shall only be made with members working at the station where you are scheduled for duty.
- C. Buddy System trades shall be limited to a maximum of one hour and shall be considered a donation of time. (Article X, General orders, Section 42.)
- D. Newly hired probationary employees shall not participate in late rule modifications during their probationary period.

ARTICLE XII
PAID TIME OFF (PTO)

Section 1. 54-Hour Employees

All current bargaining unit members shall be allowed to convert their vacation and sick leave to PTO days. Those unit members who by July 1, 2001, have a combination of sick and vacation hours that equal or exceed 2,148 hour or 89.5 days shall be granted the 89.5 PTO days. All other bargaining unit members, who do not have the combination of hours mentioned above, shall receive all vacation hours and one half of the accumulated sick leave up to 62.5 days, converted to PTO days as of July 31, 2001. All current employees and those who enter the unit from other City positions shall be allowed to accrue up to a maximum of 89.5 days of PTO. On January 1 of each year, employees shall receive PTO days based on the following schedule:

<u>Years of Service</u>	<u>Days (24hr) Per Year</u>
Less than 5 years	12.5 days
Over 5 years, less Than 10 years	13.5 days
Over 10 years	15.5 days

Employees may carry the maximum of 89.5 days during any calendar year, up to 105 days, but must reduce the accumulated days to 89.5 by December 31 of each year. Accumulated days in excess of the 89.5 are not paid and shall have no effect whatsoever on final average compensation for pension purposes. PTO days, up to 89.5 will be paid upon time of retirement and become part of the employees' final average compensation (FAC).

Section 2. 40-Hour Employees

All 40-hour employees will earn the same rate as 54-hour employees. When a 40-hour employee is on vacation, there shall be a reduction in PTO of 1.2 times the amount of hours taken, or 12 hours for one 10-hour day.

The Fire Training Officer shall have a reduction of ten (10) PTO hours for one 8 hours of vacation day taken.

Section 3. Accumulation of PTO Time

Employees entering the bargaining unit from outside the Department may accumulate and carry a maximum of PTO days equal to two times that which he/she normally earns per year.

Section 4. Scheduling of PTO Days

The City and the Union agree to maintain the present vacation scheduling policy as embodied in the standard operating procedures of the Department provides that all request for unscheduled vacation must be received prior to 0730 or 1930 of the duty day requested.

ARTICLE XIII
HEALTH AND HOSPITALIZATION INSURANCE

Section 1. Employee Insurance

The City shall provide BC/BS Community Blue 3PPO hospitalization and medical coverage only to all regular and full time employees and eligible dependents effective July 1, 2009.

It is understood that the employees and their families will be covered with the Community Blue PPO with cost of family continuation being borne by the City for eligible dependents.

Vision benefits will be covered under MECA vision care full service benefit Plan B.

The parties agree that the Health Care Committee shall be the ongoing communication vehicle for the review and monitoring of the overall City health care cost containment efforts.

A) Employee Contribution

The employee shall make employee healthcare contributions of \$20.00 \$20.00 per pay period, effective July 01, 2011.

B) Flexible Spending Account

Effective January 1, 2010, implement Section 125 Flexible Spending account.

C) Open Enrollment

An open enrollment period for the Healthcare plan, vision plan, Dental plan and Healthcare opt-out provision will take place on an annual basis prior to the beginning of each calendar plan year.

D) Prescription Drug Rider

The \$10/\$40 drug co pay rider with no reimbursement for Prescription drugs.

Section 2. Retiree Insurance

- A. The City shall provide to all employees covered by this Agreement and their spouses, who retire after November 2, 1976, and pay all premiums for Blue Cross-Blue Shield (MVF-1), Master Medical IV, \$50.00 deductible, semi-private health insurance coverage as defined by the rules and regulations of the Blue Cross-Blue Shield policy regardless of a retiree's subsequent employment; except, however, that the City shall have no obligation whatsoever to furnish or pay the aforementioned insurance for a retiree during the period of time in which a retiree is otherwise employed and the employer of said retiree provides paid insurance coverage substantially similar to that which is provided for by the City under the aforementioned Blue Cross- Blue Shield insurance plan. Statements attesting to employment will be submitted to the City every three (3) months. At age sixty-five (65) this working restriction does not apply.

The above coverage will apply based on the following schedule:

20 years of service - 100% of premium to be paid by the City
15 years of service - 90% of premium to be paid by the City
10 years of service - 80% of premium to be paid by the City
Less than 10 years - 70% of premium to be paid by the City

- B. New hires, effective, July 1, 2009 for Retirement Health care, the City will contribute \$125.00 per month to a Health Care Savings Plan (HCSP) with a graduated vesting schedule of 25% after 2 years, 50% after 4 years and 100% after 6 years. Employee minimum contribution of \$15.00 per pay period will be established, pre-tax, along with a vesting period. If a member under the Defined Contribution Retirement Plan has a duty disability injury, the health care benefit shall be outlined in the contract and referenced in the Administrative Regulations and Personnel Handbook.

Section 3. Retirement Defined

The retiree must have been covered under, one of the City's health insurance options at the time of retirement. Retired, shall be defined as having withdrawn from the service of the Saginaw Fire Department eligible for and receiving the benefits of the Saginaw Police-Fire Retirement System as prescribed in the Saginaw City Charter and City Ordinance No. D-678.

Section 3.1. Duty Disability Health Care Coverage

Health care benefits for the employee and family will be provided if the employee is disabled from doing his/her job duties due to a work related injury. For employees hired on or after July 1, 2009, the City's Workers' Compensation provider will determine disability eligibility.

Duty disability health care benefits will cease at which time the Employee no longer is disabled as determined by the Workers' Compensation provider or becomes eligible for health care benefits through another provider such as another employer, a spouses employer or a governmental agency.

Section 4. Health Insurance Opt-Out

Employee or retiree choosing to cancel their current City health insurance plan and be covered by a health insurance plan elsewhere must:

- Obtain proof of an insurance policy, with an effective date of coverage.
- Set-up an appointment with Benefits Coordinator where proof of coverage under the policy is presented and signing of City insurance cancellation is made.

Should there be any problems with obtaining proof of insurance under the policy, the Personnel Office will provide a form letter, which can be completed by the insurer.

Retirees and employees may cancel or reinitiate their City health insurance at any time during the fiscal year, although such action must take place by the 20th of each month in order for it to be effective the following month. Employees or retirees will be paid one half (½) of the traditional premium as set each January 1st. Payment of such premium will be prorated on a quarterly basis.

Employees and retirees shall be permitted to re-enter the City's Health Insurance once per year at open enrollment.

Opt out cap at \$2,500.

Section 5. Dental Insurance

Effective October 1, 1980, the Employer shall provide to employees covered by this Agreement and their families, as defined by the Delta Dental Plan of Michigan, Inc., the Delta Dental Plan of Michigan, Inc., 100% Class I and 50/50 Class II benefits to be defined by the Delta Dental Plan of Michigan, Inc. The City shall pay the full cost of this dental plan. Effective the date of P.A. 312 Arbitration, William E. Long award, Class III Orthodontics, with a lifetime maximum of \$1200.00 shall be provided by the employer.

The Employer shall provide to employees covered by this Agreement who retire after October 1, 1980 and prior to June 7, 1999, as defined by the Delta Dental Plan of Michigan, Inc., the Delta Dental Plan of Michigan, Inc., 100% Class I and 50/50 Class II benefits. Class I, and Class II benefits are to be defined by the Delta Dental Plan of Michigan, Inc. The City shall pay the full cost of this dental plan and no other benefits will be offered in lieu of this benefit in the event the employee elects not to be covered.

Section 6. Employee Life Insurance

The City shall provide, through a City administered plan, group life insurance coverage to each active employee in an amount equal to that employee's annual salary rounded to the next higher \$1,000 and Accidental Death and Dismemberment benefits in an amount equal to that employee's annual salary rounded to the next higher \$1,000 to a maximum \$50,000, in accordance IRS rules.

ARTICLE XIV
RETIREMENT BENEFITS

Section 1. Pension

All employees in this bargaining unit shall participate in and receive the benefits of the Saginaw Police-Fire Retirement System as prescribed in the Saginaw City Charter and City Ordinance No. D-678, which is incorporated herein by reference.

Upon application for retirement, a member may request and the Employer shall provide a list of all wages by pay period, inclusive of any other special wages that would normally be used for pension computation, for the ten years previous to the anticipated date of retirement.

Upon retirement an employee may use his final paycheck, including payment for unused sick leave or vacation, if any, to purchase military service credit as provided in Section 115 of Ordinance No. D-678, as amended, and incorporated herein by reference: Provided; however, that once an employee is retired military service credit cannot be purchased.

For the purposes of this agreement, the Saginaw Police and Fire Retirement System Ordinance No. D-678 shall be amended as follows:

- a. 2.40 percent multiplier will be changed to 2.50 percent effective July 1, 1991.
- b. 2.60 percent multiplier effective January 1, 1994
- c. Effective July 1, 1997, the multiplier shall be amended to 2.60 percent for the first 25 years and 2.75 percent for all serviced credit after 25 years.
- d. Effective July 1, 1997, the Union may request a modification in the multiplier to 2.80 percent for all years of service provided that any increased cost in the City's contribution to the pension system shall be borne by members of the unit and there shall be no additional cost to the City. The increased costs in the City's contribution may be offset by an increase in the employee's pension contributions or by other changes to the pension plan resulting in cost reductions to the City's contribution rate as determined by the plans actuaries.
- e. Guaranteed Living Standard for singles upon ratification of contract. Effective July 1, 1997, the Guaranteed Living Standard shall be deleted from the contract.

- f. Duty disability pension re-computation age lowered from 52 to 50 thus amending Section 124.1 and 124.2 of the Police and Fire Pension Ordinance.
- g. Section 122. Non-duty Disability Pension. 122.1 A member who retires on account of disability, as provided in Section 121 hereof, shall receive a disability pension computed according to subsections 118.1 and 118.4. If the said member retires prior to his/ her attainment of age 50 years, his /her credited service shall be increased, for the exclusive purpose only of computing his/her disability pension, by the number of years and fraction of a year, not to exceed ten years, in the period from the date of his/her disability pension shall be subject to Section 128 and 129. Upon his/her retirement he/she shall have the right to elect, in lieu of a straight life disability pension, may choose to receive his/her disability pension under an option provided for Section 120.
- h. Employee who retired between July 1, 1997 and June 7, 1999 shall have the option to either receive the pension benefits in effect prior to this award or to receive the pension benefits set forth in the award (up to a 2.8% multiplier). The retiree shall notify the City of which option he/she has selected in writing 30 days after the date of this award.
- i. Military service credit to be purchased at 5% rather than 10 percent.
- j. The provision which addresses repaying pension contributions refunded within four years upon re-employment is eliminated for contributions withdrawn after July 1, 1994.
- k. Effective July 1, 2001, all individuals entering the bargaining unit from outside the Department, shall participate in a Defined Contribution pension program. Current bargaining unit employees will have the opportunity to roll over their Defined Benefit plan under the City's Pension System to the aforementioned Defined Contribution program after January 1, 2002.
- l. Effective July 1, 2009, there will be a cap placed on Pension Benefits of 84% of FAC.

Section 2. Retirees' Life Insurance

The City shall provide, through a City administered plan, to retirees from the bargaining unit, life insurance coverage in the amount of Six Thousand Dollars (\$6,000).

ARTICLE XV
SHORT AND LONG TERM DISABILITY AND INJURY TIME

Section 1. Short and Long Term Disability

Short Term Disability

All employees who have completed six (6) months of employment with the City of Saginaw shall be covered by Group Short Term Disability Benefit Plan. Premiums for such policy shall be paid 100% by the City.

Effective July 1, 2004, Short Term Disability Benefits is for 26 weeks with benefits beginning on the first (1st) day for an accident or injury and the eighth (8th) day for illness, as certified by a physician. Benefits shall be paid at 66 2/3% of the employee's wage, up to a maximum of \$750.

Employees may use PTO days for disability period of seventh (7) days or less. Employees may also use PTO days in lieu of Short - Term Disability benefits and may use PTO days at the applicable rate to subsidize the Short -Term Disability benefit to equal 100% of their Pay.

Long Term Disability

All employees, who completed their probationary period shall be covered by Group Long Term Disability Benefit Plan. Any employee, who receives Short Term Disability Benefits and continues to be disabled after 26 weeks shall receive Group Long Term Benefits until they are no longer disabled or until they reach, age 65. Effective July 1, 2009, this benefit shall be paid at 60% of the employee's wage.

Section 2. Injury Time

Each full time, regular, employee and each probationary employee occupying a full-time position, who is unable to work as a result of an injury arising out of and in the course of his/her employment with the City, shall receive injury time full pay for resultant time lost during a period not to exceed (26) weeks following date of injury and seventy-five (75%) percent of regular pay for any such time lost in the subsequent twenty six (26) weeks, provided, however that a committee composed of the City Manger, City Attorney, Health Officer and a non-voting Union delegate may grant additional twenty-five (25%) percent in individual cases with cause, and provided further that the committee determination shall be reviewed at least once in a four (4) week period. Employee can attain 25% in subsequent 26 weeks with any accrued time.

An employee entitled to injury time benefits shall receive them weekly and such benefits shall be computed on the basis of his/her current weekly wage. The amount of injury time benefits shall be an amount which, after deduction of federal, state and city income taxes, pension contributions, and any employee authorized payroll deductions, and after addition of weekly worker's compensation benefits, if any, to which the employee may be entitled, shall then be equal to 100 percent of the employee's current net or

"take home" pay.

When an employee has been unable to work for such time as to be entitled to weekly worker's compensation benefits and he/she has received injury time benefits without set-off of worker's compensation benefits, and it is determined that he/she is entitled to receive worker's compensation benefits under the provisions of the Workers' Compensation Act, as amended, the City shall be entitled to take credit for a refund of injury time benefits so paid in an amount equal to net weekly worker's compensation benefits payable for said disability, for the same period. Net weekly worker's compensation benefits are defined as follows: gross weekly compensation benefits minus any attorney fees, costs and related expenses. It is intended hereby that no employee shall receive more in injury time and worker's compensation benefits than he/she would normally receive if working.

An employee who is eligible for injury time benefits and who becomes disabled or continues to be disabled after one year from the date of an injury arising out of an in the course of his/her employment may use 1/2 day of accumulated PTO for each day of absence to supplement net worker's compensation benefits, in an amount equal to full injury time benefits. PTO shall continue to accrue while an employee is receiving injury time and sick time benefits as herein provided, and shall cease to accrue while an employee is receiving worker's compensation benefits only.

ARTICLE XVI
MISCELLANEOUS BENEFITS

Section 1. Food Allowance Payment

Effective July 1, 2000, each 24-hour employee who is required to eat his/her meals at his/her place of work is allowed a food allowance. Each 24-hour employee is entitled to his full food allowance. The food allowance shall be paid semi annually for the periods of January 1 through June 30 and July 1 through December 31. If an employee works any days during either of those time periods, he/she shall be paid for that specific time period (semi annual lump sum payment). If he/she does not work at all during either of the time periods, he/she shall not be paid for that specific time period.

The food allowance will be increased each year of the contract by the percent of wage increase with \$1031.00 being the base as follows:

July 1, 2006	\$1031.00
July 1, 2007	\$1031.00
July 1, 2008	\$1051.00
July 1, 2009	\$1066.00
July 1, 2010	\$1088.00
July 1, 2011	\$1099.00

Section 2. Employee contribution

Effective January 1, 1986, employees are required by the City to contribute financially to congregate meals in the fire house at a

charge equal to the value of the meals, irrespective of whether the employee chooses to eat the meal.

Section 3. Holiday Compensation

Effective July 1, 2000, all 54-hour Fire Fighters shall receive pay for all holidays payable in the pay period in which the holiday falls. The rate shall be One Hundred and Ten Dollars (\$110.00) per holiday, payable in the pay period in which the holiday falls or lump sum rolled into deferred compensation at end of calendar year. All holidays worked shall be credited or paid at straight time rates. An employee failing to work the scheduled workday before and the scheduled workday after a holiday, or failing to work on a scheduled work holiday without satisfactory excuse shall not receive pay for that holiday. Forty-hour employees shall be granted the same holidays off with pay.

Section 3a. Effective June 7, 1997 40-hour employees called back to work on a designated holiday shall receive double-time for all hours worked.

Section 4. Holidays Designated:

New Year's Day
Martin Luther King
Good Friday
Memorial Day
July 4th
Labor Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day
Christmas Eve
Employee's Own Birthday

Effective June 7, 1999 the Friday after Thanksgiving shall be a designated holiday for 40-hour employees.

Section 5. Uniform Cleaning

Uniform cleaning shall be provided for Battalion Chiefs, Training Officer, and all Fire Prevention personnel.

Section 6. Emergency Medical Incentive Pay

This agreement is pursuant to the settlement of an issue of payment for Emergency Medical Technicians (EMT) in the Saginaw Fire Department. Upon mutual agreement between the City of Saginaw and the Saginaw Fire Fighters, the settlement conditions are as follows:

1. All certified EMT's, will be paid in accordance with the Arbitration award dated September 13, 1991, prorated to the signing of this settlement agreement.
2. Thereafter, First Responders will be compensated at \$1000 annualized on a per day rate and certified EMT's at \$1500 annualized under the same conditions as First Responders.

3. Henceforth only those fire fighters with current licenses that are assigned to and work the medical units for a full shift shall receive payment, and meet all requirements of Saginaw County Medical Control protocols. Effective July 1, 2001, new hires are responsible for maintaining their MFR license. Training shall continue to be provided by the department.

Section 7. Deferred Compensation

All employees shall be allowed to participate in this program.

Section 8. Bereavement Leave

Employees shall be granted paid bereavement leave as follows:

54 hour personnel - two (2) 24 hour days for death in immediate family; one (1) 24 hour day for death of other family member;

40 hour personnel - three (3) 8 hour days for death in immediate family; two (2) 8 hour days for death of other family member.

For purposes of the above, "immediate family" means: wife, husband, child, brother, sister, parent, parent-in-law, grandparents, grandchildren, stepparent, stepchild, stepbrother, stepsister, brother-in-law, sister-in-law, or a relative residing in the same household. "Other family member" means: spouse's brother-in-law, sister-in-law, or grandparents-in-law, or employee's niece, nephew, uncle, or aunt. Additional time, if needed, can be taken from any banked time without incidence with authorization in accordance with current internal controls.

Section 9. Fire Officer Certification Incentive

Firefighters that attain the fire officer certification shall be compensated on an annual basis as follows:

FO 1	\$100.00
FO 2	\$150.00
FO 3	\$200.00

Section 10. Health Club Membership

The Employer, upon proof and payment of membership, will pay one half (1/2) up to \$150 for a health club membership fees, paid annually effective July 1, 2001.

ARTICLE XVII
CITY TO PROVIDE COPIES OF AGREEMENT

The City shall provide all present and future employees a copy of this Agreement.

ARTICLE XVIII
SEVERABILITY PROVISION

This Agreement shall be subject to the laws of the State of Michigan; and insofar as the same shall be in conflict or violation of any of the laws of the State of Michigan, said provision of this Agreement shall be void and inoperative. The provisions of this Agreement are deemed to be severable and should any provision thereof be held unconstitutional or invalid, such holding shall not be construed as affecting the validity of any of the remaining

provisions or sections.

ARTICLE XIX
QUALIFICATIONS

The Association and the City mutually agree and commit themselves to finding ways and means of upgrading entrance to the service requirements.

ARTICLE XX
EDUCATIONAL ASSISTANCE AND INCENTIVE PROGRAM

Prior to enrolling at Delta College, Saginaw Valley College, or other approved institution, employees who wish to be reimbursed for educational expenses will file an application for educational assistance with the Fire Training Officer. The closing date for making such application will be two days before registration ends at the school where the classes are to be taken. An Educational Development Board consisting of the Fire Chief and the Personnel Director will review and approve or disapprove applications. If a course is offered for college credit, the course must be taken for credit in order for the employee to be reimbursed for tuition. Upon completion of a course, either a class grade card or a transcript of grades must be presented to the Fire Training Officer. If the course is one that had been authorized by the Board for reimbursement and if the course has been completed with a grade equivalent of "C" or better, the Board will prepare a voucher for the Finance Department, which will write a check for the amount of reimbursement up to \$500 annually.

Effective July 1, 2001, annual payments for Degrees in a related field of study will be:

Associate Degree	\$500.00
Bachelors Degree	\$1000.00
Masters Degree	\$1200.00

ARTICLE XXI
NOTICE OF RESIGNATION

Any employee who resigns from the Fire Department shall give at least 30 days' notice of his/her impending separation from the service, in writing, to the Department, except in the event of an emergency.

ARTICLE XXII
DURATION OF AGREEMENT

This Agreement shall remain in force and effect through 11:59 p.m., June 30, 2012 and thereafter until amended or modified as provided herein. Either party hereto may, on or before April 1, 2012, serve a notice in writing upon the other party of its desire to amend or terminate this Agreement effective July 1, 2012. In such event, the parties, and/or their representatives, shall commence negotiations immediately on such proposed amendments for a succeeding agreement.

ARTICLE XXIII
RE-OPENING

This Agreement may be revised, amended, or otherwise altered to include new agreements or to effect changes in language if and when agreed to by the Employer and the Association; provided, however, it shall not be obligatory on either party to re-open during the life of this Agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands this 8th day of March 2010.

SAGINAW FIRE FIGHTERS
ASSOCIATION, (IAFF) LOCAL 102

By Wesley W. Kaster
Wesley Kaster, President

By Thomas Raines
Thomas Raines, Vice-President

By Aileen Pettinger
Aileen Pettinger, Secretary

CITY OF SAGINAW

By Greg Branch
Greg Branch, Mayor

Attest: Diane Herman
Diane Herman, City Clerk

Approved as to Substance
Darnell Earley
Darnell Earley, City Manager

Approved as to Form
Thomas Fancher
Thomas Fancher
City Attorney

APPENDIX "A"
SALARY PROGRESSION

A Fire Fighter who is promoted shall receive the minimum salary rate for the classification to which he/she is promoted or the lowest salary rate in the higher classification which will provide him/her with an increase in compensation; whichever is more.

Time spent on military leave of absence shall be used in computing continuous service for longevity pay purposes.

Classifications

- F1 Firefighter
- F2 Dispatcher/Inspector/Chauffeur/Fire Apparatus Mechanic
- F3 Lieutenant/certified Fire Apparatus Mechanic and Fire Inspector
- F4 Fire Apparatus Supervisor
- F5 Captain/Deputy Fire Marshall
- F6 Battalion Chief/Fire Marshall/Training Officer

Progression for F1 only

- Step A Entrance pay
- Step B Six month pay
- Step C Twelve month pay
- Step D Twenty-four month pay
- Step E Thirty-six month pay
- Step F Forty-eight month pay

IAFF 07/01/05 THROUGH 06/30/06 (108 HOUR STAFF)

Rate Increase: 3%

RANGE (3rd digit)	STEP (1st, two digits)	Rate type: Annual; Employee, Setup: Salaried Step increases based on contractual language.														
		F0 BASE			F2 2%			F4 4%			F6 6%			F8 8%		
		ANNUAL	HOURLY	HOURLY	ANNUAL	HOURLY	HOURLY	ANNUAL	HOURLY	HOURLY	ANNUAL	HOURLY	HOURLY	ANNUAL	HOURLY	HOURLY
Old F1	1	32,330	11.5135	32,690	11.6417	33,050	11.7699	33,410	11.8981	33,770	12.0263					
	2	33,182	11.8171	33,542	11.9453	33,902	12.0735	34,262	12.2017	34,622	12.3299					
	3	36,528	13.0085	36,888	13.1367	37,248	13.2649	37,608	13.3931	37,968	13.5213					
	4	39,840	14.1879	40,200	14.3161	40,560	14.4443	40,920	14.5725	41,280	14.7007					
	5	44,693	15.9162	45,053	16.0444	45,413	16.1726	45,773	16.3008	46,133	16.4290					
	6	50,070	17.8313	50,430	17.9595	50,790	18.0877	51,150	18.2159	51,510	18.3441					
Old F2	1	50,201	17.8778	50,561	18.0060	50,921	18.1342	51,281	18.2625	51,641	18.3907					
	2	51,119	18.2047	51,479	18.3329	51,839	18.4611	52,199	18.5893	52,559	18.7175					
	3	52,004	18.5199	52,364	18.6481	52,724	18.7763	53,084	18.9045	53,444	19.0327					
	4	52,956	18.8589	53,316	18.9871	53,676	19.1153	54,036	19.2435	54,396	19.3717					
	5	53,808	19.1624	54,168	19.2906	54,528	19.4188	54,888	19.5470	55,248	19.6753					
Old F3	1	56,431	20.0965	56,791	20.2247	57,151	20.3529	57,511	20.4811	57,871	20.6093					
	2	57,383	20.4354	57,743	20.5636	58,103	20.6918	58,463	20.8200	58,823	20.9482					
	3	58,268	20.7506	58,628	20.8788	58,988	21.0070	59,348	21.1352	59,708	21.2634					
	4	59,218	21.0891	59,578	21.2173	59,938	21.3455	60,298	21.4737	60,658	21.6019					
Old F4	1	55,185	19.6527	55,545	19.7809	55,905	19.9091	56,265	20.0373	56,625	20.1655					
	2	56,365	20.0732	56,725	20.2014	57,085	20.3296	57,445	20.4578	57,805	20.5860					
	3	57,644	20.5285	58,004	20.6567	58,364	20.7849	58,724	20.9131	59,084	21.0414					
	4	58,923	20.9839	59,283	21.1121	59,643	21.2403	60,003	21.3685	60,363	21.4967					
	5	60,301	21.4746	60,661	21.6028	61,021	21.7310	61,381	21.8592	61,741	21.9874					
Old F5	1	62,301	22.1870	62,661	22.3152	63,021	22.4434	63,381	22.5716	63,741	22.6998					
	2	63,743	22.7006	64,103	22.8288	64,463	22.9570	64,823	23.0852	65,183	23.2134					
	3	65,187	23.2146	65,547	23.3428	65,907	23.4710	66,267	23.5992	66,627	23.7274					
Old F6	1	68,792	24.4987	69,152	24.6270	69,512	24.7552	69,872	24.8834	70,232	25.0116					
	2	70,203	25.0011	70,563	25.1293	70,923	25.2575	71,283	25.3857	71,643	25.5139					
	3	71,745	25.5500	72,105	25.6782	72,465	25.8065	72,825	25.9347	73,185	26.0629					

IAFF 07/01/06 THROUGH 06/30/07 (108 HOUR STAFF)

Rate Increase: 0%

RANGE (3rd digit)	STEP (1st two digits)	Rate type: Annual; Employee Setup: Salaried Step Increases based on contractual language.											
		F0 BASE		F2 2%		F4 4%		F6 6%		F8 8%			
		ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY		
Old F1	1	32,330	11.5135	32,690	11.6417	33,050	11.7699	33,410	11.8981	33,770	12.0263		
	2	33,182	11.8171	33,542	11.9453	33,902	12.0735	34,262	12.2017	34,622	12.3299		
	3	36,528	13.0085	36,888	13.1367	37,248	13.2649	37,608	13.3931	37,968	13.5213		
	4	39,840	14.1879	40,200	14.3161	40,560	14.4443	40,920	14.5725	41,280	14.7007		
	5	44,693	15.9162	45,053	16.0444	45,413	16.1726	45,773	16.3008	46,133	16.4290		
	6	50,070	17.8313	50,430	17.9595	50,790	18.0877	51,150	18.2159	51,510	18.3441		
Old F2	1	50,201	17.8778	50,561	18.0060	50,921	18.1342	51,281	18.2625	51,641	18.3907		
	2	51,119	18.2047	51,479	18.3329	51,839	18.4611	52,199	18.5893	52,559	18.7175		
	3	52,004	18.5199	52,364	18.6481	52,724	18.7763	53,084	18.9045	53,444	19.0327		
	4	52,956	18.8589	53,316	18.9871	53,676	19.1153	54,036	19.2435	54,396	19.3717		
	5	53,808	19.1624	54,168	19.2906	54,528	19.4188	54,888	19.5470	55,248	19.6753		
Old F3	1	56,431	20.0965	56,791	20.2247	57,151	20.3529	57,511	20.4811	57,871	20.6093		
	2	57,383	20.4354	57,743	20.5636	58,103	20.6918	58,463	20.8200	58,823	20.9482		
	3	58,268	20.7506	58,628	20.8788	58,988	21.0070	59,348	21.1352	59,708	21.2634		
	4	59,218	21.0891	59,578	21.2173	59,938	21.3455	60,298	21.4737	60,658	21.6019		
Old F4	1	55,185	19.6527	55,545	19.7809	55,905	19.9091	56,265	20.0373	56,625	20.1655		
	2	56,365	20.0732	56,725	20.2014	57,085	20.3296	57,445	20.4578	57,805	20.5860		
	3	57,644	20.5285	58,004	20.6567	58,364	20.7849	58,724	20.9131	59,084	21.0414		
	4	58,923	20.9839	59,283	21.1121	59,643	21.2403	60,003	21.3685	60,363	21.4967		
	5	60,301	21.4746	60,661	21.6028	61,021	21.7310	61,381	21.8592	61,741	21.9874		
Old F5	1	62,301	22.1870	62,661	22.3152	63,021	22.4434	63,381	22.5716	63,741	22.6998		
	2	63,743	22.7006	64,103	22.8288	64,463	22.9570	64,823	23.0852	65,183	23.2134		
	3	65,187	23.2146	65,547	23.3428	65,907	23.4710	66,267	23.5992	66,627	23.7274		
Old F6	1	68,792	24.4987	69,152	24.6270	69,512	24.7552	69,872	24.8834	70,232	25.0116		
	2	70,203	25.0011	70,563	25.1293	70,923	25.2575	71,283	25.3857	71,643	25.5139		
	3	71,745	25.5500	72,105	25.6782	72,465	25.8065	72,825	25.9347	73,185	26.0629		

IAFF 07/01/07 THROUGH 06/30/08 (108 HOUR STAFF)

Rate Increase: 0%

RANGE (3rd digit)	STEP	RANGE (1st two digits)	F0 BASE		F2 2%		F4 4%		F6 6%		F8 8%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
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	2		51,119	18.2047	51,479	18.3329	51,839	18.4611	52,199	18.5893	52,559	18.7175
	3	2	52,004	18.5199	52,364	18.6481	52,724	18.7763	53,084	18.9045	53,444	19.0327
	4		52,956	18.8589	53,316	18.9871	53,676	19.1153	54,036	19.2435	54,396	19.3717
	5		53,808	19.1624	54,168	19.2906	54,528	19.4188	54,888	19.5470	55,248	19.6753
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	2		56,365	20.0732	56,725	20.2014	57,085	20.3296	57,445	20.4578	57,805	20.5860
	3	4	57,644	20.5285	58,004	20.6567	58,364	20.7849	58,724	20.9131	59,084	21.0414
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	2		63,743	22.7006	64,103	22.8288	64,463	22.9570	64,823	23.0852	65,183	23.2134
	3		65,187	23.2146	65,547	23.3428	65,907	23.4710	66,267	23.5992	66,627	23.7274
Old F6	1		68,792	24.4987	69,152	24.6270	69,512	24.7552	69,872	24.8834	70,232	25.0116
	2		70,203	25.0011	70,563	25.1293	70,923	25.2575	71,283	25.3857	71,643	25.5139
	3		71,745	25.5500	72,105	25.6782	72,465	25.8065	72,825	25.9347	73,185	26.0629

Rate type: Annual; Employee Setup: Salaried
Step increases based on contractual language.

IAFF 07/01/08 THROUGH 06/30/09 (108 HOUR STAFF)

Rate Increase: 2%

RANGE (3rd digit)	STEP	RANGE (1st two digits)	F0 BASE		F2 2%		F4 4%		F6 6%		F8 8%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
			Rate type: Annual; Employee Setup: Salaried Step increases based on contractual language.									
Old F1	1	32,977	11,7438	33,337	11,8720	33,697	12,0002	34,057	12,1284	34,417	12,2566	
	2	33,846	12,0534	34,206	12,1816	34,566	12,3098	34,926	12,4380	35,286	12,5663	
	3	37,259	13,2687	37,619	13,3969	37,979	13,5251	38,339	13,6533	38,699	13,7815	
	4	40,636	14,4717	40,996	14,5999	41,356	14,7281	41,716	14,8563	42,076	14,9845	
	5	45,587	16,2345	45,947	16,3628	46,307	16,4910	46,667	16,6192	47,027	16,7474	
	6	51,072	18,1879	51,432	18,3161	51,792	18,4443	52,152	18,5725	52,512	18,7007	
Old F2	1	51,205	18,2354	51,565	18,3636	51,925	18,4918	52,285	18,6200	52,645	18,7482	
	2	52,141	18,5688	52,501	18,6970	52,861	18,8252	53,221	18,9534	53,581	19,0816	
	3	53,044	18,8903	53,404	19,0185	53,764	19,1467	54,124	19,2749	54,484	19,4031	
	4	54,015	19,2360	54,375	19,3642	54,735	19,4924	55,095	19,6206	55,455	19,7488	
	5	54,884	19,5457	55,244	19,6739	55,604	19,8021	55,964	19,9303	56,324	20,0585	
Old F3	1	57,559	20,4984	57,919	20,6266	58,279	20,7548	58,639	20,8830	58,999	21,0112	
	2	58,530	20,8441	58,890	20,9723	59,250	21,1005	59,610	21,2287	59,970	21,3569	
	3	59,433	21,1656	59,793	21,2938	60,153	21,4220	60,513	21,5502	60,873	21,6784	
	4	60,403	21,5109	60,763	21,6391	61,123	21,7673	61,483	21,8955	61,843	22,0237	
Old F4	1	56,289	20,0458	56,649	20,1740	57,009	20,3022	57,369	20,4304	57,729	20,5586	
	2	57,493	20,4746	57,853	20,6028	58,213	20,7310	58,573	20,8592	58,933	20,9874	
	3	58,797	20,9391	59,157	21,0673	59,517	21,1955	59,877	21,3237	60,237	21,4519	
	4	60,101	21,4036	60,461	21,5318	60,821	21,6600	61,181	21,7882	61,541	21,9164	
	5	61,507	21,9041	61,867	22,0323	62,227	22,1605	62,587	22,2887	62,947	22,4169	
Old F5	1	63,547	22,6307	63,907	22,7589	64,267	22,8871	64,627	23,0153	64,987	23,1435	
	2	65,018	23,1546	65,378	23,2828	65,738	23,4110	66,098	23,5392	66,458	23,6674	
	3	66,490	23,6789	66,850	23,8071	67,210	23,9353	67,570	24,0635	67,930	24,1917	
Old F6	1	70,168	24,9887	70,528	25,1169	70,888	25,2451	71,248	25,3733	71,608	25,5015	
	2	71,607	25,5011	71,967	25,6293	72,327	25,7575	72,687	25,8857	73,047	26,0140	
	3	73,179	26,0610	73,539	26,1893	73,899	26,3175	74,259	26,4457	74,619	26,5739	

IAFF 07/01/09 THROUGH 06/30/10 (108 HOUR STAFF)

Rate Increase: 1.5%

RANGE STEP (3rd digit)		RANGE (1st two digits)		F0 BASE		F2 2%		F4 4%		F6 6%		F8 8%	
		ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
Old F1	1	33,471	11.9199	33,831	12.0481	34,191	12.1763	34,551	12.3046	34,911	12.4328	35,271	12.5611
	2	34,354	12.2342	34,714	12.3624	35,074	12.4906	35,434	12.6188	35,794	12.7471	36,154	12.8754
	3	37,817	13.4677	38,177	13.5959	38,537	13.7241	38,897	13.8523	39,257	13.9805	39,617	14.1088
	4	41,246	14.6887	41,606	14.8169	41,966	14.9452	42,326	15.0734	42,686	15.2016	43,046	15.3299
	5	46,270	16.4781	46,630	16.6063	46,990	16.7345	47,350	16.8627	47,710	16.9909	48,070	17.1192
	6	51,838	18.4607	52,198	18.5889	52,558	18.7171	52,918	18.8453	53,278	18.9735	53,638	19.1018
Old F2	1	51,973	18.5089	52,333	18.6371	52,693	18.7653	53,053	18.8935	53,413	19.0217	53,773	19.1500
	2	52,923	18.8473	53,283	18.9755	53,643	19.1037	54,003	19.2319	54,363	19.3601	54,723	19.4884
	3	53,840	19.1737	54,200	19.3019	54,560	19.4301	54,920	19.5583	55,280	19.6865	55,640	19.8148
	4	54,825	19.5246	55,185	19.6528	55,545	19.7810	55,905	19.9092	56,265	20.0374	56,625	20.1657
	5	55,708	19.8389	56,068	19.9671	56,428	20.0953	56,788	20.2235	57,148	20.3517	57,508	20.4800
Old F3	1	58,423	20.8059	58,783	20.9341	59,143	21.0623	59,503	21.1905	59,863	21.3187	60,223	21.4470
	2	59,408	21.1567	59,768	21.2850	60,128	21.4132	60,488	21.5414	60,848	21.6696	61,208	21.7979
	3	60,325	21.4831	60,685	21.6113	61,045	21.7395	61,405	21.8677	61,765	21.9959	62,125	22.1242
	4	61,309	21.8336	61,669	21.9618	62,029	22.0900	62,389	22.2182	62,749	22.3464	63,109	22.4747
Old F4	1	57,133	20.3465	57,493	20.4747	57,853	20.6029	58,213	20.7311	58,573	20.8593	58,933	20.9875
	2	58,355	20.7817	58,715	20.9100	59,075	21.0382	59,435	21.1664	59,795	21.2946	60,155	21.4229
	3	59,679	21.2532	60,039	21.3814	60,399	21.5096	60,759	21.6378	61,119	21.7660	61,479	21.8943
	4	61,003	21.7246	61,363	21.8528	61,723	21.9810	62,083	22.1092	62,443	22.2375	62,803	22.3657
	5	62,429	22.2327	62,789	22.3609	63,149	22.4891	63,509	22.6173	63,869	22.7455	64,229	22.8738
Old F5	1	64,500	22.9702	64,860	23.0984	65,220	23.2266	65,580	23.3548	65,940	23.4830	66,300	23.6113
	2	65,993	23.5019	66,353	23.6301	66,713	23.7583	67,073	23.8865	67,433	24.0147	67,793	24.1430
	3	67,488	24.0340	67,848	24.1623	68,208	24.2905	68,568	24.4187	68,928	24.5469	69,288	24.6752
Old F6	1	71,221	25.3636	71,581	25.4918	71,941	25.6200	72,301	25.7482	72,661	25.8764	73,021	26.0047
	2	72,681	25.8836	73,041	26.0119	73,401	26.1401	73,761	26.2683	74,121	26.3965	74,481	26.5248
	3	74,277	26.4520	74,637	26.5802	74,997	26.7084	75,357	26.8366	75,717	26.9648	76,077	27.0931

IAFF 07/01/10 THROUGH 06/30/11 (108 HOUR STAFF)

Rate Increase:  2.0%

RANGE (3rd digit)	STEP	RANGE (1st two digits)	Rate type: Annual; Employee Setup: Salaried Step Increases based on contractual language.											
			F0 BASE		F2 2%		F4 4%		F6 6%		F8 8%			
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY		
Old F1	1	34,141	12.1583	34,501	12.2865	34,861	12.4147	35,221	12.5430	35,581	12.6712			
	2	35,041	12.4789	35,401	12.6071	35,761	12.7353	36,121	12.8635	36,481	12.9917			
	1	3	38,574	13.7371	38,934	13.8653	39,294	13.9935	39,654	14.1217	40,014	14.2499		
		4	42,071	14.9825	42,431	15.1107	42,791	15.2389	43,151	15.3671	43,511	15.4953		
		5	47,196	16.8076	47,556	16.9358	47,916	17.0640	48,276	17.1922	48,636	17.3204		
		6	52,874	18.8289	53,234	18.9581	53,594	19.0863	53,954	19.2145	54,314	19.3427		
Old F2	1	53,013	18.8791	53,373	19.0073	53,733	19.1355	54,093	19.2637	54,453	19.3919			
	2	53,982	19.2243	54,342	19.3525	54,702	19.4807	55,062	19.6089	55,422	19.7371			
	3	54,916	19.5572	55,276	19.6854	55,636	19.8136	55,996	19.9418	56,356	20.0700			
	4	55,921	19.9151	56,281	20.0433	56,641	20.1715	57,001	20.2997	57,361	20.4279			
	5	56,822	20.2356	57,182	20.3638	57,542	20.4921	57,902	20.6203	58,262	20.7485			
Old F3	1	59,591	21.2220	59,951	21.3502	60,311	21.4784	60,671	21.6066	61,031	21.7348			
	2	60,596	21.5799	60,956	21.7081	61,316	21.8363	61,676	21.9645	62,036	22.0927			
	3	61,531	21.9128	61,891	22.0410	62,251	22.1692	62,611	22.2974	62,971	22.4256			
	4	62,535	22.2702	62,895	22.3984	63,255	22.5266	63,615	22.6548	63,975	22.7830			
Old F4	1	58,276	20.7534	58,636	20.8816	58,996	21.0098	59,356	21.1380	59,716	21.2662			
	2	59,522	21.1974	59,882	21.3256	60,242	21.4538	60,602	21.5820	60,962	21.7102			
	3	60,873	21.6783	61,233	21.8065	61,593	21.9347	61,953	22.0629	62,313	22.1911			
	4	62,223	22.1591	62,583	22.2873	62,943	22.4155	63,303	22.5437	63,663	22.6719			
	5	63,678	22.6773	64,038	22.8055	64,398	22.9337	64,758	23.0619	65,118	23.1901			
Old F5	1	65,790	23.4296	66,150	23.5578	66,510	23.6860	66,870	23.8142	67,230	23.9424			
	2	67,313	23.9719	67,673	24.1001	68,033	24.2283	68,393	24.3566	68,753	24.4848			
	3	68,837	24.5147	69,197	24.6429	69,557	24.7711	69,917	24.8993	70,277	25.0275			
Old F6	1	72,645	25.8708	73,005	25.9990	73,365	26.1272	73,725	26.2554	74,085	26.3836			
	2	74,135	26.4013	74,495	26.5295	74,855	26.6577	75,215	26.7859	75,575	26.9141			
	3	75,763	26.9810	76,123	27.1092	76,483	27.2374	76,843	27.3656	77,203	27.4938			

IAFF 07/01/11 THROUGH 06/30/12 (108 HOUR STAFF)

Rate Increase: 1.0%

RANGE (3rd digit)	STEP (1st two digits)	Rate type: Annual; Employee Setup: Salaried Step increases based on contractual language.													
		F0 BASE		F2 2%		F4 4%		F6 6%		F8 8%					
		ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY				
Old F1	1	34,482	12.2799	34,842	12.4081	35,202	12.5363	35,562	12.6645	35,922	12.7927	36,282	12.9209	36,642	13.0491
	2	35,391	12.6037	35,751	12.7319	36,111	12.8601	36,471	12.9883	36,831	13.1165	37,191	13.2447	37,551	13.3729
	3	38,959	13.8745	39,319	14.0027	39,679	14.1309	40,039	14.2591	40,399	14.3873	40,759	14.5155	41,119	14.6437
	4	42,492	15.1323	42,852	15.2605	43,212	15.3888	43,572	15.5170	43,932	15.6452	44,292	15.7734	44,652	15.9016
	5	47,668	16.9757	48,028	17.1039	48,388	17.2321	48,748	17.3603	49,108	17.4885	49,468	17.6167	49,828	17.7449
	6	53,403	19.0182	53,763	19.1464	54,123	19.2746	54,483	19.4028	54,843	19.5310	55,203	19.6592	55,563	19.7874
Old F2	1	53,543	19.0679	53,903	19.1961	54,263	19.3243	54,623	19.4525	54,983	19.5807	55,343	19.7089	55,703	19.8371
	2	54,522	19.4165	54,882	19.5447	55,242	19.6729	55,602	19.8011	55,962	19.9293	56,322	20.0575	56,682	20.1857
	3	55,466	19.7527	55,826	19.8809	56,186	20.0091	56,546	20.1373	56,906	20.2655	57,266	20.3937	57,626	20.5219
	4	56,481	20.1142	56,841	20.2424	57,201	20.3706	57,561	20.4988	57,921	20.6270	58,281	20.7552	58,641	20.8834
	5	57,390	20.4380	57,750	20.5662	58,110	20.6944	58,470	20.8226	58,830	20.9508	59,190	21.0790	59,550	21.2072
Old F3	1	60,187	21.4342	60,547	21.5624	60,907	21.6906	61,267	21.8188	61,627	21.9470	61,987	22.0752	62,347	22.2034
	2	61,202	21.7957	61,562	21.9239	61,922	22.0521	62,282	22.1803	62,642	22.3085	63,002	22.4367	63,362	22.5649
	3	62,146	22.1319	62,506	22.2601	62,866	22.3883	63,226	22.5165	63,586	22.6447	63,946	22.7729	64,306	22.9011
	4	63,160	22.4929	63,520	22.6211	63,880	22.7493	64,240	22.8775	64,600	23.0057	64,960	23.1339	65,320	23.2621
Old F4	1	58,858	20.9609	59,218	21.0891	59,578	21.2173	59,938	21.3455	60,298	21.4738	60,658	21.6020	61,018	21.7302
	2	60,117	21.4094	60,477	21.5376	60,837	21.6658	61,197	21.7940	61,557	21.9222	61,917	22.0504	62,277	22.1786
	3	61,481	21.8950	61,841	22.0232	62,201	22.1514	62,561	22.2796	62,921	22.4079	63,281	22.5361	63,641	22.6643
	4	62,845	22.3807	63,205	22.5089	63,565	22.6371	63,925	22.7653	64,285	22.8935	64,645	23.0217	65,005	23.1499
	5	64,315	22.9041	64,675	23.0323	65,035	23.1605	65,395	23.2887	65,755	23.4169	66,115	23.5451	66,475	23.6733
Old F5	1	66,448	23.6639	66,808	23.7921	67,168	23.9203	67,528	24.0485	67,888	24.1767	68,248	24.3049	68,608	24.4331
	2	67,986	24.2117	68,346	24.3399	68,706	24.4681	69,066	24.5963	69,426	24.7245	69,786	24.8527	70,146	24.9809
	3	69,526	24.7599	69,886	24.8881	70,246	25.0163	70,606	25.1445	70,966	25.2727	71,326	25.4009	71,686	25.5291
Old F6	1	73,372	26.1295	73,732	26.2577	74,092	26.3859	74,452	26.5142	74,812	26.6424	75,172	26.7706	75,532	26.8988
	2	74,876	26.6653	75,236	26.7935	75,596	26.9217	75,956	27.0499	76,316	27.1782	76,676	27.3064	77,036	27.4346
	3	76,520	27.2508	76,880	27.3790	77,240	27.5072	77,600	27.6354	77,960	27.7636	78,320	27.8918	78,680	28.0200

IAFF 07/01/05 THROUGH 06/30/06 (80 HOUR STAFF)

Rate Increase: 3%

RANGE (3rd digit)	STEP	RANGE (1st two digits)	Rate type: Annual; Employee Setup: Salaried Step increases based on contractual language.											
			Z0		Z2		Z4		Z6		Z8			
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY		
Old F1	1	1	32,352	15.5539	32,712	15.7270	33,072	15.9001	33,432	16.0731	33,792	16.2462		
	2	2	33,202	15.9626	33,562	16.1357	33,922	16.3088	34,282	16.4818	34,642	16.6549		
	3	3	36,457	17.5273	36,817	17.7003	37,177	17.8734	37,537	18.0465	37,897	18.2196		
	4	4	39,785	19.1273	40,145	19.3004	40,505	19.4734	40,865	19.6465	41,225	19.8196		
	5	5	44,570	21.4280	44,930	21.6010	45,290	21.7741	45,650	21.9472	46,010	22.1203		
	6	6	50,059	24.0666	50,419	24.2397	50,779	24.4127	51,139	24.5858	51,499	24.7589		
Old F2	1	1	50,180	24.1250	50,540	24.2981	50,900	24.4711	51,260	24.6442	51,620	24.8173		
	2	2	51,055	24.5455	51,415	24.7185	51,775	24.8916	52,135	25.0647	52,495	25.2378		
	3	3	51,954	24.9778	52,314	25.1508	52,674	25.3239	53,034	25.4970	53,394	25.6701		
	4	4	52,876	25.4213	53,236	25.5944	53,596	25.7674	53,956	25.9405	54,316	26.1136		
	5	5	53,823	25.8766	54,183	26.0497	54,543	26.2227	54,903	26.3958	55,263	26.5689		
Old F3	1	1	56,447	27.1381	56,807	27.3111	57,167	27.4842	57,527	27.6573	57,887	27.8304		
	2	2	57,370	27.5816	57,730	27.7547	58,090	27.9277	58,450	28.1008	58,810	28.2739		
	3	3	58,317	28.0369	58,677	28.2100	59,037	28.3830	59,397	28.5561	59,757	28.7292		
	4	4	59,216	28.4692	59,576	28.6423	59,936	28.8153	60,296	28.9884	60,656	29.1615		
Old F4	1	1	55,208	26.6424	55,568	26.7155	55,928	26.8886	56,288	27.0616	56,648	27.2347		
	2	2	56,374	27.1027	56,734	27.2758	57,094	27.4489	57,454	27.6219	57,814	27.7950		
	3	3	57,613	27.6984	57,973	27.8714	58,333	28.0445	58,693	28.2176	59,053	28.3907		
	4	4	58,924	28.3288	59,284	28.5019	59,644	28.6750	60,004	28.8481	60,364	29.0211		
	5	5	60,989	29.3214	61,349	29.4945	61,709	29.6676	62,069	29.8406	62,429	30.0137		
Old F5	1	1	62,301	29.9524	62,661	30.1255	63,021	30.2986	63,381	30.4717	63,741	30.6447		
	2	2	63,709	30.6296	64,069	30.8026	64,429	30.9756	64,789	31.1487	65,149	31.3218		
	3	3	65,118	31.3066	65,478	31.4796	65,838	31.6527	66,198	31.8258	66,558	31.9989		
Old F6	1	1	68,785	33.0699	69,145	33.2430	69,505	33.4161	69,865	33.5892	70,225	33.7623		
	2	2	70,195	33.7476	70,555	33.9206	70,915	34.0937	71,275	34.2668	71,635	34.4399		
	3	3	71,652	34.4482	72,012	34.6213	72,372	34.7944	72,732	34.9674	73,092	35.1405		

IAFF 07/01/06 THROUGH 06/30/07 (80 HOUR STAFF)

Rate Increase:  No Change

RANGE (3rd digit)	STEP	RANGE (1st two digits)	Z0 BASE		Z2 2%		Z4 4%		Z6 6%		Z8 8%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
Old F1	1	1	32,352	15.5539	32,712	15.7270	33,072	15.9001	33,432	16.0731	33,792	16.2462
	2		33,202	15.9626	33,562	16.1357	33,922	16.3088	34,282	16.4818	34,642	16.6549
	3		36,457	17.5273	36,817	17.7003	37,177	17.8734	37,537	18.0465	37,897	18.2196
	4		39,785	19.1273	40,145	19.3004	40,505	19.4734	40,865	19.6465	41,225	19.8196
	5		44,570	21.4280	44,930	21.6010	45,290	21.7741	45,650	21.9472	46,010	22.1203
	6		50,059	24.0666	50,419	24.2397	50,779	24.4127	51,139	24.5858	51,499	24.7589
Old F2	1	2	50,180	24.1250	50,540	24.2981	50,900	24.4711	51,260	24.6442	51,620	24.8173
	2		51,055	24.5455	51,415	24.7185	51,775	24.8916	52,135	25.0647	52,495	25.2378
	3		51,954	24.9778	52,314	25.1508	52,674	25.3239	53,034	25.4970	53,394	25.6701
	4		52,876	25.4213	53,236	25.5944	53,596	25.7674	53,956	25.9405	54,316	26.1136
	5		53,823	25.8766	54,183	26.0497	54,543	26.2227	54,903	26.3958	55,263	26.5689
Old F3	1	3	56,447	27.1381	56,807	27.3111	57,167	27.4842	57,527	27.6573	57,887	27.8304
	2		57,370	27.5816	57,730	27.7547	58,090	27.9277	58,450	28.1008	58,810	28.2739
	3		58,317	28.0369	58,677	28.2100	59,037	28.3830	59,397	28.5561	59,757	28.7292
	4		59,216	28.4692	59,576	28.6423	59,936	28.8153	60,296	28.9884	60,656	29.1615
Old F4	1	4	55,208	26.5424	55,568	26.7155	55,928	26.8886	56,288	27.0616	56,648	27.2347
	2		56,374	27.1027	56,734	27.2758	57,094	27.4489	57,454	27.6219	57,814	27.7950
	3		57,613	27.6984	57,973	27.8714	58,333	28.0445	58,693	28.2176	59,053	28.3907
	4		58,924	28.3288	59,284	28.5019	59,644	28.6750	60,004	28.8481	60,364	29.0211
	5		60,989	29.3214	61,349	29.4945	61,709	29.6676	62,069	29.8406	62,429	30.0137
Old F5	1	5	62,301	29.9524	62,661	30.1255	63,021	30.2986	63,381	30.4717	63,741	30.6447
	2		63,709	30.6295	64,069	30.8026	64,429	30.9756	64,789	31.1487	65,149	31.3218
	3		65,118	31.3066	65,478	31.4796	65,838	31.6527	66,198	31.8258	66,558	31.9989
Old F6	1	6	68,785	33.0699	69,145	33.2430	69,505	33.4161	69,865	33.5892	70,225	33.7623
	2		70,195	33.7476	70,555	33.9206	70,915	34.0937	71,275	34.2668	71,635	34.4399
	3		71,652	34.4482	72,012	34.6213	72,372	34.7944	72,732	34.9674	73,092	35.1405

(Rate type: Annual; Employee Setup: Salaried
Step Increases based on contractual language.)

IAFF 07/01/07 THROUGH 06/30/08 (80 HOUR STAFF)

Rate Increase:  No Change

RANGE (3rd digit)	STEP	RANGE (1st two digits)	Z0 BASE		Z2 2%		Z4 4%		Z6 6%		Z8 8%	
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
Old F1	1	32,352	15.5539	32,712	15.7270	33,072	15.9001	33,432	16.0731	33,792	16.2462	
	2	33,202	15.9626	33,562	16.1357	33,922	16.3088	34,282	16.4818	34,642	16.6549	
	3	36,457	17.5273	36,817	17.7003	37,177	17.8734	37,537	18.0465	37,897	18.2196	
	4	39,785	19.1273	40,145	19.3004	40,505	19.4734	40,865	19.6465	41,225	19.8196	
	5	44,570	21.4280	44,930	21.6010	45,290	21.7741	45,650	21.9472	46,010	22.1203	
	6	50,059	24.0666	50,419	24.2397	50,779	24.4127	51,139	24.5858	51,499	24.7589	
Old F2	1	50,180	24.1250	50,540	24.2981	50,900	24.4711	51,260	24.6442	51,620	24.8173	
	2	51,055	24.5455	51,415	24.7185	51,775	24.8916	52,135	25.0647	52,495	25.2378	
	3	51,954	24.9778	52,314	25.1508	52,674	25.3239	53,034	25.4970	53,394	25.6701	
	4	52,876	25.4213	53,236	25.5944	53,596	25.7674	53,956	25.9405	54,316	26.1136	
	5	53,823	25.8766	54,183	26.0497	54,543	26.2227	54,903	26.3958	55,263	26.5689	
Old F3	1	56,447	27.1381	56,807	27.3111	57,167	27.4842	57,527	27.6573	57,887	27.8304	
	2	57,370	27.5616	57,730	27.7347	58,090	27.9077	58,450	28.0808	58,810	28.2539	
	3	58,317	28.0369	58,677	28.2100	59,037	28.3830	59,397	28.5561	59,757	28.7292	
	4	59,216	28.4692	59,576	28.6423	59,936	28.8153	60,296	28.9884	60,656	29.1615	
Old F4	1	55,208	26.5424	55,568	26.7155	55,928	26.8886	56,288	27.0616	56,648	27.2347	
	2	56,374	27.1027	56,734	27.2758	57,094	27.4489	57,454	27.6219	57,814	27.7950	
	3	57,613	27.6984	57,973	27.8714	58,333	28.0445	58,693	28.2176	59,053	28.3907	
	4	58,924	28.3288	59,284	28.5019	59,644	28.6750	60,004	28.8481	60,364	29.0211	
	5	60,989	29.3214	61,349	29.4945	61,709	29.6676	62,069	29.8406	62,429	30.0137	
Old F5	1	62,301	29.9524	62,661	30.1255	63,021	30.2986	63,381	30.4717	63,741	30.6447	
	2	63,709	30.6295	64,069	30.8026	64,429	30.9756	64,789	31.1487	65,149	31.3218	
	3	65,118	31.3066	65,478	31.4796	65,838	31.6527	66,198	31.8258	66,558	31.9989	
Old F6	1	68,785	33.0699	69,145	33.2430	69,505	33.4161	69,865	33.5892	70,225	33.7623	
	2	70,195	33.7476	70,555	33.9206	70,915	34.0937	71,275	34.2668	71,635	34.4399	
	3	71,652	34.4482	72,012	34.6213	72,372	34.7944	72,732	34.9674	73,092	35.1405	

Rate type: Annual; Employee Setup: Salaried
Step increases based on contractual language.

IAFF 07/01/08 THROUGH 06/30/09 (80 HOUR STAFF)

Rate Increase: 2%

RANGE (3rd digit)	STEP (1st two digits)	Z0 BASE		Z2 2%		Z4 4%		Z6 6%		Z8 8%	
		ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
		Rate type: Annual; Employee Setup: Salaried Step Increases based on contractual language.									
Old F1	1	32,999	15.8650	33,359	16.0381	33,719	16.2111	34,079	16.3842	34,439	16.5573
	2	33,866	16.2819	34,226	16.4549	34,586	16.6280	34,946	16.8011	35,306	16.9742
	3	37,186	17.8778	37,546	18.0509	37,906	18.2240	38,266	18.3970	38,626	18.5701
	4	40,580	19.5098	40,940	19.6829	41,300	19.8560	41,660	20.0291	42,020	20.2021
	5	45,462	21.8565	45,822	22.0296	46,182	22.2027	46,542	22.3757	46,902	22.5488
	6	51,060	24.5479	51,420	24.7210	51,780	24.8941	52,140	25.0672	52,500	25.2402
Old F2	1	51,184	24.6075	51,544	24.7806	51,904	24.9536	52,264	25.1267	52,624	25.2998
	2	52,076	25.0364	52,436	25.2095	52,796	25.3825	53,156	25.5556	53,516	25.7287
	3	52,993	25.4773	53,353	25.6504	53,713	25.8235	54,073	25.9965	54,433	26.1696
	4	53,934	25.9297	54,294	26.1028	54,654	26.2759	55,014	26.4489	55,374	26.6220
	5	54,900	26.3941	55,260	26.5672	55,620	26.7403	55,980	26.9133	56,340	27.0864
Old F3	1	57,576	27.6808	57,936	27.8539	58,296	28.0270	58,656	28.2001	59,016	28.3731
	2	58,517	28.1332	58,877	28.3063	59,237	28.4794	59,597	28.6524	59,957	28.8255
	3	59,483	28.5976	59,843	28.7707	60,203	28.9438	60,563	29.1169	60,923	29.2899
	4	60,400	29.0386	60,760	29.2116	61,120	29.3847	61,480	29.5578	61,840	29.7309
Old F4	1	56,312	27.0733	56,672	27.2463	57,032	27.4194	57,392	27.5925	57,752	27.7656
	2	57,501	27.6448	57,861	27.8178	58,221	27.9909	58,581	28.1640	58,941	28.3371
	3	58,765	28.2523	59,125	28.4254	59,485	28.5985	59,845	28.7716	60,205	28.9446
	4	60,102	28.8954	60,462	29.0685	60,822	29.2416	61,182	29.4146	61,542	29.5877
	5	62,208	29.9078	62,568	30.0809	62,928	30.2540	63,288	30.4271	63,648	30.6001
Old F5	1	63,547	30.5515	63,907	30.7246	64,267	30.8976	64,627	31.0707	64,987	31.2438
	2	64,984	31.2421	65,344	31.4152	65,704	31.5882	66,064	31.7613	66,424	31.9344
	3	66,420	31.9327	66,780	32.1058	67,140	32.2788	67,500	32.4519	67,860	32.6250
Old F6	1	70,161	33.7313	70,521	33.9044	70,881	34.0775	71,241	34.2506	71,601	34.4237
	2	71,599	34.4225	71,959	34.5956	72,319	34.7687	72,679	34.9417	73,039	35.1148
	3	73,085	35.1372	73,445	35.3103	73,805	35.4833	74,165	35.6564	74,525	35.8295

IAFF 07/01/09 THROUGH 06/30/10 (80 HOUR STAFF)

Rate Increase: 1.5%

RANGE (3rd digit)	STEP	RANGE (1st two digits)	Rate type: Annual; Employee Setup: Salaried Step increases based on contractual language.											
			Z0 BASE		Z2 2%		Z4 4%		Z6 6%		Z8 8%			
			ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY		
Old F1	1		33,494	16.1030	33,854	16.2760	34,214	16.4491	34,574	16.6222	34,934	16.7953		
	2		34,374	16.5261	34,734	16.6992	35,094	16.8722	35,454	17.0453	35,814	17.2184		
	3	1	37,744	18.1460	38,104	18.3191	38,464	18.4921	38,824	18.6652	39,184	18.8383		
	4		41,189	19.8025	41,549	19.9756	41,909	20.1486	42,269	20.3217	42,629	20.4948		
	5		46,143	22.1844	46,503	22.3574	46,863	22.5305	47,223	22.7036	47,583	22.8767		
	6		51,826	24.9161	52,186	25.0892	52,546	25.2623	52,906	25.4354	53,266	25.6084		
Old F2	1		51,951	24.9766	52,311	25.1497	52,671	25.3227	53,031	25.4958	53,391	25.6689		
	2		52,857	25.4119	53,217	25.5850	53,577	25.7581	53,937	25.9312	54,297	26.1042		
	3	2	53,788	25.8595	54,148	26.0326	54,508	26.2056	54,868	26.3787	55,228	26.5518		
	4		54,743	26.3186	55,103	26.4917	55,463	26.6648	55,823	26.8379	56,183	27.0110		
	5		55,723	26.7900	56,083	26.9631	56,443	27.1362	56,803	27.3093	57,163	27.4823		
Old F3	1		58,440	28.0980	58,800	28.2691	59,160	28.4422	59,520	28.6153	59,880	28.7884		
	2		59,395	28.5552	59,755	28.7283	60,115	28.9014	60,475	29.0744	60,835	29.2475		
	3	3	60,375	29.0266	60,735	29.1997	61,095	29.3727	61,455	29.5458	61,815	29.7189		
	4		61,306	29.4741	61,666	29.6472	62,026	29.8203	62,386	29.9934	62,746	30.1664		
Old F4	1		57,157	27.4794	57,517	27.6524	57,877	27.8255	58,237	27.9986	58,597	28.1717		
	2		58,364	28.0594	58,724	28.2325	59,084	28.4056	59,444	28.5787	59,804	28.7517		
	3	4	59,646	28.6761	60,006	28.8492	60,366	29.0223	60,726	29.1953	61,086	29.3684		
	4		61,004	29.3288	61,364	29.5019	61,724	29.6750	62,084	29.8481	62,444	30.0211		
	5		63,141	30.3564	63,501	30.5295	63,861	30.7026	64,221	30.8757	64,581	31.0488		
Old F5	1		64,500	31.0097	64,860	31.1828	65,220	31.3559	65,580	31.5290	65,940	31.7021		
	2		65,958	31.7107	66,318	31.8838	66,678	32.0569	67,038	32.2299	67,398	32.4030		
	3		67,416	32.4117	67,776	32.5847	68,136	32.7578	68,496	32.9309	68,856	33.1040		
Old F6	1		71,214	34.2373	71,574	34.4104	71,934	34.5835	72,294	34.7565	72,654	34.9296		
	2		72,673	34.9389	73,033	35.1119	73,393	35.2850	73,753	35.4581	74,113	35.6312		
	3		74,182	35.6642	74,542	35.8373	74,902	36.0104	75,262	36.1835	75,622	36.3565		

IAFF 07/01/10 THROUGH 06/30/11 (80 HOUR STAFF)

Rate Increase: 2.0%

RANGE (3rd digit)	STEP	RANGE (1st two digits)	Z0 BASE		Z2 2%		Z4 4%		Z6 6%		Z8 8%	
			HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
Old F1	1	1	34,164	16,4250	34,524	16,5981	34,884	16,7712	35,244	16,9442	35,604	17,1173
	2		35,062	16,8566	35,422	17,0297	35,782	17,2028	36,142	17,3758	36,502	17,5489
	3		38,499	18,5089	38,859	18,6820	39,219	18,8551	39,579	19,0281	39,939	19,2012
	4		42,013	20,1985	42,373	20,3716	42,733	20,5447	43,093	20,7178	43,453	20,8908
	5		47,066	22,6280	47,426	22,8011	47,786	22,9742	48,146	23,1473	48,506	23,3204
	6		52,862	25,4145	53,222	25,5875	53,582	25,7606	53,942	25,9337	54,302	26,1068
Old F2	1	2	52,990	25,4761	53,350	25,6492	53,710	25,8223	54,070	25,9953	54,430	26,1684
	2		53,914	25,9202	54,274	26,0932	54,634	26,2663	54,994	26,4394	55,354	26,6125
	3		54,863	26,3767	55,223	26,5497	55,583	26,7228	55,943	26,8959	56,303	27,0690
	4		55,838	26,8450	56,198	27,0181	56,558	27,1912	56,918	27,3642	57,278	27,5373
	5		56,838	27,3258	57,198	27,4989	57,558	27,6720	57,918	27,8451	58,278	28,0181
Old F3	1	3	59,609	28,6580	59,969	28,8310	60,329	29,0041	60,689	29,1772	61,049	29,3503
	2		60,583	29,1263	60,943	29,2994	61,303	29,4725	61,663	29,6456	62,023	29,8186
	3		61,583	29,6071	61,943	29,7802	62,303	29,9533	62,663	30,1264	63,023	30,2994
	4		62,532	30,0636	62,892	30,2367	63,252	30,4098	63,612	30,5829	63,972	30,7559
Old F4	1	4	58,300	28,0289	58,660	28,2020	59,020	28,3751	59,380	28,5482	59,740	28,7213
	2		59,531	28,6206	59,891	28,7937	60,251	28,9668	60,611	29,1398	60,971	29,3129
	3		60,839	29,2496	61,199	29,4227	61,559	29,5958	61,919	29,7689	62,279	29,9419
	4		62,224	29,9154	62,584	30,0885	62,944	30,2616	63,304	30,4346	63,664	30,6077
	5		64,404	30,9636	64,764	31,1367	65,124	31,3097	65,484	31,4828	65,844	31,6559
Old F5	1	5	65,790	31,6299	66,150	31,8030	66,510	31,9761	66,870	32,1492	67,230	32,3222
	2		67,277	32,3449	67,637	32,5180	67,997	32,6911	68,357	32,8642	68,717	33,0372
	3		68,765	33,0599	69,125	33,2330	69,485	33,4061	69,845	33,5791	70,205	33,7522
Old F6	1	6	72,638	34,9221	72,998	35,0951	73,358	35,2682	73,718	35,4413	74,078	35,6144
	2		74,126	35,6376	74,486	35,8107	74,846	35,9838	75,206	36,1569	75,566	36,3299
	3		75,665	36,3775	76,025	36,5506	76,385	36,7237	76,745	36,8967	77,105	37,0698

Rate Type: Annual; Employee Setup: Salaried
Step Increases based on contractual language.

IAFF 07/01/11 THROUGH 06/30/12 (80 HOUR STAFF)

Rate Increase: ██████████ 1.0%

RANGE STEP (3rd digit)		Z0		Z2		Z4		Z6		Z8	
		BASE		2%		4%		6%		8%	
RANGE	STEP	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
Old F1	1	34,506	34,866	16.7623	35,226	16.9354	35,586	17.1085	35,946	17.2816	36,306
	2	35,412	35,772	17.1983	36,132	17.3713	36,492	17.5444	36,852	17.7175	37,212
	3	38,883	39,243	18.8671	39,603	19.0401	39,963	19.2132	40,323	19.3863	40,683
	4	42,433	42,793	20.5736	43,153	20.7467	43,513	20.9197	43,873	21.0928	44,233
	5	47,537	47,897	23.0274	48,257	23.2005	48,617	23.3736	48,977	23.5466	49,337
	6	53,391	53,751	25.8417	54,111	26.0148	54,471	26.1878	54,831	26.3609	55,191
Old F2	1	53,520	53,880	25.9040	54,240	26.0770	54,600	26.2501	54,960	26.4232	55,320
	2	54,453	54,813	26.3524	55,173	26.5255	55,533	26.6986	55,893	26.8717	56,253
	3	55,412	55,772	26.8135	56,132	26.9866	56,492	27.1597	56,852	27.3327	57,212
	4	56,396	56,756	27.2866	57,116	27.4596	57,476	27.6327	57,836	27.8058	58,196
	5	57,406	57,766	27.7722	58,126	27.9452	58,486	28.1183	58,846	28.2914	59,206
Old F3	1	60,205	60,565	29.1176	60,925	29.2907	61,285	29.4638	61,645	29.6369	62,005
	2	61,189	61,549	29.5907	61,909	29.7637	62,269	29.9368	62,629	30.1099	62,989
	3	62,199	62,559	30.0763	62,919	30.2493	63,279	30.4224	63,639	30.5955	63,999
	4	63,158	63,518	30.5373	63,878	30.7104	64,238	30.8835	64,598	31.0566	64,958
Old F4	1	58,883	59,243	28.4823	59,603	28.6554	59,963	28.8285	60,323	29.0015	60,683
	2	60,126	60,486	29.0799	60,846	29.2530	61,206	29.4261	61,566	29.5991	61,926
	3	61,448	61,808	29.7152	62,168	29.8883	62,528	30.0614	62,888	30.2344	63,248
	4	62,846	63,206	30.3876	63,566	30.5607	63,926	30.7338	64,286	30.9069	64,646
	5	65,048	65,408	31.4463	65,768	31.6194	66,128	31.7924	66,488	31.9655	66,848
Old F5	1	66,448	66,808	32.1193	67,168	32.2924	67,528	32.4655	67,888	32.6385	68,248
	2	67,950	68,310	32.8414	68,670	33.0145	69,030	33.1876	69,390	33.3607	69,750
	3	69,452	69,812	33.5636	70,172	33.7367	70,532	33.9097	70,892	34.0828	71,252
Old F6	1	73,364	73,724	35.4444	74,084	35.6174	74,444	35.7905	74,804	35.9636	75,164
	2	74,868	75,228	36.1671	75,588	36.3402	75,948	36.5132	76,308	36.6863	76,668
	3	76,422	76,782	36.9144	77,142	37.0874	77,502	37.2605	77,862	37.4336	78,222

Rate type: Annual; Employee Setup: Salaried
Step Increases based on contractual language.

APPENDIX "C"
DRUG TESTING POLICY

I. PURPOSE

The purpose of this order is to provide all sworn officers with notice of the provisions of the departmental drug testing program.

II. POLICY

It is the policy of this department that the critical mission of law enforcement justifies maintenance of a drug-free work environment through the use of a reasonable employee drug testing program.

The Fire profession has several uniquely compelling interests that justify the use of employee drug testing. The public has a right to expect that those who are sworn to protect them are at all times both physically and mentally prepared to assume these duties. There is sufficient evidence to conclude that the use of controlled substances and other forms of drug abuse will seriously impair an officer's physical and mental health and, thus, job performance.

Where law enforcement officers participate in illegal drug use and drug activity, the integrity of the law enforcement profession and public confidence in that integrity are destroyed. This confidence is further eroded by the potential for corruption created by drug use.

Therefore, in order to ensure the integrity of the department and to preserve public trust and confidence in a fit and drug free law enforcement profession, this department will implement a drug testing program to detect prohibited drug use by sworn employees.

III. DEFINITIONS

- A. Sworn Officer. Those officers who have been formally vested with full law enforcement powers and authority.
- B. Supervisor. Those sworn officers assigned to a position having day-to-day responsibility for supervising subordinates, or who are responsible for commanding a work element.
- C. Drug Test. The compulsory production and submission of urine/blood, in accordance with departmental procedures, by an officer for chemical analysis to detect prohibited drug usage.
- D. Reasonable Suspicion. That quantity of proof or evidence that is more than a hunch, but less than probable cause. Reasonable suspicion must be based on specific, objective facts and any rationally derived inferences from those facts about the conduct of an officer. These facts or inferences would lead the reasonable person to suspect that the Firefighter is or has been using drugs.
- E. MRO - Medical Review Officer. The medical review officer is a physician knowledgeable in the medical use of prescription drugs and

b. Reasonable suspicion;

c. The Medical Review Officer determines that an officer's drug test was positive).

B. Applicant Drug Testing

1. Applicants for the position of Firefighter shall be required to take a drug test as a condition of employment during a pre-employment medical examination.
2. Applicants shall be disqualified from further consideration for employment under the following circumstances;
 - a. Refusal to submit to a required drug test, or
 - b. A confirmed positive drug test indicating drug use prohibited by this order.

C. Right of Inspection

All property owned and/or controlled by the City, including lockers, desks or other property issued to an employee, is subject to City inspection at any time as there is no expectation of privacy.

D. Testing Standards

Firefighters will be required to take drug tests as a condition of continued employment in order to ascertain prohibited drug use, as provided below:

1. A drug test will be administered as part of any promotional physical examination required by this department.
2. The Employer may order a Firefighter to submit a drug test when there is reasonable suspicion that the Firefighter is or has been using illegal drugs or prescription drugs in violation of this policy. Reasonable suspicion may be based upon, for example, among other things, direct observation of use and/or the physical symptoms of having used drugs, a pattern of abnormal conduct or erratic behavior including, but not limited to, excessive absenteeism, tardiness, indifferent job performance, poor work, and on-the-job injuries or accidents, indictment for a drug-related offense, and/or newly-discovered evidence that the employee has tampered with a previous urine sample and/or drug test.
4. A Firefighter's failure or refusal to submit to a drug test as directed by the Department or the alteration or substitution of a specimen shall be a violation of this drug testing policy and shall result in discipline up to, and including, discharge.

E. Drug Use Determination

The determination that an employee uses illegal drugs may be made on the basis of direct observation, confirmed results of the Department's drug testing program, the employee's own admission.

5. Where the Firefighter appears unable or unwilling to give a specimen at the time of the test, testing personnel shall document the circumstances on the drug-test report form. The Firefighter shall be permitted no more than two (2) hours to give a sample. During that time, the Firefighter shall remain in the testing area, which shall remain under the observation and control of the clinic personnel. Direct observation of the Firefighter producing the sample is prohibited. Reasonable amounts of water may be given to the employee to encourage urination. Failure to submit a sample shall be considered a refusal to submit to a drug test except for good cause as determined by the MRO.
6. Urine in excess of the first 60ml shall be placed in second container by authorized testing personnel. The samples must be provided at the same time, and marked and placed in identical specimen containers by authorized testing personnel. One sample shall remain at the facility in frozen storage. If an employee is told that the first (1st) sample tested positive, the employee may, within seventy-two (72) hours of receipt of actual notice, request that the second (2nd) urine specimen be forwarded by the first (1st) laboratory to another independent and unrelated, approved laboratory of the parties' choice for GC/MS confirmatory testing of the presence of the drug. If the Firefighter requests a second test, he/she shall simultaneously pay to the City the cost of the second test. The Firefighter may be suspended without pay once the first (1st) laboratory reports a positive finding while the second (2nd) test is being performed. If the second (2nd) laboratory report is negative, the Firefighter will be reimbursed for the cost of the second (2nd) test and for all lost time.
7. All specimen samples shall be sealed, labeled, initialled by the officer and laboratory technician, and checked against the identity of the Firefighter. Samples shall be stored in a secured and refrigerated atmosphere until testing or delivery to the testing lab representative.

H. Drug Testing Methodology

1. The testing or processing phase shall consist of:
 - a. Initial screening test;
 - b. Confirmation test--if the initial screen testing is positive.
2. The urine sample is first tested using the initial drug screening procedure. An initial positive test result will not be considered conclusive; rather, it will be classified as "confirmation pending". Notification of test results to the supervisor or other departmental designee shall be held until the confirmation test results are obtained and verified by the MRO.
3. A specimen testing positive will undergo an additional confirmatory test. The confirmation procedure shall be

<u>Analyte</u>	SKBL
	Confirmation Test Level (ng/ml)
(1) Marijuana Metabolite	15
(2) Cocaine Metabolite	150
(3) Opiates	300
(4) Phencyclidine	25
(5) Amphetamines	500
(6) Barbiturates	200
(7) Benzodiazepines	200
(8) Methadone	200
(9) Methaqualone	200
(10) Propoxyphere	200

I. Chain of Evidence - Storage

1. Each step in the collective and processing of the urine specimens shall be documented to establish procedural integrity and the chain of custody.
2. Where a positive result is confirmed, urine specimens shall be maintained in a secured, refrigerated storage area. If a dispute arises, the specimens will be stored until all legal disputes are settled.

J. Drug Test Results

All record pertaining to departmental-required drug tests shall remain confidential, and shall not be provided to other employers or agencies without the written permission of the person whose records are sought. However, medical, administrative, and immediate supervisory personnel may have access to relevant portions of the records as necessary to insure the acceptable performance of the officer's job duties.

APPENDIX "D"

LETTER OF AGREEMENT

The city of Saginaw and Saginaw FireFighters Association, Local 102, agree to the following procedures for the Fire Prevention Reorganization.

A. Appointments and promotions to positions in the Fire Department shall be made under the provisions of Act 78 of the Public Acts of 1935, as amended, unless superseded.

1. Fire Marshal's position shall be open to Battalion Chiefs, Deputy Fire Marshal (F-3 and F-5 pay range) and Fire Captains, along with Fire Lieutenants with two years in grade.
2. Deputy Fire Marshal position shall be open to Captains, Lieutenants, and firefighters with five- (5) year's seniority.
In grade is defined as two years in a classification stated above.

The examination for Fire Marshal will consist of:

- | | |
|-----------------------------------|-----|
| A. Written Examination | 70% |
| B. Personnel Qualification Rating | 20% |
| C. Oral Examination | 10% |

The pay range for Fire Marshal will be the F-6 pay range.

The pay range for Deputy Fire Marshal will be F-2 to F-5 depending on seniority in grade and educational experiences as listed below.

F-2 Fire fighter entry level DFM.

F-3 Lieutenant entry level DFM or Two years seniority as DFM and Certified Fire Inspector (National or State or other, for example, UFC or International Fire Code certification) and Basic Fire Investigation school completion and certification if adopted by the State of Michigan.

F-5 Five-year's seniority as DFM and F-3 requirements and Advanced Fire Investigation school and vehicle fire investigation school and completion of the following NFA courses. Associates degree or higher in fire sciences will be acceptable in place of NFA course work.

Required National Fire Academy course work per 1999 - 2000 on-campus master course schedule:

1. R220 - Fire Inspection Principles.
2. R222 - Principles of Fire Protection: Structures and Systems.
3. R102 - Plans Review for Inspectors
4. Michigan Fire Fighters Training Council Fire Officer III.

Fire Prevention Bureau personnel will not receive out of rank pay within the Bureau.

Transfers out of the Fire Prevention Bureau will be to the previous position held within that division.

City of Saginaw

Local 102:

DATE:

6-9-99

DATE:

6-8-99

APPENDIX "E"

LETTER OF AGREEMENT

The City of Saginaw and Saginaw Fire Fighters Association, Local 102, agree to the following procedure for the appointment of Fire Chief.

Appointment of Fire Chief

The City Manager shall have complete discretion and authority in determining qualifications for and selection of the person to be Fire Chief, whether that person is promoted from the bargaining unit covered by this agreement or from some other source. Bargaining unit employees covered by this agreement shall be eligible for consideration for appointment to the position of Fire Chief, irrespective of their rank. Any bargaining unit member promoted to Fire Chief may voluntarily return to his or her former rank during the six-month probationary period unless removed by the City Manager for disciplinary reasons.

The position of Fire Chief shall be filled with an individual experienced in fire service management.

It is understood that bargaining unit persons may apply for and receive consideration for promotion to the position of Fire Chief, even if they do not meet the minimum qualifications established for the position.

The parties agree that the process of selection and appointment of the Fire Chief shall supersede and be paramount to the provisions of 1935 PA 78, as amended, and Rules and Regulations of the Saginaw Civil Service Commission.

Thomas F. Callison
Thomas F. Callison
President, Saginaw Fire Fighters
Association

Maureen M. McCabe
Maureen M. McCabe
Assistant to the City Manager
for Employee Services

APPENDIX "F"

LETTER OF AGREEMENT

The City of Saginaw and Saginaw Fire Fighters Association, Local 102, agree to the following procedure for the appointment of Fire Chief.

Assistant Chief

The City shall reclassify the current training officer position and establish the position of "Assistant Fire Chief". He or she shall be second in command to the Chief, perform a Fire Chief's duties in the absence of the Chief, and will maintain current training officer duties. Promotions to this position shall be filled by competitive examination from the rank of Battalion Chief, Fire Marshall, and Captain with two years in grade in accordance with Local Civil Service Rules.

Appointments and promotions to position of Assistant Fire Chief in the Fire Department shall be made under the provisions of Act 78 of Public Acts of 1935, as amended, unless supersided.

Assistant Fire Chief position shall be open to Battalion Chiefs, Captains with two years in grade and Fire Marshall.

The examination for Assistant Fire Chief shall consist of the following components.

- | | |
|---|-----|
| A. Written examination | 70% |
| B. Performance Appraisal rating as completed by Fire Chief (Last two annuals) | 20% |
| C. Oral Interview | 10% |

The Pay range for the position of Assistant Fire Chief to be established prior to position being filled.

Battalion Chief

The three 54-hour Assistant Chiefs' positions will now be Battalion Chiefs' positions.

Fire Marshall

The current 40 hour Fire Prevention Assistant Chief position will now be called the Fire Marshall.

Thomas F. Callison
Thomas F. Callison, President
Saginaw Fire Fighters Association

Maureen M. McCabe
Maureen M. McCabe
Assistant to the City Manager
for Employee Services

LETTER OF AGREEMENT BETWEEN
CITY OF SAGINAW AND I.A.F.F.

In the event of a duty disability pension which may possibly be temporary, pending the outcome of surgery and/or a medical report, said pension calculation shall be handled in the following manner:

Final average compensation (FAC) will include the best three out of the last 10 consecutive years plus vacation earned to date. Upon retirement the City will pay up to 1/4 of 85 sick days. This payout will not be used for computation of FAC.

In the event the employee recovers and returns to full duty, the unpaid portion of accrued sick time will be reinstated when the employee is once again on the payroll. Vacation accrual, that which would have accrued while receiving injury time benefits up to one year will be counted for computation of final average compensation (FAC) when the employee retires.

In the event the employee does not return to full duty, but remains on disability retirement, the FAC used at the time of retirement will not change unless the employee was not age 55 when they retired. In this case the FAC would be recomputed at age 55 using the salaries in effect for his/her rank at the time they reach age 55.

If future medical reports indicate recovery and the employee is not eligible for regular retirement then it is understood that the employee must return to full duty or be termed to have voluntarily quit.

One beneficiary change will be allowed for duty disability pension firefighters only prior to age 55.

Compensatory time is paid out at the original retirement date.

FOR THE CITY:

FOR THE UNION:

Maureen M. McCabe-Power
Maureen M. McCabe-Power, Asst. to
the City Mgr. for Employee Services.

Thomas F. Callison
Thomas F. Callison, President
I.A.F.F.

Date: March 28 1987

Date: March 28 1987

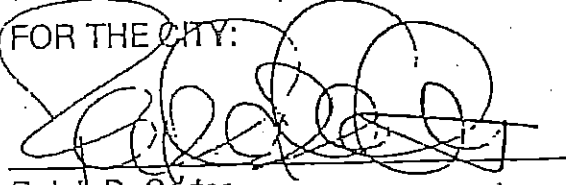
APPENDIX "H"

LETTER OF UNDERSTANDING

The City of Saginaw and the International Association of Fire Fighters AFL-CIO, Local 102 (IAFF) agree to the following language to be added to the pension ordinance:

Section 118.2 The Saginaw Police and Fire Retirement System shall not pay any benefit that would exceed the benefit limitations for governmental plans as set forth in Section 415 of the Internal Revenue Code and regulations as amended.


FOR THE CITY:


Ralph D. Carter
Labor Relations Administrator

DATE:

6-29-95

FOR THE UNION:


Thomas Callison, President
IAFF Local 102

DATE:

6-29-95

APPENDIX "I"

LETTER OF AGREEMENT

The City of Saginaw and Saginaw Fire Fighters Association, Local 102, agree to the following procedures for the appointment of the Assistant Fire Chief and the Training Officer.

I. Assistant Fire Chief

- A. Promotions to the position of Assistant Fire Chief in the Fire Department shall be made under the provisions of Act 78 of the Public Acts of 1935, as amended, unless superseded herein.
- B. The Assistant Fire Chief position shall be excluded from the bargaining unit.
- C. The Assistant Fire Chief position shall be appointed from the membership of the bargaining unit only.
- D. The criteria for promotion to Assistant Fire Chief shall be as follows:
 - 1. The candidate must be an officer.
 - 2. The candidate must have two years in his/her current grade.
- E. The examination for Assistant Fire Chief shall consist of the following components:

1. Written examination	70%
2. Performance Appraisal rating as completed by Fire Chief (Last two annuals)	20%
3. Oral Interview	10%

II. Training Officer

- A. The City shall fill the Training Officer position within 60 days
- B. Promotions to the position of Training Officer shall be made under the provisions of Act 78 of the Public Acts of 1935, as amended, unless superseded herein.
- C. The examination for the Training Officer shall consist of the following


components.

- | | | |
|----|--------------------------------|-----|
| 1. | Written examination | 70% |
| 2. | Personnel Qualification Rating | 20% |
| 3. | Oral Interview | 10% |

D. The candidates must have a minimum of two years in grade as a Fire Fighter.

The pay range for Training Officer will be the same pay range as Battalion Chief.

IAFF LOCAL 102



Thomas Callison
President

DATE: 6-29-95

CITY OF SAGINAW



Ralph D. Carter
Labor Relations Administrator

DATE: 6-29-95

APPENDIX "J"

LETTER OF UNDERSTANDING

The City of Saginaw and Saginaw Fire Fighters Association, Local 102, agree to work on possible implementation by mutual agreement of the following to expire June 30, 2012.

Article VIII, Section 1-Hours of Employment

Change 54-Hour Employees to 56-Hour Employees (July 1, 2010 or earlier).

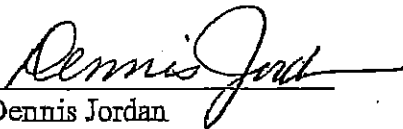
- A. Eliminate "Kelly Days"
- B. To Be Determined
- C. Eliminate the so called "Jump Crew"

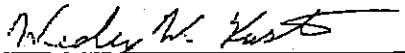
Article XII, Section 4-Paid Time Off (PTO)

Reduce the available PTO slots per day from three (3) to two (2) per day.
The parties agree that implementation would be by mutual agreement.

CITY OF SAGINAW

IAFF-SAG. FIREFIGHTER ASSOC.


Dennis Jordan
Director of Employee Services


Wesley Kaster
President, IAFF

Date: 3-8-2010

Date: 3-8-2010