

# Chapter 6: Fire Department

## Section 6.1 Wages

(2880 hours a year starting July 1<sup>st</sup>, 2021) Firefighter/EMT and Paramedic will be compensated off an hourly rate set by the chief and city manager approved by the council. Captains and Battalion Chiefs will be salaried and exempt from overtime. Salaries will be set by chief and city manager and approved by council.

Lieutenants of the department will receive a yearly stipend of \$500.00 a year. Stipend will be divided and paid out over the normal pay periods. \$500/26 pay periods.

Firefighters pay would be based off a 53-hour work week. Overtime would not be paid to the firefighter until they hit the 106-hour threshold for the pay period. Weeks where the firefighter only works 48 hours, they may be required to work the difference in conducting inspections, fire safety inspections, fire preventions or trainings. Captain may be required to conduct their administrative duties during this time and attend meeting as directed by the chief.

## Section 6.2 Starting Salary

The city may in its discretion, give a new hire credit for comparable fire and or emergency medical experience. They city will not give credit beyond step 3 of the wage scale.

## Section 6.3 Holiday Pay

All firefighters shall be paid an extra \$150.00 per day over and above their regular rate if they work 12 hours or less on a city observed holiday. Firefighters shall be paid an extra \$300.00 per day over and above their regular rate for each holiday they work if they work 12 hours or more during the city observed holiday.

Firefighters on vacation, leave of absence, or sick leave shall not receive holiday pay.

Holiday time starts when the shift starts and ends when the shift ends.

Floating holiday- Two 12-hour floating holidays will be given to each full-time member for a total of 24 hours of floating holiday time.

## Section 6.4 Overtime pay

Firefighter shall be paid overtime pay for any time worked in excess of the regular schedule and shall be compensated at one and half times based off the hourly rate. This would be when

forced to work/ any open shifts at the direction of the chief. Overtime will be based off 106 hours pay period. Minimum overtime pay is 2 hours.

## Section 6.5 Certification Pay

For all members who receive certifications higher than what is required for initial employment they will receive a monthly stipend. Each extra certification earned (example: Firefighter II, Fire Officer II) will be broken down to college credit hours and will be paid \$.50 per credit hour per month with a max of \$60. Certification stipend will be given for any college credits in a fire/EMS/EMA degree. Example: Associates Degree 60 credit hours equals \$30/month; Bachelor's Degree 120 credit hours equals \$60/month. Credits will be issued based off the form devolved by the department.

All certification pay must be approved by the Chief.

## Section 6.6 Extra Pay

Firefighters who respond to 2<sup>nd</sup>/3<sup>rd</sup> crew calls, Fire response calls and Weekly night training will be paid the normal \$15.00 stipend that has been agreed upon.

## Section 6.7 Uniform Allowance

The City will provide firefighters \$250.00 per year. This will be used to purchase uniform shirts, pants, job shirts, and boots. Firefighters will be required to purchase uniform and turn in receipts to be reimbursed. If the uniform is not to department standards the chief can request the firefighter to replace the item. All Firefighters will be required to purchase their own dress uniform within one year of starting this contract. Dress uniforms will be purchased through Light House uniforms in compliance with Fire Department specifications

## Section 6.8 Retirement

All Firefighters will participate in IPERS retirement system

## Section 6.9 Insurance

All Firefighters will be offered insurance coverage in the same manner and at the same level as other city employees. This includes medical, dental and flex spending account.

## Section 6.10 Physicals

The City will provide physicals and pay the cost as required by OSHA law and regulations

## Section 6.11 Sick Leave

Sick leave will be accrued at the rate of 12 hours each month worked, up to a total of 960 hours. Sick leave shall be used only in the event of the firefighter's own illness or injury and shall be payable from the first workday missed due to illness or injury. Firefighters shall notify the chief as promptly as possible of illness or injury not incurred while on duty which necessitates absence from duty. In the event of a firefighter missing more than 48 hours of work due to a sickness, the firefighter must provide a signed doctor's certificate verifying the illness claimed. If there is suspected abuse the chief can require a doctor's certificate for every sick day used.

## Section 6.12 Schedule

Shifts will consist of 48 hours on 96 hours off rotation (2880 hours a year). Shifts will start at 0700. Shifts will follow daily shift schedule for the department, as established by the Chief. The chief can adjust or change the daily shift schedule as needed. All members need to be in uniform ready to start their shift before 20 minutes before the start of the shift.

## Section 6.13 Bereavement leave/Death in the Family

In the event of a death in the family of the firefighter, the firefighter shall be granted paid leave in the following manner. The firefighter working a 48-hour shift will get the day of the death plus the second day if the death falls on the firefighters first day of shift. The firefighter will be granted paid leave for the day of the funeral plus one more day to use either the day before or the day after the funeral. Family of an employee is hereby defined as: father, mother, wife or husband, son, daughter, brother, sister, daughter or son in law, mother or father of spouse, step parents, step children, grandparents, grandchildren.

The fire chief has the right to extend a firefighter Bereavement Leave at his discretion.

## Section 6.14 Vacation

Firefighters shall receive vacations with pay on the following basis: 48/96-hour shift firefighters. Vacation will be based of years of service with the fire department.

During the first year                    1 week of vacation (48 hours)

During 2<sup>nd</sup> through 5<sup>th</sup> year    2 weeks of vacation (96 hours)

During 6<sup>th</sup> through 10<sup>th</sup> year 3 weeks of vacation (144 hours)

During 11<sup>th</sup> through 20<sup>th</sup> year 4 weeks of vacation (192 hours)

Any firefighter working a 40 hour a week schedule will follow section 3.2 of the City Employee Handbook.

When requesting time off, all requests must be turned into the fire chief by the 15<sup>th</sup> of the month before the requested time off. In the event that a firefighter is unable to use their allotted vacation time earned in a calendar year, as determined by the Chief, all time shall be carried over with a capacity of 2 times the amount they receive yearly. The Chief shall have the power to block any vacation days due to foreseeable absences of personnel or any special events where vacations would affect staffing. If there are no available part time members to work the open time off shifts, time off will not be granted. In the event of more than one person putting in for time off, the time off will be granted following the department's seniority list. All vacation time will be given in whole on July 1<sup>st</sup> of every year.

## Section 6.15 Daily Staffing

Daily staffing for the fire department will consist of a minimum staffing level of 4 personnel on duty. At least 1 paramedic shall be on duty at all times. The Chief has the right to assign firefighters to fill open shifts. All firefighters are subject to being called back to work to fill open shifts or during an emergency situation. In the event that the shift officer is off on vacation or any other type of leave the other full-time member will act at the shift officer. The member acting as the shift officer will receive acting pay at \$1.00 per hour.

## Section 6.16 Emergency Medical Service Recertification

The City will pay registration fees and certification fees to maintain EMS certification levels for all Firefighters. In addition to online CEH courses that are available while on duty the City shall offer voluntary off duty training that meet CEH requirements set forth by the National Registry of EMTs. Firefighters may elect to attend such classes off duty and will not be compensated for classroom time spent.

## Section 6.17 Work Rules

The Chief may from time to time adopt and publish new or changes to existing work rules or standard operational guidelines. The Chief also has the ability to change shift work schedule, and shift schedule. If the chief is going to make a change to the shift schedule the chief will give the firefighters 4 weeks' notice. This change can be personnel transfers or complete shift schedule change.

## Section 6.18 Rec Membership

See section 5.9 of handbook.

## Section 6.19 Cell Phone Stipend

Staff are eligible for a cell phone stipend as defined in Section 5.11 of handbook.

## Section 6.20 City Policy

For anything not covered by this agreement, Department's policies will be followed.