



Fire Union Negotiation Meeting Minutes

Meeting Date & Time:	Thursday, May 16, 2024; 8:32 a.m.	
Attendee	Position	Company/Department
Heather Buchanan	Human Resources Director	Human Resources
Jared Johnson	City Attorney	Legal
Jordan VanEvery	President, IAFF #187	Fire
Adam Davis	Vice President, IAFF #187	Fire
Scott Lockhart	Secretary, IAFF #187	Fire
Eric Anderson	Treasurer, IAFF #187	Fire
Marcus Andrews	E-Board	Fire
Sam Morris	Member	Fire
Austin White	Member	Fire
Curtis Smith	Negotiator	Fire
Meeting Notes		
<u>City of Pocatello and IAFF #187 Union Negotiations</u>	Meeting opened at 8:32 a.m.	
	<ul style="list-style-type: none"> ▪ Heather Buchanan opened. ▪ H. Buchanan retracts C-3 and replaces it with Revised C-3 which provides a definition for at-fault accidents. ▪ H. Buchanan retracts C-17 and replaces it with Revised C-17 which clarifies light duty parameters. ▪ H. Buchanan retracts C-19 and replaces it with Revised C-19 which adds compliance language for I.C.18-8901 with the City's medical plan. ▪ H. Buchanan introduced counter proposal CC-1 to CU-2, which is a counter to C-8, New Article, Bilingual Incentive Program, adding language to Sections C and D. ▪ Jordan VanEvery states they have no counters or proposals at this time. ▪ H. Buchanan states her concern regarding the outstanding proposals before discussing pay. ▪ J. VanEvery states they still need time to address the proposals but are working on them. ▪ H. Buchanan introduces C-20 which is a presentation regarding pay scale restructure. ▪ Curtis Smith discusses historical aspects of Fire Marshall position. 	

- Discussion regarding Engineer position with Paramedic and Firefighter 1st Class positions.
- Discussion regarding job functions, temporary placements, and promotional process.
- **Caucus 9:25 a.m. – 11:35 a.m.**
- Tentative agreement was reached on C-14, Article 12 – Extra Duty, **TA-4**.
- J. VanEvery introduced counter proposal **CU-3** to C-15, Article 16 – Holidays, Vacation, Kelly Days which eliminates Section G that outlines the history of Kelly Days.
- J. VanEvery asks what would happen to Kelly Days for those who have current accruals.
- H. Buchanan states they would have until December to use them. Otherwise, they would be converted to vacation, as stated in the current CBA.
- H. Buchanan provides a cost analysis for U-1 and C-15.
- J. VanEvery clarifies paychecks will fluctuate moving to hourly pay scale. H. Buchanan confirms.
- J. VanEvery states there are concerns with Fire Marshall position, Captain promotional changes, Lieutenant position, language addressing Paramedic stipend, and position grades.
- H. Buchanan addresses those concerns and discusses management aspirations of employees, lateral position change, vacancy/temporary assignment, licensing for Paramedics, and grade progression.
- H. Buchanan provides a cost analysis for U-3 and U-4.
- J. VanEvery asks if a copy of the pay scale could be shared so they can present to their membership.
- H. Buchanan will break it down per employee during the caucus and share that when we reconvene.
- H. Buchanan shares an example of a Firefighter conversion.
- **Caucus 11:56 a.m. – 2:23 p.m.**
- J. VanEvery asks if there are any counters. H. Buchanan has none.
- J. VanEvery introduces counter proposal **CU-4** to C-19, Article 18 – Medical Coverage Program which is a multi-part proposal. Adds language to Section A and C, adjusts contribution percentages and amounts, acceptance of C-7, retraction of U-4, and amends U-3 therein.
- H. Buchanan provides individual employee breakdown documents for J. VanEvery to present to Union members.
- H. Buchanan introduces **C-20(a)** which summarizes the 17 items proposed in the pay scale presentation, C-20.
- H. Buchanan readdresses C-11.
- J. VanEvery introduces **CU-5** to C-11, Article 12 – Extra Duty which adds language to include backfill assignments.
- Tentative agreements were reached on the following: CU-5, Article 12 – Extra Duty which is a counter proposal to C-11, **TA-5**. CU-3, Article 16 – Holidays, Vacation, Kelly Days which is a counter proposal to C-15, **TA-6**.
- H. Buchanan went through several outstanding proposals.
- J. VanEvery states they are still working through them.
- **Meeting adjourned at 2:39 p.m.**

By: Mareesa Wimbish
Mareesa Wimbish, Legal Department

Approved as to Substance and Form:

By: H. Buchanan
Heather Buchanan, Human Resources Director

By: J. VanEvery
Jordan VanEvery, President IAFF #187

1 **NEW SECTION: ORGAN AND BONE MARROW DONATION LEAVE**

2 *Employees are not required to take sick leave when donating an organ or bone marrow. A full-time*
3 *shall be granted a paid leave of absence for the time specified for the following purposes:*

4 **Section A. Bone Marrow Donor**

5 *Up to 40 hours to serve as a bone marrow donor if the employee provides the appointing*
6 *authority written verification that the employee is to serve as a bone marrow donor.*

7 **Section B. Organ Donation**

8 *Up to 240 hours to serve as a human organ donor if the employee provides the appointing*
9 *authority written verification that the employee is to serve as a human organ donor.*

10 *An employee who is granted a leave of absence pursuant to the provisions of this section shall*
11 *receive their compensation without interruption during the leave of absence.*

12 *For purposes of determining longevity, performance, pay advancement, and performance*
13 *awards and for receipt of any benefit that may be affected by a leave of absence, the service of*
14 *the employee shall be considered uninterrupted by the leave of absence.*

15
16 **NEW SECTION: LACTATION BREAKS**

17 *The City will provide a reasonable amount of break time to accommodate an employee desiring to*
18 *express breast milk for the employee's infant child, in accordance with and to the extent required by*
19 *applicable law. The break time, if possible, must run concurrently with rest and meal periods already*
20 *provided to the employee. If the break time cannot run concurrently with rest and meal periods already*
21 *provided to the employee, the break time will be unpaid, subject to applicable law.*

22 *The City will make reasonable efforts to provide employees with the use of a room or location other*
23 *than a toilet stall for the employee to express milk in private. This location may be the employee's*
24 *private office, if applicable. The City may not be able to provide additional break time if doing so would*
25 *seriously disrupt the City's operations, subject to applicable law. Please consult the Human Resources*
26 *Department if you have questions regarding this policy or the Pregnant Works Act (PWA).*

27 *Employees should advise Fire Management if they need break time and an area for this purpose.*

28 *Employees will not be discriminated against or retaliated against for*
29 *exercising their rights under this policy.*

C-3
REVISED
5/16/2024

30 **DEATH BENEFIT FOR UNUSED SICK LEAVE AND VACATION**

31 *If death occurs while the employee is still in the City service, the beneficiary listed on the employee's*
32 *insurance enrollment paperwork will receive this benefit. The amount paid for unused sick leave is*
33 *calculated using the same formula for retirees.*
34

35 **NEW SECTION: BEREAVEMENT LEAVE**

36 *Benefit eligible employees are eligible for bereavement leave for members of their family as defined*
37 *below. A spouse's parent, sibling, grandparent, niece, nephew, aunt, and uncle are also applicable to*
38 *this policy. Employees may request additional time from their department using their own leave*
39 *accruals.*

40

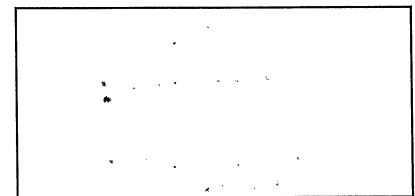
IMMEDIATE FAMILY MEMBER	HOURS
Spouse	120 intermittent hours
Domestic Partner covered on City Medical Plan	120 intermittent hours
Child: biological, adopted, step, foster, legal ward	80 consecutive hours
Parent/Step Parent	40 consecutive hours
Sibling/Step Sibling	40 consecutive hours
Grandparent/Great Grandparent	24 consecutive hours
Grandchild: biological, adopted, foster, step	24 consecutive hours
Great Grandchild: biological, adopted, foster, step	24 consecutive hours
Uncle/Aunt	24 consecutive hours
Nephew/Niece	24 consecutive hours

41 *Beginning date of leave must be within 2 weeks of date of knowledge of death. Exceptions require*
42 *approval from the Mayor's office and must be submitted on the most current HR form. Intermittent*
43 *leave for the loss of a spouse or domestic partner covered on the City sponsored medical plan will be*
44 *available for use for 6 months from the beginning date of the leave.*

45 *Documentation of the death of the family member may be required upon request, within 30 days of the*
46 *first day of the leave. If proof of documentation is not submitted the employee's used bereavement*
47 *leave time will be applied to their sick leave accruals, then vacation accruals if necessary. Examples of*
48 *acceptable documentation include "a death certificate, a published obituary, or written verification of*
49 *death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium,*
50 *religious institution, or governmental agency."*

51 **NEW SECTION: FUNERAL PARTICIPATION**

52 *An employee may use comp time, vacation, floating holiday to serve as*
53 *a pallbearer, musician, or speaker for a funeral for a relationship not*
listed in the immediate family list for Bereavement Leave.



55 **NEW SECTION: At Fault Accident Involving City Vehicles**

56 A. *Employees are expected to drive all vehicles in a safe manner, but “at fault” accidents do occur.*

57 *An at-fault accident is any accident caused by a driver's failure to take reasonable care to prevent*
58 *damage or injury. Determination as to whether the accident is the fault of the employee is made*
59 *on a case-by-case basis depending on the specific circumstances of the incident and may include,*
60 *but is not limited to, law enforcement investigation, the employee’s supervisor and legal*
61 *department analysis.*

- 62
- 63 1) *Upon the first accident, within a twelve (12) month period, if an employee is deemed to be “at*
64 *fault”, the employee’s supervisor will provide a coaching to discuss the incident and ways the*
65 *accident could have been avoided.*
 - 66 2) *If an employee is involved in a second “at fault” accident within a twelve-month period, the*
67 *employee will be assigned required training, which may include training in a simulator.*
68 *Training topics and simulator time shall be determined by the Assistant Fire Chief and the Risk*
69 *Manager.*
 - 70 3) *If an employee is involved in a third or any subsequent “at fault” accident within a twenty-*
71 *four (24) month period, an employee may subject to formal discipline up to and including*
72 *termination.*

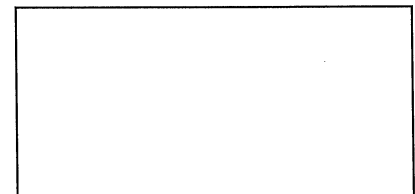
NEW SECTION: EQUAL EMPLOYMENT OPPORTUNITY (EEO)

74 *The City of Pocatello is an Equal Opportunity Employer that does not discriminate on the basis race,*
75 *color, religion, gender, sexual orientation, gender identity, national origin, age, physical or mental*
76 *disability, veteran's status or other classes protected by law and to base all employment decisions solely*
77 *on merit, qualification, and competence. Our management team is dedicated to this policy with respect*
78 *to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee*
79 *activities and general treatment during employment.*

80 *All directors, managers, supervisors, and employees of the City are expected to conduct themselves in*
81 *support of the spirit of this policy and to ensure our work environment is free from intimidation and*
82 *illegal harassment. Hiring, promotions, salary adjustments, on-the-job training, and other decisions*
83 *affecting terms and conditions of employment depend solely on merit, qualifications, and competence.*

84 *Any employee, or applicant for employment, who believes that they have not been accorded treatment*
85 *conforming to the policy of equal employment opportunity should contact the City of Pocatello Human*
86 *Resources department.*

87 *Any employees with questions or concerns about equal employment*
88 *opportunities in the workplace are encouraged to bring these issues to*
89 *the attention of the Human Resources Director or City Attorney. City*
90 *will not allow any form of retaliation against individuals who raise*
issues of equal employment opportunity. If an employee feels they have



92 *been subjected to any such retaliation, they should bring it to the attention of the Human Resources*
93 *Director or City Attorney. To ensure our workplace is free of artificial barriers, violation of this policy*
94 *including any improper retaliatory conduct will lead to discipline, up to and including discharge. All*
95 *employees must cooperate with all investigations.*

96 **NEW SECTION: RELIGIOUS ACCOMMODATION**

97 *The City of Pocatello will endeavor to accommodate the sincere religious beliefs of its employees to*
98 *the extent such accommodation does not pose an undue hardship on the City's operations. An*
99 *employee whose religious beliefs or practices conflict with their job, work schedule, or with the City of*
100 *Pocatello's policy or practice on dress and appearance, or with other aspects of employment, and*
101 *who seeks a religious accommodation must submit a written request for the accommodation to their*
102 *immediate supervisor or Human Resources. The written request will include the type of religious*
103 *conflict that exists and the employee's suggested accommodation.*

104 **NEW SECTION: RETIREMENT GIFT**

105 *When a benefit eligible employee who qualifies for retirement*
106 *benefits through the Idaho Public Employees Retirement System*
107 *(PERSI) retires from City employment a lump sum payment is given*
108 *on their last check as a thanks for their years of service. An*
109 *employee is ineligible for another retirement gift if they return to*
110 *work for the City of Pocatello after a retirement.*

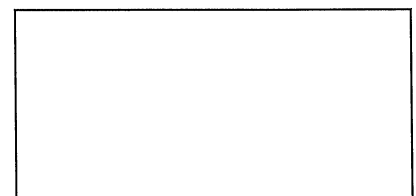
Years of Service	Amount
30 years	\$525
20-29 years	\$375
10-19 years	\$262.50
5-9 years	\$187.50

111 **NEW SECTION: DISABILITY**

112 *When an employee can no longer perform the essential functions of the job with or without reasonable*
113 *accommodation or if continuance on the job is a danger to self or others and all protected leave have*
114 *been exhausted or paid out, the following actions may be taken.*

115 *The Fire Chief, with approval of Human Resources, will direct the employee to be examined by a*
116 *physician designated by the City. The City will pay the costs of the examination. If, in the opinion of the*
117 *examining physician, the employee can no longer perform the essential functions of the job with or*
118 *without reasonable accommodation or without being a danger to self or others, the department head,*
119 *subject to the approval of the Human Resources Department, shall attempt to place the employee in*
120 *another position where they can perform the essential functions of the job with or without reasonable*
121 *accommodation or without being a danger to self or others, at a salary commensurate with the*
122 *position.*

123 *If that cannot be accomplished successfully due to budget limitations or*
124 *staffing requirements or a needed accommodation cannot be made,*
125 *the department head shall take steps to separate the employee from*
City employment through retirement or layoff.



Fire Negotiations FY2025
City Proposal #3 REVISED
Lines 57-61
New Sections

127 The City shall have no further obligation to employ any employee who declines to serve the City in an
128 available position and for the salary offered. The employee's refusal to return to work in a position for
129 which they are qualified under this section shall constitute a resignation. The personnel records of such
130 an employee will reflect that they resigned their employment with the City.

131 **NEW SECTION: BACKGROUND CHECKS**

132 All offers of employment at City of Pocatello are contingent upon clear results of a background check to
133 be performed by an agency chosen by the City of Pocatello. Background checks will be conducted on all
134 final candidates and on all employees who are promoted or changing positions with the City.

135 **Section A. Background checks for those returning to City employment**

136 Employees who return to work for the City of Pocatello after a termination will undergo
137 background check if their return date is more than 12 months from their date of previous
138 background check.

139 **Item. 1 Minors turning 18**

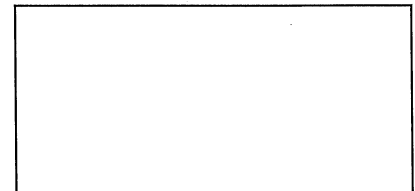
140 Employees who turn 18 in between hiring windows will undergo a background check
141 regardless of time away. This is due to the fact the parents of minors must sign for a
142 background check for their dependent, when an employee turns 18 it would be best
143 practice to have a check authorized by them on file.

144 **Item 2. Background checks for interdepartmental shifts**

145 Background checks for moves between departments are unnecessary .

146 **Section B. Background checks may include:**

- 147 • Social Security Verification: validates the applicant's Social Security number, date of birth and
148 former addresses.
- 149 • Prior Employment Verification: confirms applicant's employment with the listed companies,
150 including dates of employment, position held and additional information available pertaining
151 to performance rating, reason for departure and eligibility for rehire. This verification will be run
152 on the past two employers or the previous five years, whichever comes first.
- 153 • Educational Verification: confirms the applicant's claimed educational institution, including the
154 years attended and the degree/diploma received.
- 155 • Criminal History: includes review of criminal convictions and
156 probation. The following factors will be considered for applicants
157 with a criminal history:
 - 158 ○ The nature of the crime and its relationship to the
position.



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City Proposal #3 REVISED
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- 160 ○ *The time since the conviction.*
- 161 ○ *The number (if more than one) of convictions.*
- 162 ○ *Whether hiring, transferring or promoting the applicant would pose an unreasonable risk*
- 163 *to the City, its employees or its customers and vendors.*

164 **Section C. Additional Background Search Criteria:**

165 *The following additional background searches will be required if applicable to the position:*

- 166 • *Motor Vehicle Records: provides a report on an individual's driving history in the state requested.*
- 167 *This search will be run when driving is an essential requirement of the position.*

168 *Final candidates must complete a background check authorization form and return it to Human*
169 *Resources. Human Resources will order the background check upon receipt of the signed release form*
170 *and an external employment screening service will conduct the checks. A designated HR representative*
171 *will review all results.*

172 *The HR representative will notify the hiring manager regarding the results of the check. In instances*
173 *where negative or incomplete information is obtained, the City Attorney or their designee will assess*
174 *the potential risks and liabilities related to the job's requirements and make a recommendation to the*
175 *hiring manager as to whether the individual should be hired.*

176 *Background check information will be included in the employee's personnel file.*

177 **NEW SECTION: WORKER'S COMPENSATION**

178 *Workers compensation insurance provides medical treatment and wage replacement for eligible*
179 *employees who become injured or ill because of circumstances arising out of and in the course of their*
180 *work.*

181 **Reporting an On-the-job Injury**

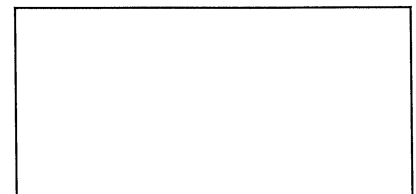
182 *All on-the-job injuries, even if not medically attended, must be immediately reported to the*
183 *employee's supervisor. Reporting a claim to a co-worker is not considered reporting the claim to*
184 *the employer.*

185 *Failure to report an on-the-job injury and/or to follow the procedure outlined in this section may*
186 *result in disciplinary action.*

187 *Upon notification of the injury, the supervisor is responsible for the on-line submission of the*
188 *First Report of Injury.*

189 **Section A. Claims Management**

190 *A claims examiner will correspond with the employee in writing.*
If additional information is needed, the claims examiner may



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City Proposal #3 REVISED
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192 *contact the employee, supervisor, and witnesses to take recorded statements. Employees are*
193 *expected to fully cooperate with the requests of the claim's examiner. Failure to cooperate may*
194 *result in denial of the claim.*

195 Section B. Medical Treatment

196 *If medical treatment for an on-the-job injury or illness is necessary, the employee must receive*
197 *initial treatment from a provider designated by the City. Provider information is posted on the*
198 *City's Intranet and in each department. In the case of an extreme emergency, the employee*
199 *should be treated by a hospital emergency room. If an ambulance is needed, call 911.*

200 *The employee is expected to follow through with the instructions given by the treating physician.*
201 *Failure to cooperate may result in denial of benefits. If continued medical attention is needed*
202 *after the initial treatment of the injury and the employee wishes to change physicians, a referral*
203 *may be given from the treating physician or by contacting the claims examiner, upon request.*

204 *The employee is required to provide the supervisor with the following documentation:*

- 205 *• a copy of a physician treatment report after each appointment*
- 206 *• a written medical update and prognosis from the treating physician, upon request from*
207 *the supervisor or Human Resources*
- 208 *• a written release to return to work after medical treatment*

209 *All medical documentation received by the supervisor will be forwarded to Risk Management for*
210 *retention.*

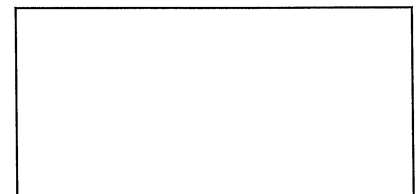
211 Section C. Light Duty Restrictions

212 *If the employee is limited by the injury and unable to perform all job duties, the employee is*
213 *responsible for seeking permission from the physician to work light duty. The employee's supervisor*
214 *and department head will determine if light duty work is available based on the restrictions*
215 *designated by the physician on the treatment report.*

216 *Temporary reassignment may be given in another department and may include a change in the*
217 *employee's regular duties. Refusal to accept available light duty work may be cause to discontinue*
218 *workers' compensation benefits and will be subject to disciplinary action from the City.*

219 Section D. Time Loss Income Benefits

220 *In order to receive income benefits, the time lost from work*
221 *(disability) must be authorized by the treating physician. Income*
222 *benefits are payable if the employee is disabled from work more than*
223 *five (5) calendar days. Benefits are payable from the sixth (6) day*
224 *after disability unless the employee is hospitalized overnight or*



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City Proposal #3 REVISED
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225 *disability exceeds fourteen (14) days. Under these conditions, benefits are payable from the date of*
226 *disability.*

227 *An employee will continue to receive full salary and benefits with time loss recorded by the City's*
228 *third-party provider.*

229 *If an employee is absent from work due to an on-the-job injury for more than three (3) consecutive*
230 *days or on an intermittent basis, they will be placed on leave in accordance to the Family and Medical*
231 *Leave Act (FMLA). FMLA leave runs concurrent with leave due to the on-the-job injury or illness.*
232 *Refer to the Family and Medical Leave Act policy.*

233 Section E. Denial of a Claim

234 *In the event a medically attended claim is denied, it is the responsibility of the employee to pay the*
235 *medical charges for the treatment received. The employee may contact the medical provider to*
236 *request that the charges be billed through the employee's personal insurance policy.*

237 *If the claim is denied, any payment for time loss will be deducted from available accruals. If accruals*
238 *have been exhausted, reimbursement to the City is required.*

239 *If it is determined that the employee intentionally filed a false claim, the employee will be subject to*
240 *disciplinary action.*

241

242

243 **Written: HB 4/09/2024**

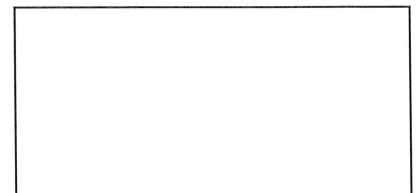
244 **REVISED: HB 05/14/2024**

Original Presented: 5/10/2024

Revised Presented: 5/16/2024

NOTES

- ~~removed language~~
- replacement language
- revised from original proposal



Fire Negotiations FY2025
City Proposal #17 – Revised 2
ARTICLE 23 – Limited Duty

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

ARTICLE 23 - ~~LIMITED~~ LIGHT DUTY

Any employee who is temporarily incapacitated **due to a personal injury** and who has a **limited light** duty statement from their doctor may be allowed to return to work **at the discretion of the Fire Chief. The City may request additional information from the employee's medical professional to ensure the safety of the employee at work. Light duty can be utilized up to the following in a calendar year:**

672 hours	Shift Personnel (2,912 Year)
480 hours	Day Personnel (2,080 Year)

If utilization exceeds the allotted amount the employee will bring a full duty release, FMLA certification for utilization of sick leave, or enter into the interactive ADA process.

Duties may include: ~~to perform any of the following duties:~~

1. Preparation of materials for inspection and training divisions
2. Light duty equipment and station maintenance
3. Fire prevention work
4. **Limited Light** Duty assignments should generally be within the expertise and scope of the individual's current or past positions, but may include basic clerical work or any other work beneficial to the organization's operation

Written: HB 5/6/2024

Revised: HB 5/10/2024

Presented: 5/16/2024

NOTES

~~removed language~~ **replacement language**

The City tracks FMLA on a calendar year.

C-17
REVISED
5/16/2024

Fire Negotiations FY2025
 City Revised #3
 To Original City Proposal #19
 Article 18 – Medical Coverage Program

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

ARTICLE 18 - MEDICAL COVERAGE PROGRAM

Section A. Medical Premiums

1. **FY2025:** The City will pay up to a 6.24% increase over **the City's portion of the 2024** rates: ~~or the actual premium, whichever is less, based on type of individual enrollments, as follows~~

ENROLLMENT TYPE	2024 Max	FY2025 Oct-Dec Max	FY2025 Jan-Sept Max
Employee Only	\$ 581.06	\$ 581.06	\$ 617.32
Employee & Spouse	\$ 1,269.37	\$ 1,269.37	\$ 1,348.57
Employee & 1 Child	\$ 947.61	\$ 947.61	\$ 1,006.74
Employee & 2+Children	\$ 1,140.39	\$ 1,140.39	\$ 1,211.55
Employee & Spouse & 1 Child	\$ 1,635.93	\$ 1,635.93	\$ 1,738.01
Employee & Spouse & 2+ Children	\$ 1,828.68	\$ 1,828.68	\$ 1,942.79

2. **FY2026:** The City will pay up to a 6.24% increase over **2025** city covered rates, or the actual premium, whichever is less, based on type of individual enrollments.
3. **FY2027:** The City will pay up to a 6.24% increase over **2026** city covered rates, or the actual premium, whichever is less, based on type of individual enrollments.
4. **FY2028:** The City will pay up to a 6.24% increase over **2027** city covered rates, or the actual premium, whichever is less, based on type of individual enrollments.

All payments by the City of Pocatello must be in compliance with Idaho Code 18-8901.

It is agreed that for application of any premium increase amounts indemnified by the City that such increases must be based upon identical policy benefits between the years being compared and that the bargaining unit agrees to provide documentation verifying the benefits for both policy years at the time a request is made to increase the premium payment from the previous year.

Written: HB 5/7/2024

Revised: HB and JJ 5/14/2024

Original Presented: 5/10/2024

Revised Presented: 5/16/2024

NOTES: 2024 was an 8.7% increase over 2023, the City covered 6.24% of the increase, which set the new base.

~~removed language~~ replacement language revised language

Printed Date: 5/14/2024

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C-19
 REVISED
 5/16/2024



City Pay Proposals for Firefighting Personnel: Compensation, Add Pays, and Rank Structure

FY2025 Negotiations

May 16, 2024



Current Structure

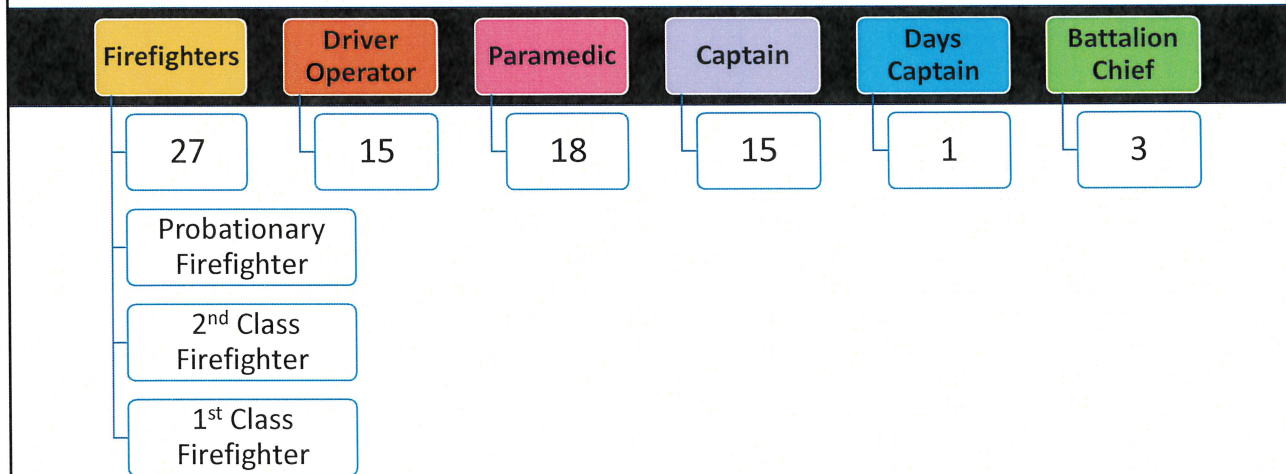
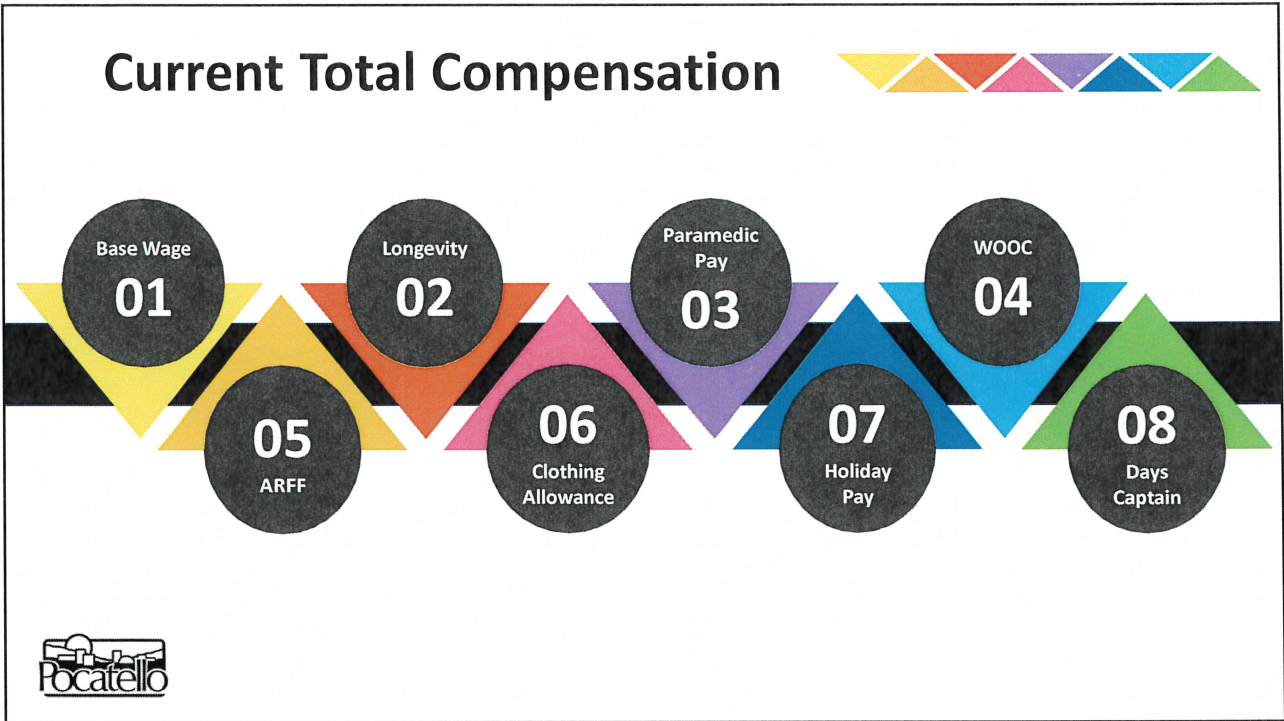


EXHIBIT
C-20
5/16/2024

tabbies



Current CBA Base Wage

CLASSIFICATION	PAY GRADE	FY2022	FY2022	FY2022	FY2023	FY2023	FY2023	FY2024	FY2024	FY2024
		HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL
Probationary Firefighter	14F	\$15.04	\$1,684.48	\$43,796.48	\$15.50	\$1,736.00	\$45,136.00	\$16.05	\$1,797.60	\$46,737.60
2nd Class Firefighter	16F	\$16.54	\$1,852.48	\$48,164.48	\$17.04	\$1,908.48	\$49,620.48	\$17.64	\$1,975.68	\$51,367.68
1st Class Firefighter	18F	\$18.17	\$2,035.04	\$52,911.04	\$18.72	\$2,096.64	\$54,512.64	\$19.38	\$2,170.56	\$56,434.56
Driver Operator	20F	\$19.97	\$2,236.64	\$58,152.64	\$20.57	\$2,303.84	\$59,899.84	\$21.29	\$2,384.48	\$61,996.48
Firefighter Paramedic	22F	\$21.91	\$2,453.92	\$63,801.92	\$22.57	\$2,527.84	\$65,723.84	\$23.36	\$2,616.32	\$68,024.32
Captain (40-Hour)	24X	\$33.63	\$2,690.40	\$69,950.40	\$34.64	\$2,771.20	\$72,051.20	\$35.86	\$2,868.80	\$74,588.80
Captain (56-Hour)	24F	\$24.02	\$2,690.24	\$69,946.24	\$24.75	\$2,772.00	\$72,072.00	\$25.62	\$2,869.44	\$74,605.44
Battalion Chief (56-Hour)	27F	\$28.24	\$3,162.88	\$82,234.88	\$29.09	\$3,258.08	\$84,710.08	\$30.11	\$3,372.32	\$87,680.32

Current CBA Longevity Pay



CONSECUTIVE YEARS OF SERVICE	BIWEEKLY AMOUNT	ANNUAL AMOUNT
5	\$ 55.14	\$1,433.64
6	\$ 66.16	\$1,720.16
7	\$ 77.18	\$2,006.68
8	\$ 88.20	\$2,293.20
9	\$ 99.23	\$2,579.98
10	\$ 110.24	\$2,866.24
11	\$ 121.28	\$3,153.28
12	\$ 132.31	\$3,440.06
13	\$ 143.34	\$3,726.84
14	\$ 154.36	\$4,013.36
15	\$ 165.39	\$4,300.14
16	\$ 176.41	\$4,586.66
17	\$ 187.44	\$4,873.44
18	\$ 198.45	\$5,159.70
19	\$ 209.49	\$5,446.74
20	\$ 220.51	\$5,733.26
21	\$ 231.54	\$6,020.04
22	\$ 242.56	\$6,306.56
23	\$ 253.59	\$6,593.34
24	\$ 264.61	\$6,879.86
25	\$ 275.64	\$7,166.64

ARTICLE 10 - LONGEVITY PAY

Section A. Every employee who, during the budget year completes five (5) years of service, shall receive longevity pay. The following formula will be used to calculate longevity pay: $.005 \times \$2,204.98 \times \text{years of service}$. The "\$2,204.98" is an index number that shall not be adjusted by for the term of this agreement, new participants in the plan are still eligible, and employees are eligible to move up the scales annually until max.

Current CBA Paramedic Pay



ARTICLE 10 - LONGEVITY PAY

Section B. In addition to any longevity pay provided in Section A above, paramedics shall be paid a percent of base pay per year of service as a paramedic according to Schedule F: 1% after 2 years, 2% after 4 years, thereafter an additional 1% per year up to a maximum of 13%. (See Schedule B.)

YEARS OF SERVICE AS A PARAMEDIC	FY2022		FY2023		FY2024		PERCENT OF BASE
	Biweekly	Annual	Biweekly	Annual	Biweekly	Annual	
2	\$24.54	\$638.04	\$25.28	\$657.28	\$26.16	\$680.16	1%
4	\$49.08	\$1,276.08	\$50.56	\$1,314.56	\$52.33	\$1,360.58	2%
5	\$73.62	\$1,914.12	\$75.84	\$1,971.84	\$78.49	\$2,040.74	3%
6	\$98.16	\$2,552.16	\$101.11	\$2,628.86	\$104.65	\$2,720.90	4%
7	\$122.70	\$3,190.20	\$126.39	\$3,286.14	\$130.82	\$3,401.32	5%
8	\$147.24	\$3,828.24	\$151.67	\$3,943.42	\$156.98	\$4,081.48	6%
9	\$171.77	\$4,466.02	\$176.95	\$4,600.70	\$183.14	\$4,761.64	7%
10	\$196.31	\$5,104.06	\$202.23	\$5,257.98	\$209.31	\$5,442.02	8%
11	\$220.85	\$5,742.10	\$227.51	\$5,915.26	\$235.47	\$6,122.22	9%
12	\$245.39	\$6,380.14	\$252.78	\$6,572.28	\$261.63	\$6,802.38	10%
13	\$269.93	\$7,018.18	\$278.06	\$7,229.56	\$287.80	\$7,482.80	11%
14	\$294.47	\$7,656.22	\$303.34	\$7,886.84	\$313.96	\$8,162.96	12%



Add Pays: Article 12 Extra Duty



Section D. Day Captain

- The position of “*Day Captain*” shall receive special assignment pay equal to 9.2% of their base pay.

Section F.

Aircraft Rescue and Firefighting (ARFF)

- Any employee assigned as Captain in charge of Station Four, shall be paid an additional \$0.50 per hour special assignment pay for each hour they hold such status.

Add Pays: Article 13 Working out of Classification (WOOC)



Section A. Qualified Firefighters, Driver/Operators, Paramedics and Captains shall become eligible for additional compensation when working above their normal classification as follows:

1. Firefighter qualified to work on the ambulance, 0.41% of base pay (paid biweekly).
2. Firefighter qualified to step-up to Driver/Operator and work on the ambulance, 2.24% of Driver/Operator’s base pay (paid biweekly).
3. Driver/Operator qualified to step-up to Captain, 2.94% of Captain’s base pay (paid biweekly).
4. WOOC Paramedics and Captains shall be paid at the pay rate for the position worked.
5. Firefighters or Driver/Operators certified to work the position of paramedic with Pocatello Fire Department shall be paid at the pay rate for the paramedic position worked.
6. Any firefighter who qualifies for WOOC pay will start their new, or adjusted, add pay on the first day of the pay period in which they achieve qualifications.



PROPOSED CHANGES



Proposed Changes: Things to Consider



1. What we are doing now is not bad, we are just looking for a more modern, aggressive pay scale that helps retain good employees.
2. We do need some of these changes to make the administrative side more streamlined and transparent. However these change do not reduce your wages or benefits.
3. The majority of these changes are a package deal. We simply cannot make some of these changes without others occurring.
4. We know you may be annoyed by some of the items you are about to see, and that is not our intent so please keep listening so we can try to paint a full picture before you firm up your opinion.
5. Please feel free to ask questions, if you have a question that we can address better later in the presentation we will write it down and we can address it at the relevant section or the end.
6. Every firefighter will have the opportunity to make more money on this scale/plan.



Summary of Proposed Changes



Modern Pay Approach

1. Convert to Hourly Rate of Pay from Biweekly
2. Move away from Longevity
3. Move to a step and grade table (as presented)
4. Placement on the new table based on salary projection file for FY2025



Summary of Proposed Changes



Updated Rank and Structure

5. Eliminate Probationary Firefighter and 2nd Class Firefighter ranks
6. Rename Driver Operator to Engineer
7. Add Paramedic stipend grades to all levels of active Firefighter ranks
8. Expanded language on Paramedic Function, Qualifications, & Pay
9. Add Lieutenant Rank (3 FTE) as paramedic clinical experts



Summary of Proposed Changes



Updated Rank and Structure continued

10. Eliminate Days Captain when vacated
11. Move to Fire Marshall as a separate rank and promotional process
12. Lateral Transfer language added only for the Fire Marshall Rank (remains a rule of 80 active FF position)
13. Update all firefighter job descriptions



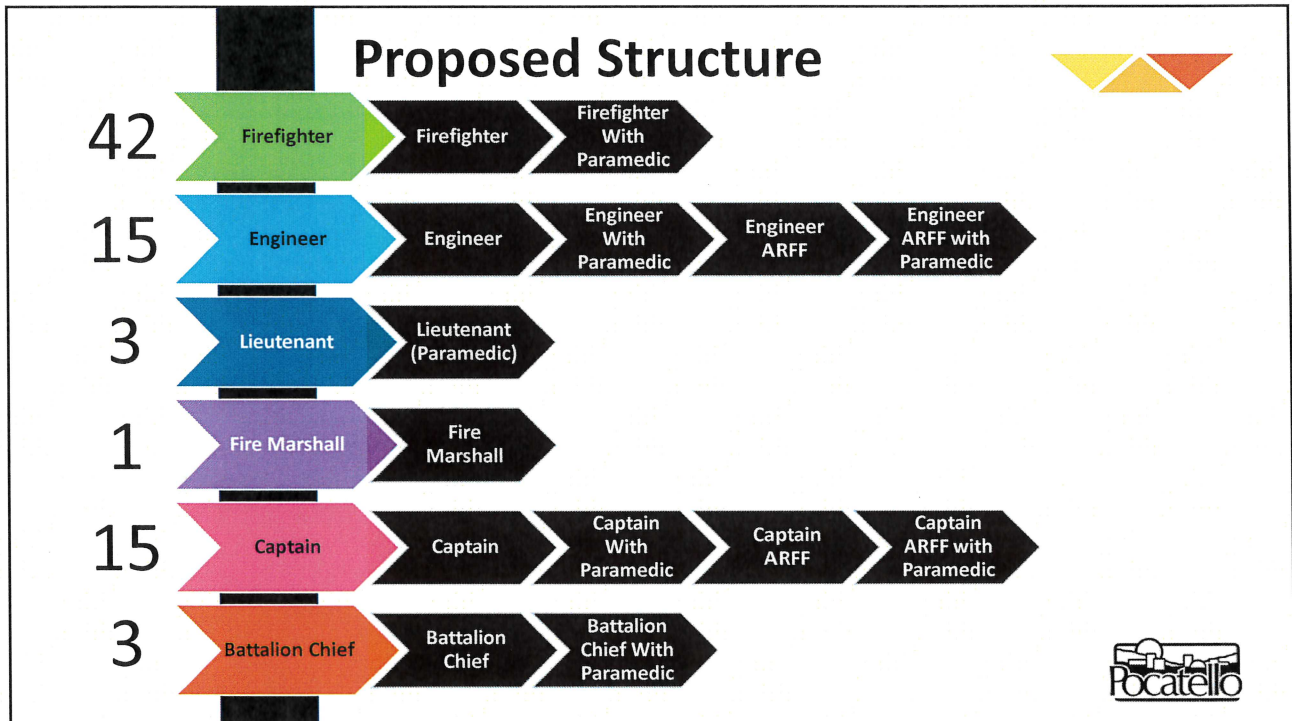
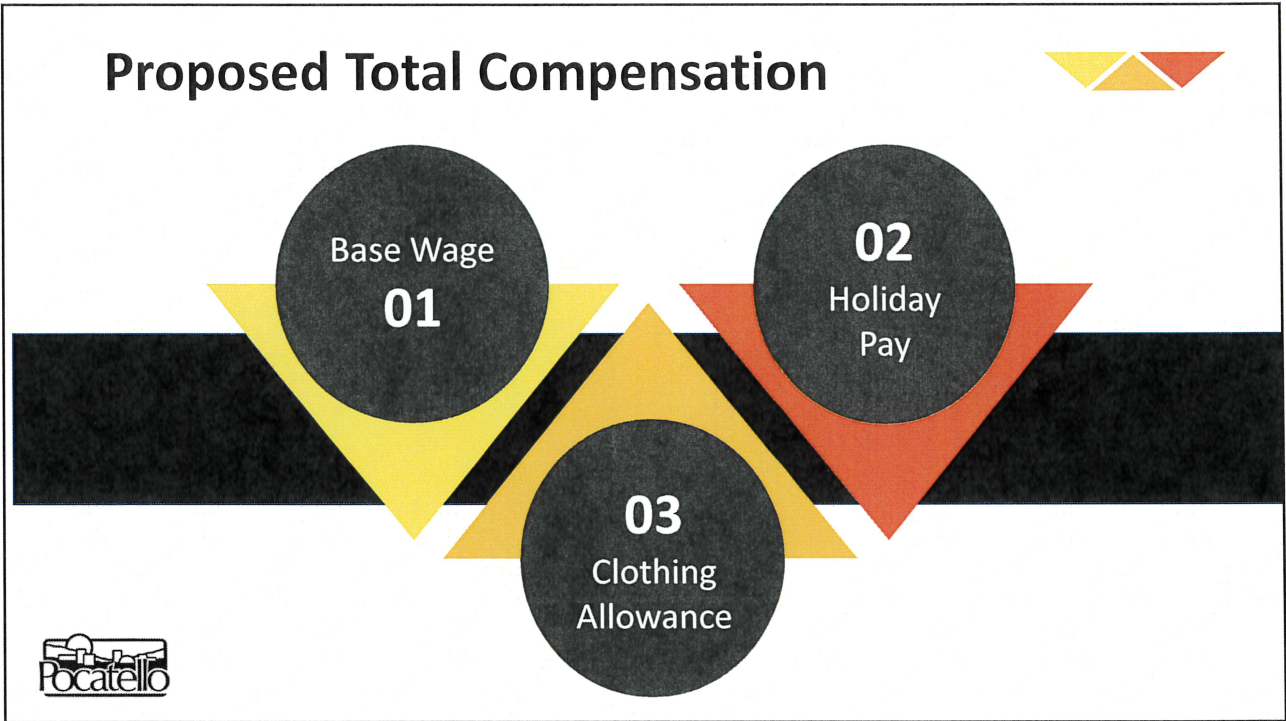
Summary of Proposed Changes



Consolidate Add Pays into Base Wage

14. WOOC
 - Firefighter to Ambulance 0.41% of Firefighter base
 - Firefighter to Driver/Operator 2.24% of Driver/Operator's base pay
 - Driver/Operator to Captain 2.94% of Captain's base pay
15. ARFF \$0.50
16. Special Days Captain 9.2%
17. Adjust Captain base pay to build in a BC WOOC up as a 2% base wage increase

***all these items will be adjusted in the job descriptions and be an expectation of the position**



Building the New Table: Questions We Know You Have



- 1) Why eliminate the Probationary Firefighter and Firefighter 2nd class?
- 2) Why did you rename the Driver Operator to Engineer?
- 3) Why did you add a Lieutenant?
- 4) Why do we have a Fire Marshall and Days Captain listed?
- 5) Why are you consolidating add pays, specifically WOOC, into base wage?

Title	Grade	Hours Per Year
Firefighter	FF1	2912
Firefighter w/Paramedic	FF2	2912
Engineer	FF3	2912
Engineer w/Paramedic	FF4	2912
Engineer (ARFF)	FF5	2912
Engineer (ARFF w/Paramedic)	FF6	2912
Lieutenant	FF7	2912
Fire Marshall	FF8	2080
Captain	FF9	2912
Captain w/Paramedic	FF10	2912
Captain	FF11	2912
Captain (ARFF) w/Paramedic	FF12	2912
Battalion Chief	FF13	2912
Battalion Chief w/Paramedic	FF14	2912
Days Captain	FF15	2080



Firefighter Pay Grade Table: Questions I Know You Have



- 1) We eliminated the Probationary Firefighter, 2nd Class Firefighter, and renamed the 1st Class Firefighter simply to make onboarding and budgeting for employees easier. Automatic rank advances are cumbersome in the system.

	Grade	Employee Count
Firefighter	FF1	42
Firefighter w/Paramedic	FF2	
Engineer	FF3	15
Engineer w/Paramedic	FF4	
Engineer (ARFF)	FF5	
Engineer (ARFF w/Paramedic)	FF6	

- 2) We changed the name from Driver Operator to Engineer for two reasons.
 - First, sometimes it is easier to look at something as NEW if it looks different, rather than comparing it to an older process which no longer fit the mold of the newer process.
 - Second, the Driver/Engineer rank is a very technical position and we felt the Engineer title simply fits the technical role better. It's a preference.



Firefighter Pay Grade Table: Questions We Know You Have



3) **The Lieutenant** is a new rank we added to help the BC's so there is a clinical expert on each platoon that can assist with Paramedic related items. It is also a way to help the DC and BC with training and certification requirements for the paramedic employees. We will have 3 people in this rank. We have placed the three most tenured Firefighter/Paramedics into those three slots and will address the promotional process and requirements of this rank later on.

Title	Grade	Hours Per Year	Employee Count
Lieutenant	FF7	2912	3
Fire Marshall	FF8	2080	1
Days Captain	FF15	2080	1

4) When the current **Days Captain** leaves that assignment we will eliminate the FF15 position and move to a **Fire Marshall** job (FF8) This will be a whole new rank with a specialized job description and its own promotional process.

- This positions starting wage placed halfway between the annual wage of the Engineer and Captain + 2%
- EXCEL=SUM((I4+I10)/2)*102%
- Due to the specialized nature of this position we are looking to add a lateral transfer in option, if an internal search fails. This position must be an active firefighter and will be on the rule of 80, it cannot be converted to a Civilian position based on how it is written.

Firefighter Pay Grade Table: Questions We Know You Have



5) **Working Out of Class** as an add pay is a cumbersome administrative process, it also does not lend itself well to pay transparency. Based on the achievement level it lends itself to being a duty of the position.

Additionally, it splits the focus of pay during negotiations. When we talk about the increases it is one of those items that causes a pause because it is a separate calculation that does not enable us to focus on base wage.

Basically we can juggle 3 balls, but juggling 8 is causing inefficiency in our negotiations and budgeting efforts and processes.

This is one of those items that comes with the package deal.



Building the New Table: What do I need to Know About a Step and Grade Pay Chart?



1. The width of the table – Step 1 to Step 12 is called the pay grade span
2. We aim for 20-30% depending on the position type for scales that have ranks
3. The movement along the table is what we call steps.
4. Starting with FY2026 We are proposing to give steps at fiscal year (1st pay period of each fiscal year)

Building the New Table: What do I need to Know About a Step and Grade Pay Chart?



5. The City proposes that we grant a step for employees in their introductory/probationary period
6. We don't do mid-year steps
7. Employees who are promoted to a higher rank will receive a minimum of a 5% increase, so they will have 5% added to their current salary and placed on the correct step at the higher grade
8. The percentage between steps in each grade is not a uniform percent.

Building the New Table: What do I need to Know About a Step and Grade Pay Chart?




- 9. The percentages of pay increase between ranks does shift and is not a uniform percentage.
 - I build all tables that way, I am happy to explain why
- 10. You will not make less by giving up longevity and moving to a step and grade table.
 - The longevity table is 25 years, the City’s proposal is 12 steps/years.
- 11. We can define a step being given each fiscal year in the CBA, just like we would define an adjustment to the table itself.

Building the New Table



The starting point of this new pay concept is the position of Firefighter; the following things happened to set up this rank/grade

- 1. Established starting hourly wage. Used current biweekly \$1,797.60*26 pay periods to get us an annual wage = \$46,737.60, then divide by hours in a year 2,912=\$16.05 starting hourly wage
- 2. Eliminated the Probationary Firefighter Level
- 3. Eliminated the 2nd Class Firefighter Level
- 4. Rolled the former WOOC Firefighter qualified to work on the ambulance, 0.41% of base pay (paid biweekly) into Step 1 at 0.41% of step 1 wage (\$16.05*100.41%=\$16.12)
- 5. Increased step 1 by 7.5% to make hiring more competitive (\$16.12*107.5%=\$17.32)
- 6. EXCEL FORMULA =SUM(16.05*100.41%*107.5%)

	Title	Grade	Current	Step 1
	Firefighter	FF1	\$ 16.05	\$17.32

Building the New Table



Title	Grade	Current	Step 1	Step 2	Step 3
Firefighter	FF1	\$ 16.05	\$17.32	\$19.10	\$19.67

7. Set the step 2, which is set to be a 7.5% increase over step 1
8. Add in the WOOC Firefighter qualified to step-up to Driver/Operator 2.24% of Driver/Operator's FY2024 base pay* (which came out to \$1,388.66/2912)
9. EXCEL FORMULA=SUM(\$17.32*107.5%)+(\$1,388.66/2,912) = \$19.10
10. Set up Step 3 which is a 3% increase over step 2 = \$19.67
11. Steps 3-12 they are based on the previous step at varying percentages

*The WOOC FF to DO \$1,388.66 came out of salary projections. I pulled everyone who had it listed for FY2025

Building the New Table



Title	Grade	Hours Per		Paramedic %	Step 1	Step 2	Step 3
		Year					
Firefighter	FF1	2912		0%	\$17.32	\$19.10	\$19.67
Firefighter w/Paramedic	FF2	2912		17%	\$20.27	\$23.28	\$23.98

12. Next we added the new FF2 Pay Grade for Firefighter with Paramedic certification
13. This is a whole separate pay grade (but is the same rank)
14. For a Firefighter with Paramedic the stipend is set up at 17% over the FF1 Firefighter, Step 1
15. The percentage for Paramedic is highest at the Firefighter level, and decreases as rank increases.
16. All current Firefighter Paramedics (22F) were slotted into the new Firefighter w/Paramedic (FF2)



Building the New Table: Defining Percentages



- All calculations that exist in the chart as we developed it will be converted to a simple percentage for actual table utilization:
 - *This is the detailed explanation of how we set the Firefighter FF1 step 2:*
 - EXCEL FORMULA= $SUM(17.32*107.5%)+(1388.66/2912) = \19.10
 - *For Table utilization in FY2025 the following will be the formula:*
 - *Converted WOOC into \$ amount* $= (17.32*107.5%)+(0.48)=19.10$
 - *Final Calculation applied to FF1 Step 2* $= (17.32*110.25%)=19.10$
 - **EXCEL: $=SUM(H2*110.25%)= 19.10$**



Placement on the Table



1. No one will make less in FY2025 on this new table than they were expected to make in FY2025.
 - This means we took everyone's FY2025 longevity calculations and built them into their base wage to place them on the table.
 - We also took into account people who were making a rank advancement. We used the higher rank to calculate their pay.
2. Everyone was placed at the step closest to their current wage without a decrease.
3. Longevity maximums and start dates were NOT considered when building the new table.

Placement on the table ranged from an annual increase of \$3.05 to \$9,223.53. That is an average of \$1,275.28 per employee. The overall cost of placement is \$167,607.11.

The salary projection file was anticipated to be at \$7,401,452.50 this new chart is anticipated at \$7,569,059.61 (excluding medical benefits)

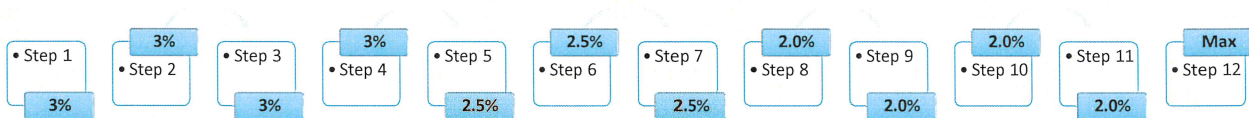
This placement on the scale did NOT adjust the table itself.

Maximum Rate Comparison

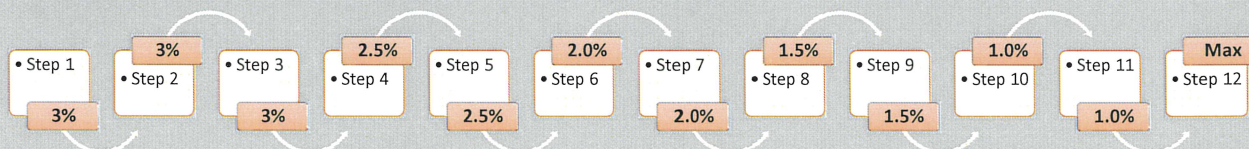


	Max on Current Scale With 25 Years Longevity	Max of New Scale 12 Steps	Earnings Potential on New Scale
FIRE BATTALION CHIEF			
Battalion Chief	\$ 94,846.96	\$ 102,923.55	\$ 8,076.59
Battalion Chief w/Paramedic	\$ 94,846.96	\$ 104,982.02	\$ 10,135.06
FIRE CAPTAIN			
Captain	\$ 81,772.08	\$ 91,487.60	\$ 9,715.52
Captain w/Paramedic	\$ 81,772.08	\$ 95,147.11	\$ 13,375.03
Days Captain	\$ 88,617.62	\$ 99,904.46	\$ 11,286.84
FIRE DRIVER/OPERATOR			
Engineer	\$ 71,356.48	\$ 83,147.85	\$ 11,791.37
FIRE FIGHTER PARAMEDIC			
Firefighter w/Paramedic	\$ 83,444.54	\$ 86,350.07	\$ 2,905.53
Lieutenant	\$ 84,034.08	\$ 91,885.37	\$ 7,851.29
FIREFIGHTER 1ST CLASS			
Firefighter	\$ 64,989.86	\$ 70,847.52	\$ 5,857.66
Firefighter w/Paramedic	\$ 63,939.29	\$ 86,350.07	\$ 22,410.78

Calculations of the Percentages Between Steps For Firefighter and Engineer Ranks



Calculations of the Percentages Between Steps For Lieutenant, Fire Marshall, Captain, and Battalion Chief Ranks



Calculations on the Percentages Between Ranks: Firefighter to Engineer



Title	Grade	Step 1	Annual	Between Previous Rank	Step 2
Firefighter	FF1	\$17.32	\$50,448.92	10.25%	\$19.10
Firefighter w/Paramedic	FF2	\$20.27	\$59,025.23		\$23.28
Engineer	FF3	\$21.76	\$63,376.73	13.94%	\$22.42
Engineer w/Paramedic	FF4	\$23.94	\$69,714.40		\$24.66

To establish the starting rate of the Engineer (FF3) Position =
 (Step 2 of FF1*110%)+
 (\$2,193.36/2912)=\$21.76



Calculations on the Percentages Between Ranks: Engineer to Lieutenant



Title	Grade	Step 1	Annual	Between Previous Rank	Step 2
Firefighter	FF1	\$17.32	\$50,448.92	10.25%	\$19.10
Firefighter w/Paramedic	FF2	\$20.27	\$59,025.23		\$23.28
Engineer	FF3	\$21.76	\$63,376.73	13.94%	\$22.42
Engineer w/Paramedic	FF4	\$23.94	\$69,714.40		\$24.66
Engineer (ARFF)	FF5	\$22.26	\$64,832.73		\$22.93
Engineer (ARFF w/Paramedic)	FF6	\$24.44	\$71,170.40		\$25.17
Lieutenant	FF7	\$25.14	\$73,200.12	5.00%	\$25.89

Lieutenant FF7=
 (Step 1 of FF4*105%)



Calculations on the Percentages Between Ranks: Fire Marshall



Title	Grade	Step 1	Annual	Between Previous Rank	Step 2
Firefighter	FF1	\$17.32	\$50,448.92	10.25%	\$19.10
Firefighter w/Paramedic	FF2	\$20.27	\$59,025.23		\$23.28
Engineer	FF3	\$21.76	\$63,376.73	13.94%	\$22.42
Engineer w/Paramedic	FF4	\$23.94	\$69,714.40		\$24.66
Engineer (ARFF)	FF5	\$22.26	\$64,832.73		\$22.93
Engineer (ARFF w/Paramedic)	FF6	\$24.44	\$71,170.40		\$25.17
Lieutenant	FF7	\$25.14	\$73,200.12	5.00%	\$25.89
Fire Marshall (2080)	FF8	\$33.41	\$69,492.58	9.65%	\$34.41
Captain	FF9	\$25.03	\$72,883.24	15.00%	\$25.78

Fire Marshall FF8= ((FF3 Annual + FF9 Annual)/2) * 102%
 We then divided the \$69,492.58/2080 = hourly rate \$33.41



Calculations on the Percentages Between Ranks: Engineer to Captain



Title	Grade	Step 1	Annual	Between Previous Rank	Step 2
Firefighter	FF1	\$17.32	\$50,448.92	10.25%	\$19.10
Firefighter w/Paramedic	FF2	\$20.27	\$59,025.23		\$23.28
Engineer	FF3	\$21.76	\$63,376.73	13.94%	\$22.42
Engineer w/Paramedic	FF4	\$23.94	\$69,714.40		\$24.66
Engineer (ARFF)	FF5	\$22.26	\$64,832.73		\$22.93
Engineer (ARFF w/Paramedic)	FF6	\$24.44	\$71,170.40		\$25.17
Lieutenant	FF7	\$25.14	\$73,200.12	5.00%	\$25.89
Fire Marshall (2080)	FF8	\$33.41	\$69,492.58	9.65%	\$34.41
Captain	FF9	\$25.03	\$72,883.24	15.00%	\$25.78

Captain FF9 =(FF3 Step 1 *(113% +2% add for step up to BC%))



Calculations on the Percentages Between Ranks: Days Captain



Title	Grade	Step 1	Annual	Between Previous Rank	Step 2
Captain	FF9	\$25.03	\$72,883.24	15.00%	\$25.78
Captain w/Paramedic	FF10	\$26.03	\$75,798.57		\$26.81
Captain (ARFF 2912)	FF11	\$25.53	\$74,339.24		\$26.29
Captain (ARFF) w/Paramedic	FF12	\$26.55	\$77,312.81		\$27.35
Battalion Chief	FF13	\$28.16	\$81,993.64	12.50%	\$29.00
Battalion Chief w/Paramedic	FF14	\$28.72	\$83,633.52		\$29.58
Captain (Days 2080)	FF15	\$38.26	\$79,588.50		\$39.41

Days Captain FF15 (LIMITED)
 =((FF9*2912)*
 (109.2%))/2080



Paramedic Stipend Calculation

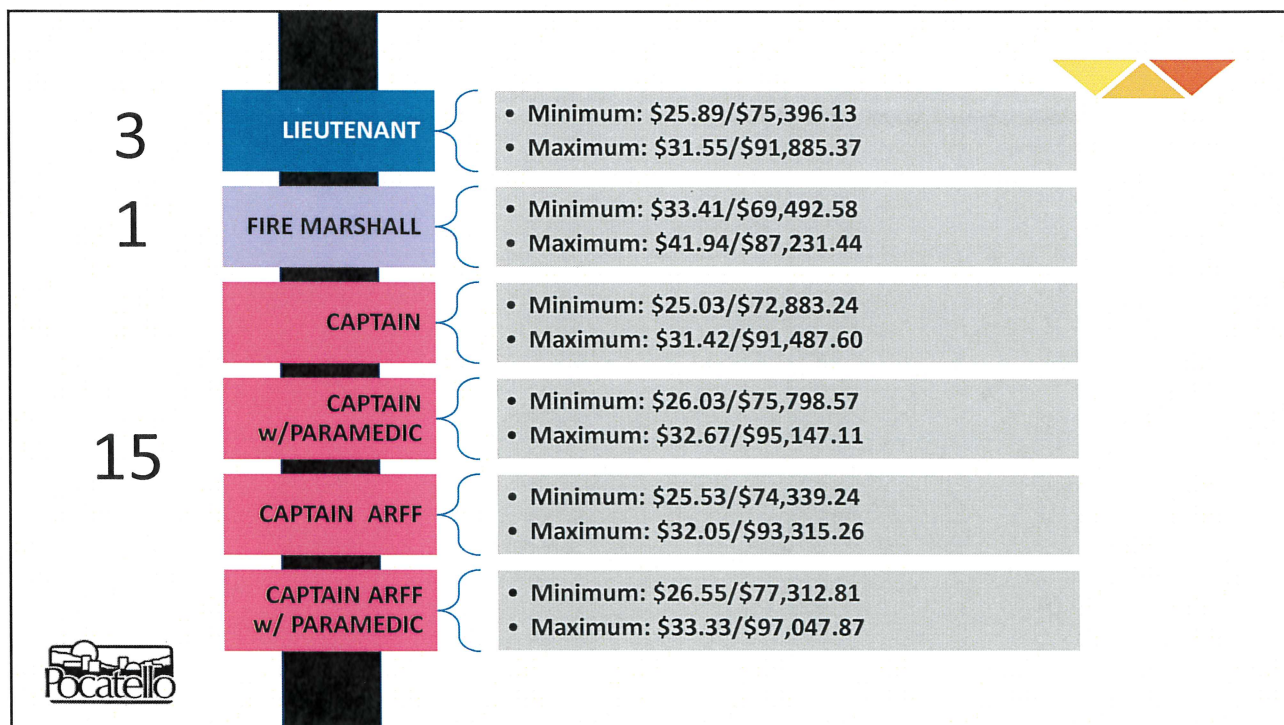
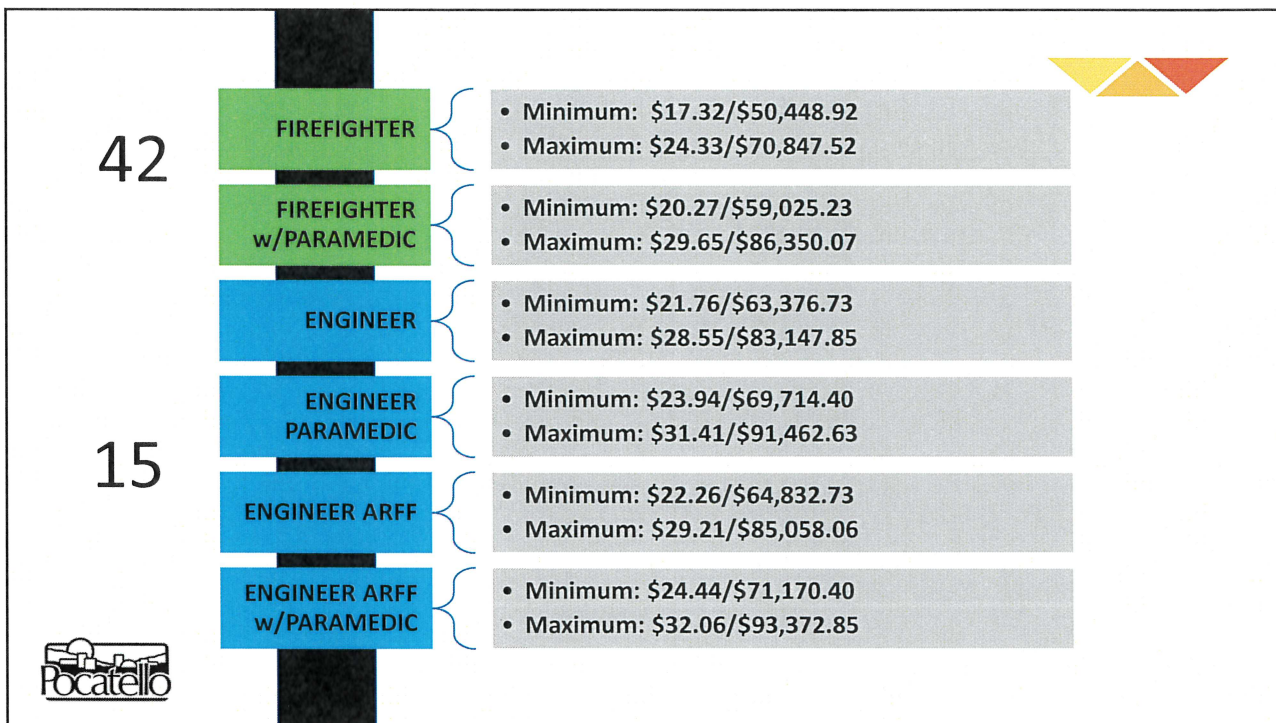



***The Lieutenant rank is required to be a Paramedic**

Title	Grade	Paramedic %	Step 1	Annual
Firefighter	FF1	0%	\$17.32	\$50,448.92
Firefighter w/Paramedic	FF2	17%	\$20.27	\$59,025.23
Engineer	FF3	0%	\$21.76	\$63,376.73
Engineer w/Paramedic	FF4	10%	\$23.94	\$69,714.40
Engineer (ARFF)	FF5	0%	\$22.26	\$64,832.73
Engineer (ARFF w/Paramedic)	FF6	10%	\$24.44	\$71,170.40
Lieutenant	FF7	100%	\$25.14	\$73,200.12
Fire Marshal	FF8	0%	\$33.41	\$69,492.58
Captain	FF9	0%	\$25.03	\$72,883.24
Captain w/Paramedic	FF10	4%	\$26.03	\$75,798.57
Captain (ARFF 2912)	FF11	0%	\$25.53	\$74,339.24
Captain (ARFF) w/Paramedic	FF12	4%	\$26.55	\$77,312.81
Battalion Chief	FF13	0%	\$28.16	\$81,993.64
Battalion Chief w/Paramedic	FF14	2%	\$28.72	\$83,633.52

- Firefighter Paramedic
 - \$17.32x117%=\$20.27
- Engineer Paramedic
 - \$21.76*110%=\$23.94
- Captain Paramedic
 - \$25.03*104%=\$26.03
- Battalion Chief Paramedic
 - \$28.16*102%=\$28.72







3

1

BATTALION CHIEF

- Minimum: \$28.16/\$81,993.64
- Maximum: \$35.34/\$102,923.55

3


BATTALION CHIEF w/PARMEDIC

- Minimum: \$28.72/\$83,633.52
- Maximum: \$36.05/\$104,982.02


1

CAPTAIN DAYS (LIMITED)


- Maximum: \$38.26/\$79,588.50
- Maximum: \$48.03/\$99,904.46



City Firefighter Pay Proposal



Title	Grade	Hours Per		Paramedic %	Steps												
		Year			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
Firefighter	FF1	2,912		0%	\$17.32	\$19.10	\$19.67	\$20.26	\$20.87	\$21.39	\$21.93	\$22.48	\$22.93	\$23.38	\$23.85	\$24.33	40%
Firefighter w/Paramedic	FF2	2,912		17%	\$20.27	\$23.28	\$23.98	\$24.70	\$25.44	\$26.07	\$26.73	\$27.39	\$27.94	\$28.50	\$29.07	\$29.65	46%
Engineer	FF3	2,912		0%	\$21.76	\$22.42	\$23.09	\$23.78	\$24.50	\$25.11	\$25.74	\$26.38	\$26.91	\$27.44	\$27.99	\$28.55	31%
Engineer w/Paramedic	FF4	2,912		10%	\$23.94	\$24.66	\$25.40	\$26.16	\$26.95	\$27.62	\$28.31	\$29.02	\$29.60	\$30.19	\$30.79	\$31.41	31%
Engineer (ARFF)	FF5	2,912		0%	\$22.26	\$22.93	\$23.62	\$24.33	\$25.06	\$25.68	\$26.33	\$26.99	\$27.52	\$28.08	\$28.64	\$29.21	31%
Engineer (ARFF w/Paramedic)	FF6	2,912		10%	\$24.44	\$25.17	\$25.93	\$26.71	\$27.51	\$28.20	\$28.90	\$29.62	\$30.22	\$30.82	\$31.44	\$32.06	31%
Lieutenant	FF7	2,912		100%	\$25.14	\$25.89	\$26.67	\$27.47	\$28.16	\$28.86	\$29.44	\$30.02	\$30.48	\$30.93	\$31.24	\$31.55	26%
Fire Marshall	FF8	2,080		0%	\$33.41	\$34.41	\$35.44	\$36.51	\$37.42	\$38.36	\$39.12	\$39.91	\$40.50	\$41.11	\$41.52	\$41.94	26%
Captain	FF9	2,912		0%	\$25.03	\$25.78	\$26.55	\$27.35	\$28.03	\$28.73	\$29.31	\$29.89	\$30.34	\$30.80	\$31.11	\$31.42	26%
Captain w/Paramedic	FF10	2,912		4%	\$26.03	\$26.81	\$27.61	\$28.44	\$29.15	\$29.88	\$30.48	\$31.09	\$31.56	\$32.03	\$32.35	\$32.67	26%
Captain (ARFF)	FF11	2,912		0%	\$25.53	\$26.29	\$27.08	\$27.90	\$28.59	\$29.31	\$29.89	\$30.49	\$30.95	\$31.41	\$31.73	\$32.05	26%
Captain (ARFF) w/Paramedic	FF12	2,912		4%	\$26.55	\$27.35	\$28.17	\$29.01	\$29.74	\$30.48	\$31.09	\$31.71	\$32.19	\$32.67	\$33.00	\$33.33	26%
Battalion Chief	FF13	2,912		0%	\$28.16	\$29.00	\$29.87	\$30.77	\$31.54	\$32.33	\$32.97	\$33.63	\$34.14	\$34.65	\$34.99	\$35.34	26%
Battalion Chief w/Paramedic	FF14	2,912		2%	\$28.72	\$29.58	\$30.47	\$31.38	\$32.17	\$32.97	\$33.63	\$34.30	\$34.82	\$35.34	\$35.69	\$36.05	26%
Days Captain	FF15	2,080		0%	\$38.26	\$39.41	\$40.59	\$41.81	\$42.86	\$43.93	\$44.81	\$45.70	\$46.39	\$47.08	\$47.56	\$48.03	26%



This is an excel calculation of the hourly rates to annual, these numbers might vary when we input the hourly rate in the payroll system. The hourly rate is the control



Title	Grade	Hours Per Year	Paramedic %	Step 1 Annual	Step 2 Annual	Step 3 Annual	Step 4 Annual	Step 5 Annual	Step 6 Annual	Step 7 Annual	Step 8 Annual	Step 9 Annual	Step 10 Annual	Step 11 Annual	Step 12 Annual
Firefighter	FF1	2,912	0%	\$50,448.92	\$55,621.24	\$57,289.88	\$59,008.58	\$60,778.84	\$62,298.31	\$63,855.76	\$65,452.16	\$66,761.20	\$68,096.43	\$69,458.35	\$70,847.52
Firefighter w/Paramedic	FF2	2,912	17%	\$59,025.23	\$67,792.05	\$69,825.81	\$71,920.58	\$74,078.20	\$75,930.15	\$77,828.41	\$79,774.12	\$81,369.60	\$82,996.99	\$84,656.93	\$86,350.07
Engineer	FF3	2,912	0%	\$63,376.73	\$65,278.03	\$67,236.37	\$69,253.46	\$71,331.07	\$73,114.34	\$74,942.20	\$76,815.76	\$78,352.07	\$79,919.11	\$81,517.50	\$83,147.85
Engineer w/Paramedic	FF4	2,912	10%	\$69,714.40	\$71,805.83	\$73,960.01	\$76,178.81	\$78,464.17	\$80,425.78	\$82,436.42	\$84,497.33	\$86,187.28	\$87,911.03	\$89,669.25	\$91,462.63
Engineer (ARFF)	FF5	2,912	0%	\$64,832.73	\$66,777.71	\$68,781.04	\$70,844.47	\$72,969.81	\$74,794.05	\$76,663.90	\$78,580.50	\$80,152.11	\$81,755.15	\$83,390.26	\$85,058.06
Engineer (ARFF w/Paramedic)	FF6	2,912	10%	\$71,170.40	\$73,305.51	\$75,504.68	\$77,769.82	\$80,102.91	\$82,105.49	\$84,158.12	\$86,262.08	\$87,987.32	\$89,747.07	\$91,542.01	\$93,372.85
Lieutenant	FF7	2,912	100%	\$73,200.12	\$75,396.13	\$77,658.01	\$79,987.75	\$81,987.44	\$84,037.13	\$85,717.87	\$87,432.23	\$88,743.71	\$90,074.87	\$90,975.62	\$91,885.37
Fire Marshall	FF8	2,080	0%	\$69,492.58	\$71,577.36	\$73,724.68	\$75,936.42	\$77,834.83	\$79,780.70	\$81,376.32	\$83,003.84	\$84,248.90	\$85,512.64	\$86,367.76	\$87,231.44
Captain	FF9	2,912	0%	\$72,883.24	\$75,069.74	\$77,321.83	\$79,641.48	\$81,632.52	\$83,673.33	\$85,346.80	\$87,053.74	\$88,359.54	\$89,684.93	\$90,581.78	\$91,487.60
Captain w/Paramedic	FF10	2,912	4%	\$75,798.57	\$78,072.53	\$80,414.70	\$82,827.14	\$84,897.82	\$87,020.27	\$88,760.67	\$90,535.88	\$91,893.92	\$93,272.33	\$94,205.06	\$95,147.11
Captain (ARFF)	FF11	2,912	0%	\$74,339.24	\$76,569.42	\$78,866.50	\$81,232.49	\$83,263.31	\$85,344.89	\$87,051.79	\$88,792.82	\$90,124.71	\$91,476.58	\$92,391.35	\$93,315.26
Captain (ARFF) w/Paramedic	FF12	2,912	4%	\$77,312.81	\$79,632.19	\$82,021.16	\$84,481.79	\$86,593.84	\$88,758.68	\$90,533.86	\$92,344.53	\$93,729.70	\$95,135.65	\$96,087.00	\$97,047.87
Battalion Chief	FF13	2,912	0%	\$81,993.64	\$84,453.45	\$86,987.06	\$89,596.67	\$91,836.58	\$94,132.50	\$96,015.15	\$97,935.45	\$99,404.48	\$100,895.55	\$101,904.51	\$102,923.55
Battalion Chief w/Paramedic	FF14	2,912	2%	\$83,633.52	\$86,142.52	\$88,726.80	\$91,388.60	\$93,673.32	\$96,015.15	\$97,935.45	\$99,894.16	\$101,392.57	\$102,913.46	\$103,942.60	\$104,982.02
Days Captain	FF15	2,080	0%	\$79,588.50	\$81,976.15	\$84,435.44	\$86,968.50	\$89,142.71	\$91,371.28	\$93,198.70	\$95,062.68	\$96,488.62	\$97,935.95	\$98,915.31	\$99,904.46



Fire Negotiations FY2025

City Proposal #

5/16/2024

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

Bundled Items:

1. Convert to Hourly Rate of Pay from Biweekly Rate
 - The hourly rate of pay will be the defining rate, any calculations to show annual presented in excel are not controlling and the calculations will be made in the City's finance system based off the set hourly rates.
2. Move away from Longevity, ends in FY2024.
 - FY2025 levels were applied for employee table placement.
3. Move to a step and grade table (as presented)
4. Eliminate Probationary Firefighter
5. Eliminate 2nd Class Firefighter rank
6. Rename 1st Class Firefighter to Firefighter
7. Add Lieutenant Rank (3 FTE reassigned) as paramedic clinical experts
 - This rank would remain vacant until the promotional process was complete
 - Promotional process would need to be defined in the CBA prior to signing, and will be a topic at the next session(s)
8. Consolidation of add pays into base wage as follows:
 - WOOC calculation built into base for purposes of table creation, once table established the calculations will be removed and a simple percentage will be applied.
 - Firefighter to Ambulance 0.41% of Firefighter base
 - Firefighter to Driver/Operator 2.24% of Driver/Operator's base pay
 - Driver/Operator to Captain 2.94% of Captain's base pay
 - ARFF
 - Special Days Captain 9.2% of base
 - Adjust Captain base pay to build in a BC WOOC up as a 2% base wage increase
9. Placement on the new table based on salary projection file for FY2025
10. Add Paramedic stipend grade to all levels of active Firefighter ranks (FF, Engineer, Captain, BC)
 - active paramedic certification required
11. Expanded language on Paramedic Function, Qualifications, & Stipend (Meeting 3+)
12. Update all firefighter job descriptions and include as appendix to CBA (Meeting 3+)
13. Eliminate Days Captain when vacated by current employee
14. Move to Fire Marshall as a separate rank and defined promotional process
15. Lateral Transfer language added only for the Fire Marshall Rank if an internal search fails
 - Civil service rules would need amended to account for this process
 - Remains a rule of 80 active FF position, this cannot be converted to a civilian role
16. Rename Driver Operator to Engineer
17. Creation of the Lieutenant and Fire Marshall promotional processes

Written: HB 5/16/2024

Presented: _____

Printed Date: 5/16/2024

Page 1 of 1

C-20(a)

5/16/2024

Fire Negotiations FY2025
City Counter Proposal #1
to Union Counter Proposal #2
regarding Original City Proposal #8
Article 10 – Longevity Pay and Bilingual Incentive Program

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

NEW ARTICLE ~~10 – LONGEVITY PAY AND~~ - BILINGUAL INCENTIVE PROGRAM

~~Section A. Every employee who, during the budget year completes five (5) years of service, shall receive longevity pay. The following formula will be used to calculate longevity pay: .005 x \$2204.98 x years of service. The “\$2,204.98” is an index number that shall not be adjusted by for the term of this agreement, new participants in the plan are still eligible, and employees are eligible to move up the scales annually until max.~~

~~Section B. In addition to any longevity pay provided in Section A above, paramedics shall be paid a percent of base pay per year of service as a paramedic according to Schedule F: 1% after 2 years, 2% after 4 years, thereafter an additional 1% per year up to a maximum of 13%. (See Schedule B.)~~

~~Section C. Bilingual Pay Incentive Program: The Union agrees to the City of Pocatello bilingual pay incentive program eligibility, responsibilities of participation in the program, selection of program participants, benefit amount, method of payment and program administration. Those eligible to participate will receive \$300.00 spread equally over 26 pay periods, pro-rated based on start of participation in the program.~~

The City of Pocatello Bilingual Incentive Pay program is designed to encourage the availability of bilingual personnel when necessary to enhance customer service for Pocatello citizens.

Section A: Program Eligibility

Full time City employees who work in a position that serves the public and have a reasonable likelihood of regular interaction with customers who speak a language other than English may be considered for participation.

Section B: Responsibilities of Participation

1. It is the responsibility of the employee participating in the program to be available, when required, to use their bilingual skill.
2. The participating employee may be required to use their skill in another department or City location.
3. The employee may be required to be available for call-out situations during non-working hours when the circumstances warrant.
4. The employee may be required to work during periods of City-wide emergency response.
5. The employee is expected to maintain acceptable performance standards and remain proficient in the bilingual skill. Proficiency is demonstrated through successful completion of a competency exam every five years, beginning in fiscal year 2011.

Section C: Selection of Employees for Participation

It is at the discretion of the Fire Chief based on the business needs of the department to recommend an employee for participation in the bilingual pay incentive program. Written justification for the need for the bilingual skill in any one department must be submitted to the Human Resources for testing coordination and inclusion in the employee's file.

D. Employee Benefit Payment Method and Amount

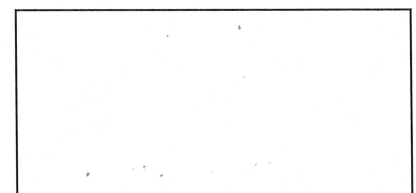
Employee will be paid a per pay check amount based on their level of proficiency as defined in the table. These levels are subject to change based on the testing vendor classifications; any changes to testing vendors or threshold criteria may result in a necessary MOU to pay employees based on the new/updated vendor thresholds.

CC-1
5/16/2024

Level	Oral Assessment Performance Level General Description	Per Check Amount	Annual Amount
3	The candidate has no ability to interpret from one language to another.	no payment	no payment
4	The candidate can interpret some isolated words and simple expressions. Speech is slow and accuracy is inconsistent.	no payment	no payment
5	The candidate can interpret some phrases and simple sentences using subjects and verbs in the present tense. Vocabulary in the second language is limited. Speech is slow and accuracy is inconsistent.	no payment	no payment
6	The candidate is unable to interpret general discourse. While the candidate may be familiar with the subject matter for interpretation, pauses and hesitations affect the fluidity and understanding of the interpretation.	no payment	no payment
7	The candidate can sometimes interpret short exchanges centering on routine and repetitive subject matter (for example, dates and time), but cannot interpret general discourse. The candidate controls most simple tenses, but cannot use advanced tenses. The candidate experiences difficulty reproducing the content accurately.	no payment	no payment
8	The candidate can interpret social and general conversation with a moderate degree of accuracy. The candidate controls all simple tenses, but avoids advanced tenses, causing some misunderstanding and affecting the accuracy of the interpretation. The candidate experiences some difficulty with normal rates of speech and may summarize content, thus compromising the integrity of the interpretation.	\$25.00	\$650.00
9	The candidate can interpret general and subject-specific conversations in most social and work-related settings. The candidate will experience some difficulty with topics that are advanced or too specialized, but is capable of conveying some nuanced language, as well as idioms and slang. Speech may be slower than that of a native speaker. The candidate will not always use advanced grammatical structures effectively and may cause misunderstandings based on the lack of ability to clearly convey the message.	\$40.00	\$1,040.00
10	The candidate can successfully interpret conversations on a broad range of subject matter, including some specialized subject matter, at a normal rate of speech and with a high degree of accuracy. They may experience difficulty with slang or advanced grammatical structures, but can convey the meaning of the discourse accurately. Errors in grammar may occur, but do not affect the meaning of the message.	\$55.00	\$1,430.00
11	The candidate can interpret general and complex speech including idioms and slang with a high degree of accuracy. The candidate can interpret for a wide range of subject matter, including unfamiliar subject matter if some context is provided. Speech is fluid. Errors are rare and do not affect the meaning of the discourse.	\$70.00	\$1,820.00
12	The candidate can interpret all forms and styles of speech with a near-native degree of fluency in both languages. Speech is fluid. Errors are extremely rare and do not affect the meaning of the discourse.	\$85.00	\$2,210.00
12+	The candidate can interpret all forms of speech with a native degree of fluency in both languages. They speak with no errors, or quickly self-corrects any errors made. Interpretation is conducted at the highest professional standards possible.	\$100.00	\$2,600.00

Written: HB 3/5/2024 Revised: HB 5/13/2024 Presented: HB 5/16/2024

NOTES ~~removed language~~ **replacement language** revised language from original proposal



Fire Negotiations FY2025
 City Proposal #15
 Article 16 – Holidays, Vacation, Kelly Days
 Schedule C - Vacation
 Schedule D- Holiday Pay

TA Date: _____
 TA Number: _____
 City Rep: _____
 Heather Buchanan
 Union Rep: _____
 Jordan VanEvery

This is a multipart proposal that is a combined offer.

1. Observed holiday length to defined 8 hours
2. Vacation Spots – increase to 4
3. Elimination of stand-alone Kelly Day, rolled hours into vacation accruals
4. Adjust language on vacation to hours accrual rather than days
5. Move vacation accrual to two decimal places
6. Holiday Pay adjustment to address addition of Juneteenth

ARTICLE 16 – ~~Holidays and Vacation~~ VACATIONS, BIRTHDAY FLOATING HOLIDAY, KELLY DAYS

Section A. Day Shift Employees Observed Holidays

Holidays are considered an 8-hour day for day shift employees. Vacation time will be paid at the employee's regular base rate of pay, ~~Annual vacations at the regular bi-weekly rate of pay,~~ including holiday and longevity if applicable, shall be granted to eligible employees as set forth in Schedule C of this Agreement.

The following is a list of the annual City observed holidays and for Bargaining Unit members working a forty (40) hour week:

New Year's Day	President's Day
Martin Luther King Day	Memorial Day
Juneteenth	July 4th
Labor Day	Veteran's Day
Thanksgiving Day	Day after Thanksgiving
Christmas Day	Floating Holiday

New Year's	Martin Luther King, Jr. Day	President's Day
Memorial Day	Labor Day	Juneteenth
Independence Day	Veterans Day	Thanksgiving Day
Friday following Thanksgiving	Christmas Day	

Section B. Floating Holiday

Day Shift employees ~~Employees~~ will bid their Floating Holiday along with vacation. If the floating holiday is not used by the end of the calendar year, it is forfeited. It cannot be carried over to succeeding years and is not paid upon termination of employment.

Section C. Vacation Accrual

Vacation leave to all eligible employees can be used for the purpose of rest, relaxation, and attending to personal affairs. The accrual of vacation leave is based on length of benefit eligible service with the City, any break in service will result in accruals starting from date of most recent hire. Prior years worked as a temporary or as a seasonal employee does not count towards vacation accrual if the employee secures a full-time position.

Vacation is accrued each pay period and is added to an employee's account at the end of the pay period. Time that is accrued each week cannot be utilized until the next pay period.

CV-3

5/16/2024

Fire Negotiations FY2025
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Changes in vacation accruals begin in January of the calendar year in which an employee's years of service reach the new threshold.

Vacation time does not accrue for any employee while on leave of absence without pay, suspension, layoff, or when working overtime (is accrued on a 2,080 or 2,912 standard year)

Years of Service	Day Shift Employees (40 hr week)		Shift Work (24-hour days)	
	Hours Per Pay Period	Hours Per Year 2080	Hours Per Pay Period	Hours Per Year 2912
1 through 5	4.62	120.12	8.77	228.02
6 through 10	6.47	168.22	11.55	300.30
11 through 15	7.70	200.20	13.39	348.14
16 through 20	8.93	232.18	15.24	396.24
21 through 25	10.16	264.16	17.08	444.08
26 and over	11.39	296.14	18.93	492.18

NOTE: These calculations include the elimination of Kelly days as a separate accrual and roll those hours into the vacation calculation.

Section D *Vacation Bidding*

Each employee will have an opportunity to bid on vacation according to SOG 5009: Vacation Bidding.

Section E *Vacation Payouts*

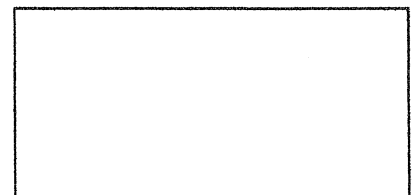
Cash payment will be made in lieu of vacation time only if an employee is discharged, resigns, or retires subject to Section G below. When an employee is discharged or resigns or retires, they shall receive pay in lieu of accrued vacation per the following formula: Base pay plus holiday pay plus longevity pay x 26 pay periods = annual salary/121 shifts per year = pay per shift/24 = hourly pay x number of accrued hours.

Section F *Maximum Accruals at Calendar Year End*

Maximum vacation accumulation at the end of any calendar year cannot exceed:

- 400 hours ~~fifty (50) working days~~ for day personnel or
- 600 hours ~~twenty five (25) 24-hour periods~~ for shift personnel.

Section G *Allocated Vacation Spots*



Fire Negotiations FY2025
 City Proposal #15
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Jordan VanEvery

Each platoon will be allowed ~~three~~ four (4) employees on vacation at one time, ~~except as agreed upon between the City and the Union according to SOP 5000.~~ Approval must be obtained from the Fire Chief or Division Chief their designee for more than ~~three~~ four (4) employees to be on vacation from any one platoon.

Section G. Elimination of Kelly Day Hours and Historical Reference

Effective FY2025 Kelly Day hours were rolled into vacation accruals for ease of employee use and of payroll processing. The historical vacation accrual chart and Kelly day accruals prior to FY2025 were:

FY2024 and Prior	Day Shift Employees (40hr week)			Shift Work (24-hour days)		
	Years of Service	Days Per Year	Hours Per Pay Period	Hours Per Year 2080	Days Per Year	Hours Per Pay Period
1 through 5	13	4.000	104.00	7.5	6.923	180.00
6 through 10	19	5.846	152.00	10.5	9.692	252.00
11 through 15	23	7.077	184.00	12.5	11.538	300.00
16 through 20	27	8.308	216.00	14.5	13.385	348.00
21 through 25	31	9.538	248.00	16.5	15.231	396.00
26 and over	35	10.769	280.00	18.5	17.077	444.00

KELLY DAY ACCRUALS PRIOR TO FY2025

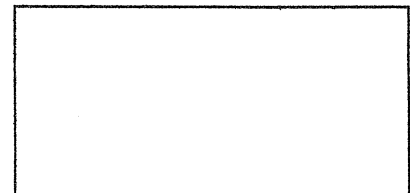
Each employee in the bargaining unit received two (2) Kelly days per year in addition to vacation.

- ~~48 Kelly hours for Shift Work Personnel (Firefighter's, Driver/Operators, Paramedics, Captains, Battalion Chiefs)~~
 - ~~72-hour FLSA period employees~~
- ~~16 hours for Day shift Employees~~
 - ~~40-hour FLSA period employees~~

were subject to the same limitations and provisions as vacation days and count toward the fifty (50) working days or twenty-five (25) shifts accumulation set out in Article 16, Section D, above.

For reference Kelly hours were counted towards overtime calculations in FLSA cycles.

~~Each employee in the bargaining unit will receive two (2) Kelly days per year in addition to vacation, subject to Section E above. These forty-eight (48) hours for those on a seventy-two (72) hour FLSA period or these sixteen (16) hours for those who work forty (40) hours per week will be subject to the same limitations and provisions as vacation days and count toward the fifty (50) working days or twenty-five (25) shifts accumulation set out in Article 16, Section D, above.~~



Fire Negotiations FY2025
 City Proposal #15
 Article 16 – Holidays, Vacation, Kelly Days
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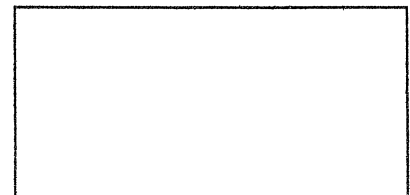
Kelly Day into Vacation conversion:

	A	B	C	D	E	F	G	H	I
12			Day Shift Employees (40hr week)				Shift Work (24-hour days)		
	Years of Service	Days Per Year	Hours Per Pay Period	Hours Per Year 2080		Days Per Year	Hours Per Pay Period	Hours Per Year 2912	
13									
14	1 through 5	=SUM(C33+2)	=SUM(C14*8)/26	=SUM(D14*26)		=SUM(G33+2)	=SUM(G14*24)/26	=SUM(H14*26)	
15	6 through 10	=SUM(C34+2)	=SUM(C15*8)/26	=SUM(D15*26)		=SUM(G34+2)	=SUM(G15*24)/26	=SUM(H15*26)	
16	11 through 15	=SUM(C35+2)	=SUM(C16*8)/26	=SUM(D16*26)		=SUM(G35+2)	=SUM(G16*24)/26	=SUM(H16*26)	
17	16 through 20	=SUM(C36+2)	=SUM(C17*8)/26	=SUM(D17*26)		=SUM(G36+2)	=SUM(G17*24)/26	=SUM(H17*26)	
18	21 through 25	=SUM(C37+2)	=SUM(C18*8)/26	=SUM(D18*26)		=SUM(G37+2)	=SUM(G18*24)/26	=SUM(H18*26)	
19	26 and over	=SUM(C38+2)	=SUM(C19*8)/26	=SUM(D19*26)		=SUM(G38+2)	=SUM(G19*24)/26	=SUM(H18*26)	
20		40 Hour a Week Personnel:				Shift Work Personnel:			
21		1. Fire/EMS Support Specialist				1. All Classes of Firefighters			
22		2. Billing and Coding Clerk				2. Driver Operators			
23		3. Medical Billing Specialist				3. Paramedics			
24		4. Assistant to the Fire Chief				4. Captains			
25		5. Emergency Vehicle Technician				5. Battalion Chiefs			
26		6. Community Risk Reduction Specialist							
27		7. Fire Inspector (Days)							
28		8. Office Manager							
29		9. Fire Prevention Captain							
30									
31	FY2024 and Prior	Day Shift Employees (40hr week)				Shift Work (24-hour days)			
	Years of Service	Days Per Year	Hours Per Pay Period	Hours Per Year 2080		Days Per Year	Hours Per Pay Period	Hours Per Year 2912	
32									
33	1 through 5	13	=SUM(C33*8/26)	=SUM(D33*26)		7.5	=SUM(G33*24/26)	=SUM(H33*26)	
34	6 through 10	19	=SUM(C34*8/26)	=SUM(D34*26)		10.5	=SUM(G34*24/26)	=SUM(H34*26)	
35	11 through 15	23	=SUM(C35*8/26)	=SUM(D35*26)		12.5	=SUM(G35*24/26)	=SUM(H35*26)	
36	16 through 20	27	=SUM(C36*8/26)	=SUM(D36*26)		14.5	=SUM(G36*24/26)	=SUM(H36*26)	
37	21 through 25	31	=SUM(C37*8/26)	=SUM(D37*26)		16.5	=SUM(G37*24/26)	=SUM(H37*26)	
38	26 and over	35	=SUM(C38*8/26)	=SUM(D38*26)		18.5	=SUM(G38*24/26)	=SUM(H38*26)	

Section C-F: Kelly Days

~~In addition to vacation days and subject to Section E above, each bargaining unit member will receive two (2) Kelly days per year to be granted on January 1 of each year beginning January 1, 2020. Kelly days will be populated in the City's payroll system on the payroll that includes processing of December 31 of the prior year.~~

~~These forty eight (48) Kelly hours for shift personnel or sixteen (16) Kelly hours for day personnel, if not used by the end of the calendar year, will be converted to vacation and be subject to Section D above.~~



Fire Negotiations FY2025
City Proposal #15
Article 16 – Holidays, Vacation, Kelly Days
Schedule C - Vacation
Schedule D- Holiday Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

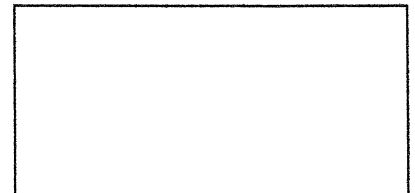
Union Rep: _____

Jordan VanEvery

Section H. Inability To Use Accrued Time

Vacation, ~~Kelly days~~, and compensatory time may accumulate to the maximum amount referred to in Article 16, Section D and Article 12, Section B except if an employee is unable to use vacation, ~~Kelly days~~, or compensatory time due to illness, injuries, training schools, or similar situations whether on sick leave or worker's compensation and unable to reschedule the same.

If an employee is at maximum accumulation and illness, injury, training school, or similar situations occur, preventing the employee from taking vacation, ~~Kelly days~~, or compensatory time, the vacation, ~~Kelly days~~, or compensatory time will be carried over to be used the following *calendar* year or will be cashed out at the established rate if the employee is unable to reschedule the same. *A decision on carry over or cash out must be made no later than the 2nd Friday in December and submitted in writing to the Fire Chief. If hours are carried over to the next calendar year they must be utilized within the carry over year.* If the employee does not return to work after this injury or illness, all accumulated vacation time will be paid at the established rate (Article 16, Section C).



Fire Negotiations FY2025
 City Proposal #15
 Article 16 – Holidays, Vacation, Kelly Days
 Schedule C - Vacation
 Schedule D- Holiday Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

SCHEDULE C: VACATION ACCURAL

<u>YEARS OF SERVICE</u>	<u>WORKING DAY PERSONNEL 8 HOUR DAYS OFF</u>	<u>WORKING SHIFT PERSONNEL 12 HOUR DAYS/24 HOUR SHIFTS OFF</u>
<u>1 through 5</u>	<u>13</u>	<u>15 or 7 1/2</u>
<u>6 through 10</u>	<u>19</u>	<u>21 or 10 1/2</u>
<u>11 through 15</u>	<u>23</u>	<u>25 or 12 1/2</u>
<u>16 through 20</u>	<u>27</u>	<u>29 or 14 1/2</u>
<u>21 through 25</u>	<u>31</u>	<u>33 or 16 1/2</u>
<u>26 and over</u>	<u>35</u>	<u>37 or 18 1/2</u>

Years of Service	Day Shift Employees (40hr week)		Shift Work (24-hour days)	
	Hours Per Pay Period	Hours Per Year 2080	Hours Per Pay Period	Hours Per Year 2912
1 through 5	4.62	120.12	8.77	228.02
6 through 10	6.47	168.22	11.55	300.30
11 through 15	7.70	200.20	13.39	348.14
16 through 20	8.93	232.18	15.24	396.24
21 through 25	10.16	264.16	17.08	444.08
26 and over	11.39	296.14	18.93	492.18

40 Hour a Week Personnel:

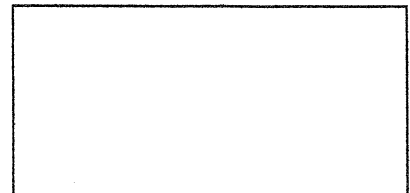
1. Fire/EMS Support Specialist
2. Billing and Coding Clerk
3. Medical Billing Specialist
4. Assistant to the Fire Chief
5. Emergency Vehicle Technician
6. Community Risk Reduction Specialist
7. Fire Inspector (Days)
8. Office Manager
9. Fire Prevention Captain

Shift Work Personnel:

1. All Classes of Firefighters
2. Driver Operators
3. Paramedics
4. Captains
5. Battalion Chiefs

CITY NOTES

Moving from a day listing of time to an hourly accrual per pay period to fit into the established payroll processing method. Moving from 3 decimal places to 2 decimal places means we rounded up for each threshold increasing vacation accruals by minimal amounts.



Fire Negotiations FY2025
 City Proposal #15
 Article 16 – Holidays, Vacation, Kelly Days
 Schedule C - Vacation
 Schedule D- Holiday Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

SCHEDULE D: HOLIDAY PAY

HOLIDAY PAY 5.00% OF BASE PAY. Pay is effective with the first pay period of the listed fiscal year. Applies only to 56 hour/week employees

<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>FY2022 BASE BIWEEKLY</u>	<u>FY2022 BIWEEKLY HOLIDAY PAY</u>	<u>FY2023 BASE BIWEEKLY</u>	<u>FY2023 BIWEEKLY HOLIDAY PAY</u>	<u>FY2024 BASE BIWEEKLY</u>	<u>FY2024 BIWEEKLY HOLIDAY PAY</u>
<u>Probationary Firefighter</u>	<u>14F</u>	<u>\$1,684.48</u>	<u>\$84.22</u>	<u>\$1,736.00</u>	<u>\$86.80</u>	<u>\$1,797.60</u>	<u>\$89.88</u>
<u>2nd Class Firefighter</u>	<u>16F</u>	<u>\$1,852.48</u>	<u>\$92.62</u>	<u>\$1,908.48</u>	<u>\$95.42</u>	<u>\$1,975.68</u>	<u>\$98.78</u>
<u>1st Class Firefighter</u>	<u>18F</u>	<u>\$2,035.04</u>	<u>\$101.75</u>	<u>\$2,096.64</u>	<u>\$104.83</u>	<u>\$2,170.56</u>	<u>\$108.53</u>
<u>Driver Operator</u>	<u>20F</u>	<u>\$2,236.64</u>	<u>\$111.83</u>	<u>\$2,303.84</u>	<u>\$115.19</u>	<u>\$2,384.48</u>	<u>\$119.22</u>
<u>Firefighter Paramedic</u>	<u>22F</u>	<u>\$2,453.92</u>	<u>\$122.70</u>	<u>\$2,527.84</u>	<u>\$126.39</u>	<u>\$2,616.32</u>	<u>\$130.82</u>
<u>Captain (56 Hour)</u>	<u>24F</u>	<u>\$2,690.24</u>	<u>\$134.51</u>	<u>\$2,772.00</u>	<u>\$138.60</u>	<u>\$2,869.44</u>	<u>\$142.47</u>
<u>Battalion Chief</u>	<u>27F</u>	<u>\$3,162.88</u>	<u>\$158.14</u>	<u>\$3,258.08</u>	<u>\$162.90</u>	<u>\$3,372.32</u>	<u>\$168.62</u>

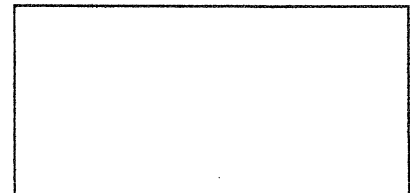
SCHEDULE D: HOLIDAY PAY

HOLIDAY PAY 5.50% OF BASE PAY

Pay is effective with the first pay period of the listed fiscal year.

Applies only to Shift Work Personnel working 24 days

<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>FY2022 BASE BIWEEKLY</u>	<u>FY2022 BIWEEKLY HOLIDAY PAY</u>	<u>FY2023 BASE BIWEEKLY</u>	<u>FY2023 BIWEEKLY HOLIDAY PAY</u>	<u>FY2024 BASE BIWEEKLY</u>	<u>FY2024 BIWEEKLY HOLIDAY PAY</u>
<u>Probationary Firefighter</u>	<u>14F</u>	<u>\$1,684.48</u>	<u>\$92.65</u>	<u>\$1,736.00</u>	<u>\$95.48</u>	<u>\$1,797.60</u>	<u>\$98.87</u>
<u>2nd Class Firefighter</u>	<u>16F</u>	<u>\$1,852.48</u>	<u>\$101.89</u>	<u>\$1,908.48</u>	<u>\$104.97</u>	<u>\$1,975.68</u>	<u>\$108.66</u>
<u>1st Class Firefighter</u>	<u>18F</u>	<u>\$2,035.04</u>	<u>\$111.93</u>	<u>\$2,096.64</u>	<u>\$115.32</u>	<u>\$2,170.56</u>	<u>\$119.38</u>
<u>Driver Operator</u>	<u>20F</u>	<u>\$2,236.64</u>	<u>\$123.02</u>	<u>\$2,303.84</u>	<u>\$126.71</u>	<u>\$2,384.48</u>	<u>\$131.15</u>
<u>Firefighter Paramedic</u>	<u>22F</u>	<u>\$2,453.92</u>	<u>\$134.97</u>	<u>\$2,527.84</u>	<u>\$139.03</u>	<u>\$2,616.32</u>	<u>\$143.90</u>
<u>Captain (56-Hour)</u>	<u>24F</u>	<u>\$2,690.24</u>	<u>\$147.96</u>	<u>\$2,772.00</u>	<u>\$152.46</u>	<u>\$2,869.44</u>	<u>\$157.82</u>
<u>Battalion Chief</u>	<u>27F</u>	<u>\$3,162.88</u>	<u>\$173.96</u>	<u>\$3,258.08</u>	<u>\$179.19</u>	<u>\$3,372.32</u>	<u>\$185.48</u>



Fire Negotiations FY2025
City Proposal #15
Article 16 – Holidays, Vacation, Kelly Days
Schedule C - Vacation
Schedule D- Holiday Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

Shift Work Personnel:

1. *All Classes of Firefighters*
2. *Driver Operators*
3. *Paramedics*
4. *Captains*
5. *Battalion Chiefs*

Written: HB 4/24/2024

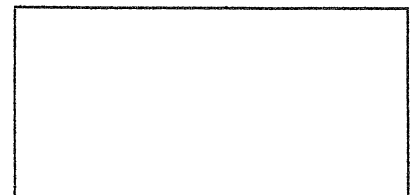
Presented: _____

NOTES

Holiday Pay Calculations are illustrative only and will adjust with table changes that occur within negotiations. This is a way to adjust the percentage of holiday pay, but not define the amount actually paid. Amounts will be adjusted prior to ratification by the Union and City Council.

MAY NEED ADJUSTED BASED ON OTHER PROPOSALS

~~removed language~~ *replacement language*



Fire Negotiations FY2025
City Proposal #19
Article 18 – Medical Coverage Program

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

ARTICLE 18 - MEDICAL COVERAGE PROGRAM

Section A. Medical Premiums

1. **FY2025:** For Oct-Dec 2024 The City will pay actual premiums. For the remainder of FY2025 The City will pay up to 8% increase over 2024 rates, or the actual premium, whichever is less, based on type of individual enrollments. ~~The City will pay up to a 6.24% increase over the City's portion of the 2024 rates; or the actual premium, whichever is less, based on type of individual enrollments, as follows~~

ENROLLMENT TYPE	2024 Max	FY2025 Oct-Dec Max	FY2025 Jan-Sept Max
Employee Only	\$ 581.06	\$ 581.06 <u>\$594.51</u>	\$ 617.32 <u>\$642.07</u>
Employee & Spouse	\$ 1,269.37	\$ 1,269.37 <u>\$1298.76</u>	\$ 1,348.57 <u>\$1402.66</u>
Employee & 1 Child	\$ 947.61	\$ 947.61 <u>\$969.55</u>	\$ 1,006.74 <u>\$1047.11</u>
Employee & 2+Children	\$ 1,140.39	\$ 1,140.39 <u>\$1166.80</u>	\$ 1,211.55 <u>\$1260.14</u>
Employee & Spouse & 1 Child	\$ 1,635.93	\$ 1,635.93 <u>\$1673.81</u>	\$ 1,738.01 <u>\$1807.71</u>
Employee & Spouse & 2+ Children	\$ 1,828.68	\$ 1,828.68 <u>\$1871.02</u>	\$ 1,942.79 <u>\$2020.70</u>

2. **FY2026:** The City will pay up to a ~~6.24%~~ 8% increase over 2025 ~~city covered~~ rates, or the actual premium, whichever is less, based on type of individual enrollments.
3. **FY2027:** The City will pay up to a ~~6.24%~~ 8% increase over 2026 ~~city covered~~ rates, or the actual premium, whichever is less, based on type of individual enrollments.
4. **FY2028:** The City will pay up to a ~~6.24%~~ 8% increase over 2027 ~~city covered~~ rates, or the actual premium, whichever is less, based on type of individual enrollments.

It is agreed that for application of any premium increase amounts indemnified by the City that such increases must be based upon identical policy benefits between the years being compared and that the bargaining unit agrees to provide documentation verifying the benefits for both policy years at the time a request is made to increase the premium payment from the previous year.

CU-4

5/16/2024

Fire Negotiations FY2025
City Proposal #19
Article 18 – Medical Coverage Program

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

UNIONS BUNDLE PROPOSAL:

1. Accept Healthcare proposal as written above.

1.2. SECTION C. It is agreed that the bargaining unit will be responsible for all aspects of the administration of the alternative health, vision and HRA, or any other related or associated programs, and that the City will provide no administrative or support services of any kind or nature related to such programs. The City's ~~sole~~ responsibility will be the payment of the agreed upon contribution toward the applicable premium and any other sums required to be paid under the terms of this agreement, as well as payroll deduction of premiums for any increases over the agreed limit.

3. (City proposal #7) The Union will agree to surrendering the \$1,500 recreation money, without any other stipulations to offset administrative duties related to possible payroll deductions.

4. The union will retract union proposal #4, veba money increase.

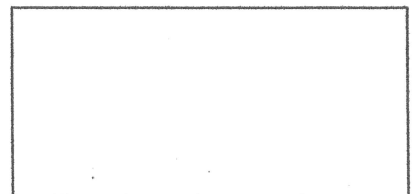
5. The union will amend union proposal #3, Merp increases as follows:

MERP contribution for FY25 will be \$100 per month;

MERP contribution for FY26 will be \$125 per month;

MERP contribution for FY27 will be \$150 per month;

MERP contribution for FY28 will be \$150 per month.



Fire Negotiations FY2025
Union Counter to City Proposal #11
Article 12: Extra Duty

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

ARTICLE 12 –EXTRA DUTY

Section A. Any employee may be required by the City to work beyond their normal shift which shall be defined as outlined in Article 8: *Regular Work Week* of the CBA for shift employees, and as agreed upon between employee and supervisor for day personnel. The City shall pay for overtime work at the rate of one and one-half the normal rate of pay, computed by dividing the shift employee's annual base salary by 2,080 hours.

Any hours over the regular work week that are paid by grants funding, 3rd party deployments with reimbursement, or other outside entities must be paid as overtime so the City can receive reimbursement for the expense.

Section B. Compensatory time may be accumulated up to 240 hours in lieu of overtime pay and taken in two (2) or more hour increments as staffing allows. The employee may ~~not~~ combine overtime pay and compensatory time in the same pay period. When an employee is discharged, resigns, or retires, they shall receive pay in lieu of accrued comp-time per the following formula: $\text{Base pay}/2,080 = \text{hourly rate} \times \text{number of accrued hours}$. *Comp time cannot be utilized for hours paid by an outside agency/assignment due to cost recovery, including backfill for said assignments.*

Section G. The compensation for the hours worked by any employee assigned to participate in third-party contract work, including but not limited to, Department of Lands, U.S. Forest Service, BLM, State of Idaho, shall be calculated on a Portal-to-Portal basis. *All 3rd party work must be paid as overtime and comp time cannot be accrued due to cost recovery.*

Written: HB 5/2/2024

Presented: _____

NOTES

- Cost recovery limitations required any grant/3rd party/outside funding hours be paid as overtime and not as comp time so the City can receive the funds appropriately to offset the cost.

removed language replacement language

CU-5

5/16/2024

Fire Negotiations FY2025
City Proposal #14
Article 12 – Extra Duty – Section E. Subpoena

TA Date: 5/16/24
TA Number: 4
City Rep: HB
Heather Buchanan
Union Rep: J. VanEvery
Jordan VanEvery

ARTICLE 12 - EXTRA DUTY

Section E. Subpoena

If an off-duty employee is subpoenaed for a legal proceeding related to on-duty acts, or observations, the employee will receive extra duty pursuant to Section C immediately above.

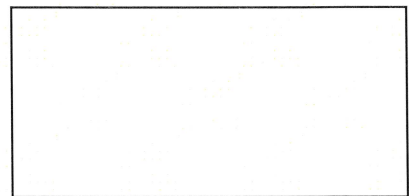
Employees who are subpoenaed as a witness in non-employment related matters are required to use vacation or compensatory time to cover the time away from work. Any employee's request for vacation and comp time, that is for subpoena related matters, will be granted if accompanied by official Court documents.

Section E. Jury Duty

Any employee called for jury duty shall be excused by the supervisor for the time required and will receive their regular rate of pay for time spent during their regular work schedule. Employees may retain per diem or other expenses paid by the Court. In the event a juror is dismissed by the Judge prior to the completion of the employee's regular shift, the employee shall immediately report to work.

Written: HB 4/2/2024
Presented: 5/10/24

NOTES
~~removed language~~ replacement language



Fire Negotiations FY2025
Union Counter to City Proposal #11
Article 12: Extra Duty

TA Date: 5/16/2024
TA Number: 5
City Rep: [Signature]
Heather Buchanan
Union Rep: [Signature]
Jordan VanEvery

ARTICLE 12 –EXTRA DUTY

Section A. Any employee may be required by the City to work beyond their normal shift which shall be defined as outlined in Article 8: *Regular Work Week* of the CBA for shift employees, and as agreed upon between employee and supervisor for day personnel. The City shall pay for overtime work at the rate of one and one-half the normal rate of pay, computed by dividing the shift employee's annual base salary by 2,080 hours.

Any hours over the regular work week that are paid by grants funding, 3rd party deployments with reimbursement, or other outside entities must be paid as overtime so the City can receive reimbursement for the expense.

Section B. Compensatory time may be accumulated up to 240 hours in lieu of overtime pay and taken in two (2) or more hour increments as staffing allows. The employee may ~~not~~ combine overtime pay and compensatory time in the same pay period. When an employee is discharged, resigns, or retires, they shall receive pay in lieu of accrued comp-time per the following formula: $\text{Base pay}/2,080 = \text{hourly rate} \times \text{number of accrued hours}$. *Comp time cannot be utilized for hours paid by an outside agency/assignment due to cost recovery, including backfill for said assignments.*

NOT
JUE
[Signature]

Section G. The compensation for the hours worked by any employee assigned to participate in third-party contract work, including but not limited to, Department of Lands, U.S. Forest Service, BLM, State of Idaho, shall be calculated on a Portal-to-Portal basis. *All 3rd party work must be paid as overtime and comp time cannot be accrued due to cost recovery.*

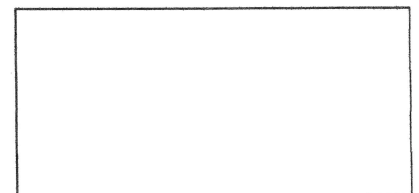
Written: HB 5/2/2024

Presented: _____

NOTES

- Cost recovery limitations required any grant/3rd party/outside funding hours be paid as overtime and not as comp time so the City can receive the funds appropriately to offset the cost.

removed language replacement language



Union counter #3

Fire Negotiations FY2025

City Proposal #15

Article 16 – Holidays, Vacation, Kelly Days

Schedule C - Vacation

Schedule D- Holiday Pay

TA Date: 5/16/2024

TA Number: 6

City Rep: Heather Buchanan

Union Rep: Jordan VanEvery

This is a multipart proposal that is a combined offer.

1. Observed holiday length to defined 8 hours
2. Vacation Spots – increase to 4
3. Elimination of stand-alone Kelly Day, rolled hours into vacation accruals
4. Adjust language on vacation to hours accrual rather than days
5. Move vacation accrual to two decimal places
6. Holiday Pay adjustment to address addition of Juneteenth

ARTICLE 16 –Holidays and Vacation ~~VACATIONS, BIRTHDAY FLOATING HOLIDAY, KELLY DAYS~~

Section A. Day Shift Employees Observed Holidays

Holidays are considered an 8-hour day for day shift employees. Vacation time will be paid at the employee's regular base rate of pay, ~~Annual vacations at the regular bi-weekly rate of pay,~~ including holiday and longevity if applicable, shall be granted to eligible employees as set forth in Schedule C of this Agreement.

The following is a list of the annual City observed holidays and for Bargaining Unit members working a forty (40) hour week:

New Year's Day	President's Day
Martin Luther King Day	Memorial Day
Juneteenth	July 4th
Labor Day	Veteran's Day
Thanksgiving Day	Day after Thanksgiving
Christmas Day	Floating Holiday

New Year's	Martin Luther King, Jr. Day	President's Day
Memorial Day	Labor Day	Juneteenth
Independence Day	Veterans Day	Thanksgiving Day
Friday following Thanksgiving	Christmas Day	

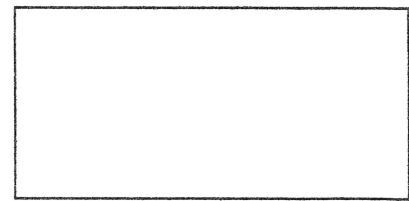
Section B. Floating Holiday

Day Shift employees ~~Employees~~ will bid their Floating Holiday along with vacation. If the floating holiday is not used by the end of the calendar year, it is forfeited. It cannot be carried over to succeeding years and is not paid upon termination of employment.

Section C. Vacation Accrual

Vacation leave to all eligible employees can be used for the purpose of rest, relaxation, and attending to personal affairs. The accrual of vacation leave is based on length of benefit eligible service with the City, any break in service will result in accruals starting from date of most recent hire. Prior years worked as a temporary or as a seasonal employee does not count towards vacation accrual if the employee secures a full-time position.

Vacation is accrued each pay period and is added to an employee's account at the end of the pay period. Time that is accrued each week cannot be utilized until the next pay period.



Fire Negotiations FY2025
 City Proposal #15
 Article 16 – Holidays, Vacation, Kelly Days
 Schedule C - Vacation
 Schedule D- Holiday Pay

TA Date: _____
 TA Number: _____
 City Rep: _____
 Heather Buchanan
 Union Rep: _____
 Jordan VanEvery

Changes in vacation accruals begin in January of the calendar year in which an employee's years of service reach the new threshold.

Vacation time does not accrue for any employee while on leave of absence without pay, suspension, layoff, or when working overtime (is accrued on a 2,080 or 2,912 standard year)

Years of Service	Day Shift Employees (40 hr week)		Shift Work (24-hour days)	
	Hours Per Pay Period	Hours Per Year 2080	Hours Per Pay Period	Hours Per Year 2912
1 through 5	4.62	120.12	8.77	228.02
6 through 10	6.47	168.22	11.55	300.30
11 through 15	7.70	200.20	13.39	348.14
16 through 20	8.93	232.18	15.24	396.24
21 through 25	10.16	264.16	17.08	444.08
26 and over	11.39	296.14	18.93	492.18

NOTE: These calculations include the elimination of Kelly days as a separate accrual and roll those hours into the vacation calculation.

Section D. Vacation Bidding

Each employee will have an opportunity to bid on vacation according to SOG 5009: Vacation Bidding.

Section E. Vacation Payouts

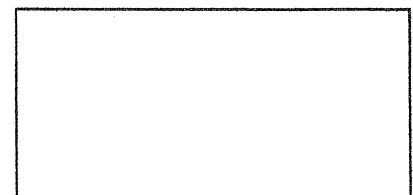
Cash payment will be made in lieu of vacation time only if an employee is discharged, resigns, or retires subject to Section G below. When an employee is discharged or resigns or retires, they shall receive pay in lieu of accrued vacation per the following formula: Base pay plus holiday pay plus longevity pay x 26 pay periods = annual salary/121 shifts per year = pay per shift/24 = hourly pay x number of accrued hours.

Section F. Maximum Accruals at Calendar Year End

Maximum vacation accumulation at the end of any calendar year cannot exceed:

- 400 hours ~~fifty (50) working days~~ for day personnel or
- 600 hours ~~twenty five (25) 24-hour periods~~ for shift personnel.

Section G. Allocated Vacation Spots



Fire Negotiations FY2025
 City Proposal #15
 Article 16 – Holidays, Vacation, Kelly Days
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 Heather Buchanan
 Union Rep: _____
 Jordan VanEvery

Each platoon will be allowed ~~three~~ four (4) employees on vacation at one time, ~~except as agreed upon between the City and the Union according to SOP 5009.~~ Approval must be obtained from the Fire Chief or Division Chief their designee for more than ~~three~~ four (4) employees to be on vacation from any one platoon.

Section G. Elimination of Kelly Day Hours and Historical Reference

Effective FY2025 Kelly Day hours were rolled into vacation accruals for ease of employee use and of payroll processing. The historical vacation accrual chart and Kelly day accruals prior to FY2025 were:

FY2024 and Prior	Day Shift Employees (40hr week)			Shift Work (24-hour days)		
	Days Per Year	Hours Per Pay Period	Hours Per Year 2080	Days Per Year	Hours Per Pay Period	Hours Per Year 2912
1 through 5	13	4.000	104.00	7.5	6.923	180.00
6 through 10	19	5.846	152.00	10.5	9.692	252.00
11 through 15	23	7.077	184.00	12.5	11.538	300.00
16 through 20	27	8.308	216.00	14.5	13.385	348.00
21 through 25	31	9.538	248.00	16.5	15.231	396.00
26 and over	35	10.769	280.00	18.5	17.077	444.00

~~KELLY DAY ACCRUALS PRIOR TO FY2025~~

~~Each employee in the bargaining unit received two (2) Kelly days per year in addition to vacation.~~

- ~~• 48 Kelly hours for Shift Work Personnel (Firefighter's, Driver/Operators, Paramedics, Captains, Battalion Chiefs)

 - ~~○ 72-hour FLSA period employees~~~~
- ~~• 16 hours for Day shift Employees

 - ~~○ 40-hour FLSA period employees~~~~

~~were subject to the same limitations and provisions as vacation days and count toward the fifty (50) working days or twenty five (25) shifts accumulation set out in Article 16, Section D, above.~~

~~For reference Kelly hours were counted towards overtime calculations in FLSA cycles.~~

~~Each employee in the bargaining unit will receive two (2) Kelly days per year in addition to vacation, subject to Section E above. These forty eight (48) hours for those on a seventy two (72) hour FLSA period or these sixteen (16) hours for those who work forty (40) hours per week will be subject to the same limitations and provisions as vacation days and count toward the fifty (50) working days or twenty five (25) shifts accumulation set out in Article 16, Section D, above.~~



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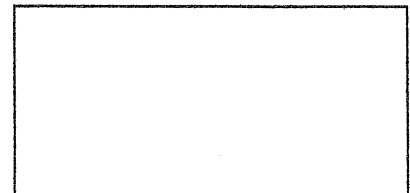
Kelly Day into Vacation conversion:

	A	B	C	D	E	F	G	H	I
12			Day Shift Employees (40hr week)				Shift Work (24-hour days)		
	Years of Service	Days Per Year	Hours Per Pay Period	Hours Per Year 2080		Days Per Year	Hours Per Pay Period	Hours Per Year 2912	
13	1 through 5	=SUM(C33+2)	=SUM(C14*8)/26	=SUM(D14*26)		=SUM(G33+2)	=SUM(G14*24)/26	=SUM(H14*26)	
14	6 through 10	=SUM(C34+2)	=SUM(C15*8)/26	=SUM(D15*26)		=SUM(G34+2)	=SUM(G15*24)/26	=SUM(H15*26)	
15	11 through 15	=SUM(C35+2)	=SUM(C16*8)/26	=SUM(D16*26)		=SUM(G35+2)	=SUM(G16*24)/26	=SUM(H16*26)	
16	16 through 20	=SUM(C36+2)	=SUM(C17*8)/26	=SUM(D17*26)		=SUM(G36+2)	=SUM(G17*24)/26	=SUM(H17*26)	
17	21 through 25	=SUM(C37+2)	=SUM(C18*8)/26	=SUM(D18*26)		=SUM(G37+2)	=SUM(G18*24)/26	=SUM(H18*26)	
18	26 and over	=SUM(C38+2)	=SUM(C19*8)/26	=SUM(D19*26)		=SUM(G38+2)	=SUM(G19*24)/26	=SUM(H18*26)	
19									
20		40 Hour a Week Personnel:				Shift Work Personnel:			
21		1. Fire/EMS Support Specialist				1. All Classes of Firefighters			
22		2. Billing and Coding Clerk				2. Driver Operators			
23		3. Medical Billing Specialist				3. Paramedics			
24		4. Assistant to the Fire Chief				4. Captains			
25		5. Emergency Vehicle Technician				5. Battalion Chiefs			
26		6. Community Risk Reduction Specialist							
27		7. Fire Inspector (Days)							
28		8. Office Manager							
29		9. Fire Prevention Captain							
30									
31	FY2024 and Prior		Day Shift Employees (40hr week)			Shift Work (24-hour days)			
	Years of Service	Days Per Year	Hours Per Pay Period	Hours Per Year 2080		Days Per Year	Hours Per Pay Period	Hours Per Year 2912	
32	1 through 5	13	=SUM(C33*8/26)	=SUM(D33*26)		7.5	=SUM(G33*24/26)	=SUM(H33*26)	
33	6 through 10	19	=SUM(C34*8/26)	=SUM(D34*26)		10.5	=SUM(G34*24/26)	=SUM(H34*26)	
34	11 through 15	23	=SUM(C35*8/26)	=SUM(D35*26)		12.5	=SUM(G35*24/26)	=SUM(H35*26)	
35	16 through 20	27	=SUM(C36*8/26)	=SUM(D36*26)		14.5	=SUM(G36*24/26)	=SUM(H36*26)	
36	21 through 25	31	=SUM(C37*8/26)	=SUM(D37*26)		16.5	=SUM(G37*24/26)	=SUM(H37*26)	
37	26 and over	35	=SUM(C38*8/26)	=SUM(D38*26)		18.5	=SUM(G38*24/26)	=SUM(H38*26)	
38									

Section G F: Kelly Days

~~In addition to vacation days and subject to Section E above, each bargaining unit member will receive two (2) Kelly days per year to be granted on January 1 of each year beginning January 1, 2020. Kelly days will be populated in the City's payroll system on the payroll that includes processing of December 31 of the prior year.~~

~~These forty eight (48) Kelly hours for shift personnel or sixteen (16) Kelly hours for day personnel, if not used by the end of the calendar year, will be converted to vacation and be subject to Section D above.~~



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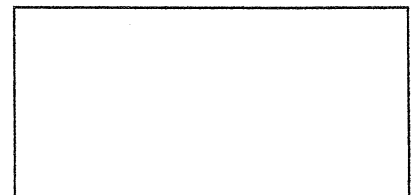
Union Rep: _____

Jordan VanEvery

Section H. Inability To Use Accrued Time

Vacation, ~~Kelly days~~, and compensatory time may accumulate to the maximum amount referred to in Article 16, Section D and Article 12, Section B except if an employee is unable to use vacation, ~~Kelly days~~, or compensatory time due to illness, injuries, training schools, or similar situations whether on sick leave or worker's compensation and unable to reschedule the same.

If an employee is at maximum accumulation and illness, injury, training school, or similar situations occur, preventing the employee from taking vacation, ~~Kelly days~~, or compensatory time, the vacation, ~~Kelly days~~, or compensatory time will be carried over to be used the following *calendar* year or will be cashed out at the established rate if the employee is unable to reschedule the same. *A decision on carry over or cash out must be made no later than the 2nd Friday in December and submitted in writing to the Fire Chief. If hours are carried over to the next calendar year they must be utilized within the carry over year.* If the employee does not return to work after this injury or illness, all accumulated vacation time will be paid at the established rate (Article 16, Section C).



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SCHEDULE C: VACATION ACCURAL

<u>YEARS OF SERVICE</u>	<u>WORKING DAY PERSONNEL 8 HOUR DAYS OFF</u>	<u>WORKING SHIFT PERSONNEL 12 HOUR DAYS/24 HOUR SHIFTS OFF</u>
<u>1 through 5</u>	<u>13</u>	<u>15 or 7 1/2</u>
<u>6 through 10</u>	<u>19</u>	<u>21 or 10 1/2</u>
<u>11 through 15</u>	<u>23</u>	<u>25 or 12 1/2</u>
<u>16 through 20</u>	<u>27</u>	<u>29 or 14 1/2</u>
<u>21 through 25</u>	<u>31</u>	<u>33 or 16 1/2</u>
<u>26 and over</u>	<u>35</u>	<u>37 or 18 1/2</u>

Years of Service	Day Shift Employees (40hr week)		Shift Work (24-hour days)	
	Hours Per Pay Period	Hours Per Year 2080	Hours Per Pay Period	Hours Per Year 2912
1 through 5	4.62	120.12	8.77	228.02
6 through 10	6.47	168.22	11.55	300.30
11 through 15	7.70	200.20	13.39	348.14
16 through 20	8.93	232.18	15.24	396.24
21 through 25	10.16	264.16	17.08	444.08
26 and over	11.39	296.14	18.93	492.18

40 Hour a Week Personnel:

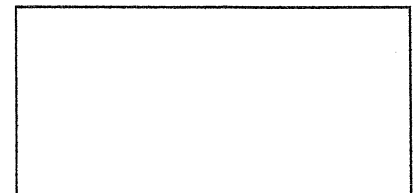
1. Fire/EMS Support Specialist
2. Billing and Coding Clerk
3. Medical Billing Specialist
4. Assistant to the Fire Chief
5. Emergency Vehicle Technician
6. Community Risk Reduction Specialist
7. Fire Inspector (Days)
8. Office Manager
9. Fire Prevention Captain

Shift Work Personnel:

1. All Classes of Firefighters
2. Driver Operators
3. Paramedics
4. Captains
5. Battalion Chiefs

CITY NOTES

Moving from a day listing of time to an hourly accrual per pay period to fit into the established payroll processing method. Moving from 3 decimal places to 2 decimal places means we rounded up for each threshold increasing vacation accruals by minimal amounts.



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SCHEDULE D: HOLIDAY PAY

~~HOLIDAY PAY 5.00% OF BASE PAY. Pay is effective with the first pay period of the listed fiscal year. Applies only to 56 hour/week employees~~

<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>FY2022 BASE BIWEEKLY</u>	<u>FY2022 BIWEEKLY HOLIDAY PAY</u>	<u>FY2023 BASE BIWEEKLY</u>	<u>FY2023 BIWEEKLY HOLIDAY PAY</u>	<u>FY2024 BASE BIWEEKLY</u>	<u>FY2024 BIWEEKLY HOLIDAY PAY</u>
<u>Probationary Firefighter</u>	<u>14F</u>	<u>\$1,684.48</u>	<u>\$84.22</u>	<u>\$1,736.00</u>	<u>\$86.80</u>	<u>\$1,797.60</u>	<u>\$89.88</u>
<u>2nd Class Firefighter</u>	<u>16F</u>	<u>\$1,852.48</u>	<u>\$92.62</u>	<u>\$1,908.48</u>	<u>\$95.42</u>	<u>\$1,975.68</u>	<u>\$98.78</u>
<u>1st Class Firefighter</u>	<u>18F</u>	<u>\$2,035.04</u>	<u>\$101.75</u>	<u>\$2,096.64</u>	<u>\$104.83</u>	<u>\$2,170.56</u>	<u>\$108.53</u>
<u>Driver Operator</u>	<u>20F</u>	<u>\$2,236.64</u>	<u>\$111.82</u>	<u>\$2,303.84</u>	<u>\$115.19</u>	<u>\$2,384.48</u>	<u>\$119.22</u>
<u>Firefighter Paramedic</u>	<u>22F</u>	<u>\$2,453.92</u>	<u>\$122.70</u>	<u>\$2,527.84</u>	<u>\$126.39</u>	<u>\$2,616.32</u>	<u>\$130.82</u>
<u>Captain (56 Hour)</u>	<u>24F</u>	<u>\$2,690.24</u>	<u>\$134.51</u>	<u>\$2,772.00</u>	<u>\$138.60</u>	<u>\$2,869.44</u>	<u>\$142.47</u>
<u>Battalion Chief</u>	<u>27F</u>	<u>\$3,162.88</u>	<u>\$158.14</u>	<u>\$3,258.08</u>	<u>\$162.90</u>	<u>\$3,372.32</u>	<u>\$168.62</u>

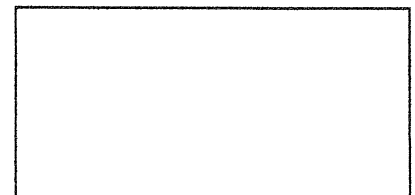
SCHEDULE D: HOLIDAY PAY

HOLIDAY PAY 5.50% OF BASE PAY

Pay is effective with the first pay period of the listed fiscal year.

Applies only to Shift Work Personnel working 24 days

CLASSIFICATION	PAY GRADE	FY2022 BASE BIWEEKLY	FY2022 BIWEEKLY HOLIDAY PAY	FY2023 BASE BIWEEKLY	FY2023 BIWEEKLY HOLIDAY PAY	FY2024 BASE BIWEEKLY	FY2024 BIWEEKLY HOLIDAY PAY
Probationary Firefighter	14F	\$1,684.48	\$92.65	\$1,736.00	\$95.48	\$1,797.60	\$98.87
2nd Class Firefighter	16F	\$1,852.48	\$101.89	\$1,908.48	\$104.97	\$1,975.68	\$108.66
1st Class Firefighter	18F	\$2,035.04	\$111.93	\$2,096.64	\$115.32	\$2,170.56	\$119.38
Driver Operator	20F	\$2,236.64	\$123.02	\$2,303.84	\$126.71	\$2,384.48	\$131.15
Firefighter Paramedic	22F	\$2,453.92	\$134.97	\$2,527.84	\$139.03	\$2,616.32	\$143.90
Captain (56-Hour)	24F	\$2,690.24	\$147.96	\$2,772.00	\$152.46	\$2,869.44	\$157.82
Battalion Chief	27F	\$3,162.88	\$173.96	\$3,258.08	\$179.19	\$3,372.32	\$185.48



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Shift Work Personnel:

1. *All Classes of Firefighters*
2. *Driver Operators*
3. *Paramedics*
4. *Captains*
5. *Battalion Chiefs*

Written: HB 4/24/2024

Presented: _____

NOTES

Holiday Pay Calculations are illustrative only and will adjust with table changes that occur within negotiations. This is a way to adjust the percentage of holiday pay, but not define the amount actually paid. Amounts will be adjusted prior to ratification by the Union and City Council.

MAY NEED ADJUSTED BASED ON OTHER PROPOSALS

~~removed language~~ *replacement language*

