

**COLLECTIVE BARGAINING AGREEMENT**

**between**

**THE CITY OF FORT DODGE**

**And**

**FORT DODGE FIREFIGHTERS' ASSOCIATION**

**JULY 1<sup>ST</sup>, 2022 - JUNE 30<sup>TH</sup>, 2025**

## TABLE OF CONTENTS

Article 1 – Preamble .....	1
Article 2 – Recognition .....	1
Article 3 – Definitions.....	1
Article 4 – Rates of Pay .....	2
Article 5 – Hours of Work .....	2
Article 6 – Training .....	4
Article 7 – Seniority .....	5
Article 8 – Convention Delegates .....	5
Article 9 – Vacation .....	5
Article 10 – Holidays .....	7
Article 11 – Sick Leave .....	8
Article 12 – Serious Illness/Death in Family .....	9
Article 13 – Insurance .....	10
Article 14 – Leave of Absence .....	11
Article 15 – Grievance Procedure .....	11
Article 16 – Uniforms .....	12
Article 17 – Traditional Privileges .....	14
Article 18 – Physical Examination .....	14
Article 19 – Wellness and Fitness .....	15
Article 20 – Separation Agreement .....	15
Article 21 – Longevity Pay .....	17
Article 22– Fire Marshal / Community Risk Reduction Coordinator & EMS Supervisor.....	17
Article 23 – City, Fire Associated Business.....	19
Article 24 – Safety Committee .....	19
Article 25 – Out of Rank Pay.....	19
Article 26 – Supplemental Pay .....	20
Article 27 – Education Program .....	21
Article 28 – Labor Management Meetings .....	21
Article 29 – Savings Clause .....	22

Article 30 – Term of Agreement .....	22
Signature Page .....	23
Exhibit “A” – Pay Grades & Step Advancement .....	24
Exhibit “B” – Salary Schedule .....	25
Exhibit “C” – Memorandum of Understanding on Firefighter FLSA Time .....	37

**ARTICLE 1**

**PREAMBLE**

It is the intent and purpose of the Agreement to promote and insure a spirit of confidence and cooperation between the City of Fort Dodge, Iowa, and the employees of the Fort Dodge Fire Department, and to set forth the personnel, compensation, and procedural policies agreed to by the employees of the Fort Dodge Fire Department and the City of Fort Dodge. Any Article of this Agreement, paragraph or part thereof, in conflict with the Civil Service laws, the regulations of the State of Iowa governing fire departments, or the Public Employees Relations Act, shall be void and of no force and effect.

**ARTICLE 2**

**RECOGNITION**

The principles of Collective Bargaining have brought together representatives of the Fort Dodge Firefighters' Association and representatives of the City of Fort Dodge, Iowa, for the purpose of negotiating personnel practices, conditions of work, and rates of pay for the period effective July 1<sup>st</sup>, 2022 through June 30<sup>th</sup>, 2025. The City of Fort Dodge hereby recognizes the duly elected representatives of the Fort Dodge Firefighters' Association as the certified bargaining agent for the purpose of negotiating this Agreement and for the purpose of representing full-time employees of the Fort Dodge Fire Department, to wit: Captains, Fire Marshal / Community Risk Reduction Coordinator, Lieutenants, Lead Fire Mechanic, Assistant Fire Mechanic, Hazardous Materials (HazMat) Coordinator, Master Firefighters, Firefighters, Emergency Medical Services (EMS) Supervisor, Paramedics, and Emergency Medical Technicians (EMTs) in all issues, disagreements, and grievances that may arise regarding hours, wages and general working conditions during the effective period of this Agreement. If the Parties are not able to reach an agreement, the impasse, mediation and arbitration procedures of the Public Employees Relations Act, Chapter 20, Code of Iowa as amended, shall apply.

**ARTICLE 3**

**DEFINITIONS**

When used in this Agreement, the following definitions of terms shall apply.

**A. City**

The terms “City of Fort Dodge” herein after “City” shall mean the City of Fort Dodge, Iowa, or its authorized representatives.

**B. Local**

The term “Fort Dodge Fire Department Association, Local 622” shall hereinafter be referred to as the “Local” and shall mean all employees represented by the Union in the bargaining unit as defined and certified by the Public Employment Relations Board.

**C. Employee**

The term “Employee” encompasses all members of the bargaining unit represented by the Local, as named in Article 2, Recognition.

**D. Fire Division**

The term “Fire Division” shall include all Captains, Lieutenants, Fire Marshal/Community Risk Reduction Coordinator, Lead Fire Mechanic, Assistant Fire Mechanic, Hazardous Materials (Hazmat) Coordinator, Master Firefighters and Firefighters.

**E. EMS Division**

The term “EMS Division” shall include the EMS Supervisor, Paramedics and EMTs.

**ARTICLE 4**

**RATES OF PAY**

**Section A.** Advancement through years of service steps and the grades of classifications recognized as part of this agreement shall be shown in Exhibit "A" attached hereto and made a part hereof.

**Section B.** The Fire Chief shall have the discretion to start EMS Division employees at a step above the A, not to exceed step C, based upon the individual’s prior EMS experience and qualifications. Employees may be given one step on the wage scale for every two (2) years of full-time experience.

**Section C.** The rates of pay governing employees of the Fort Dodge Fire Department, effective July 1<sup>st</sup>, 2022 through June 30<sup>th</sup>, 2025 shall be as set out in Exhibit "B" attached hereto and made a part hereof.

**ARTICLE 5**

**HOURS OF WORK**

**Section A. Fire Division Schedule.**

Normal working schedules for employees of the Fire Division shall be on the basis of a total of fifty-six (56) hours per week (as by State Civil Service Law). A normal shift day shall be defined as

twenty-four consecutive hours commencing at 0700 as noted on the calendar that the member is scheduled to work until 0700 the following morning.

**Section B. EMS Division Schedule.**

The normal work schedule for EMTs and Paramedics will be 12-hour shifts, either the day shift from 7:00 a.m. to 7:00 p.m. or afternoon/evening shift from 11:00 a.m. to 11:00 p.m. Employees will work two (2) days on followed by two (2) days off; three (3) days on followed by two (2) days off; two (2) days on followed by three (3) days off.

**i. Overtime & Compensatory (Comp) Time**

- a) Regular scheduled hours actually worked in excess of forty (40) in the week shall be paid at one and one-half (1.5) times their regular rate of pay or earned as comp time at time and one-half (1.5) to take off at a later date. Pyramiding of hours shall not be permitted.
- b) Employees can request to either be paid overtime or to receive comp time with the approval of their supervisor.
- c) If an EMT or Paramedic is required to work a shift outside of their normal shift schedule (not including trade time), those non-scheduled hours shall be paid at one and one-half times (1.5) their regular rate of pay or earned as comp time at time and one-half (1.5) to take off at a later date.
- d) Any time in excess of any regularly scheduled twelve (12) hour shift will be paid at one and one-half (1.5) times or earned as comp time at time and one-half (1.5). If overtime is on a Sunday or a holiday, per Article 9, it shall be paid at the rate of double time or earned as comp time at double time the hours worked.
- e) The maximum amount of comp time an employee can accrue is 150 hours. Hours above 150 shall be paid as overtime. Carryover of comp time from one fiscal year to another shall not be allowed. Any unused comp time at the end of the fiscal year shall be paid in full to the employee at the rate in effect on June 30<sup>th</sup>.

**Section C. Call-back and Special Events.**

**i. Call-back**

Any call-back time shall be based on a rate of one and one-half (1.5) their normal rate of pay or in the case of comp time, at time and one-half (1.5) the number of hours worked. If overtime is on a Sunday or a holiday it shall be paid at the rate of double

time or earned as comp time at double time the hours worked. A call-back shall be any time an employee is called back to duty outside of their normal work schedule. A minimum of two (2) hours overtime shall apply for all call-backs.

**ii. Special Events.**

If an employee works a special event (e.g., concerts, football games, cross country meets, MMA fights, etc.) they shall be paid at a rate of double time or in the case of comp time at double time the number of hours worked.

**Section D. Fire Officer Comp-Time**

Fire Officers, including Captains and Lieutenants, and employees listed on a current civil service promotional list for Captain or Lieutenant, shall earn compensatory (comp) time at time and one half (1.5) for time outside of their regular schedule attending certain management approved meetings and events, as required by the Chief or Assistant Chief. Examples of such meetings and events are below:

1. Leadership/Officer training.
2. Assisting with interviews for entry level firefighters and/or promotional assessment centers and interviews.
3. Fire apparatus committee.
4. Fire investigation class.

The maximum amount of comp time that can be earned in a calendar year, according to this section, is forty-eight (48) hours. Every effort will be made to use to the comp time earned by the end of the fiscal year. Carryover of comp time from one fiscal year to another shall not be allowed. Any unused comp time at the end of the fiscal year shall be paid in full to the employee at the rate in effect on June 30<sup>th</sup>.

**ARTICLE 6**

**TRAINING**

The Fire Department encourages the advancement and enrichment of its employees' professional expertise and technical skills. Training is considered mandatory when it's **required** by the City and/or assigned by the Fire Chief. All expenses related to mandatory training will be paid, time off will be provided, and overtime will be paid when appropriate. Other training approved by the Fire Chief will follow the internal department training standard operating procedures (SOP).

**ARTICLE 7**  
**SENIORITY**

Seniority among employees of the Fort Dodge Fire Department shall be determined pursuant to Section 400.12 of the Code of Iowa, based upon the date of appointment for full-time employment. In the event that a layoff should occur in the Fort Dodge Fire Department, said reduction in employment shall be pursuant to Section 400.28 of the Code of Iowa.

**ARTICLE 8**  
**CONVENTION DELEGATES**

Fort Dodge Fire Department Association, Local 622, may select three employees to attend the state of Iowa Professional Firefighters Convention Conference and State Courses and will be granted reasonable leaves **with pay** to attend the same. This refers to professional meetings only.

The City of Fort Dodge shall be responsible for all call-back time as a result of attendance at abovementioned conventions and short courses. Compensation shall be provided to the employee in the appropriate manner, with the City being responsible for straight time and the Union reimbursing the City for the additional half-time expense.

The International Association of Firefighters, Local 622, may select one employee to attend the National Convention of the International Association of Firefighters, AFL-CIO, and one employee to attend the State AFL-CIO Convention at their own cost provided that one month's written notice is given to the Fire Chief and that such attendance will not disrupt departmental operations or create unnecessary overtime.

**ARTICLE 9**  
**VACATION**

All Fire Division employees will be granted vacation with pay on the following basis:

<b>Vacation Amount per Year</b>	<b>Total Hours</b>	<b>Earned Per Regular Hour Paid Each Pay Period</b>	<b>Earned Each Pay Period</b>
Upon hire thru second year of service.	72	0.0247	2.7692
Two weeks after two years' service.	144	0.0495	5.5385
Three weeks after six years' service.	216	0.0742	8.3077
Four weeks after ten years' service.	288	0.0989	11.0769
Five weeks after fourteen years' service.	360	0.1236	13.8462



All EMS Division employees will be granted vacation with pay on the following basis:

<b>Vacation Amount per Year</b>	<b>Total Hours</b>	<b>Earned Per Regular Hour Paid Each Pay Period</b>	<b>Earned Each Pay Period</b>
Upon hire thru second year of service.	48	0.0220	1.8462
Two weeks after two years' service.	84	0.0385	3.2308
Three weeks after six years' service.	126	0.0577	4.8462
Four weeks after ten years' service.	168	0.0769	6.4615
Five weeks after fourteen years' service.	210	0.0962	8.0769

Before a new employee can use vacation time, a waiting period of 180 calendar days (six months) must be completed, unless there's a planned vacation that the Fire Chief is informed of upon hire and that time off has been approved. After that time, employees may request the use of earned vacation time.

All employees will be entitled to take vacation periods for the same year as his/her anniversary date falls. Should an employee separate from employment with the City (voluntarily or involuntarily) and have a negative balance of vacation and/or holiday hours, the employee shall reimburse the City for the value of those negative hours, as described in Article 20.

A week of vacation for Fire Division employees equals three (3) twenty-four (24) hour shifts. A week of vacation for EMS Division employees equals three (3) or four (4) twelve (12) hour shifts based on their normal work schedule. An employee's service shall be measured as of their anniversary date of full-time appointment to the Fort Dodge Fire Department.

EMS Division employees hired prior to July 1, 2022 shall be allowed to continue with the accrual rate in effect as of July 1, 2022 until they've reached the necessary years of service listed above to advance to a higher accrual rate.

The choice of an employee's vacation shall be granted in accordance with the Fire Department seniority, within their current designated Division, as defined by said Association and in conformity with departmental rules. No employee shall be called for duty during vacation except in an emergency declared by the Fire Chief or the City Council.

When an employee misses vacation/holidays due to an on the job injury the member shall be granted vacation/holiday in the following manner:

1. The employee shall receive equivalent time later during the same calendar year.

2. An equivalent number of hours may be carried over into the next year to be signed after the shift vacation/holiday calendar has been completed.
3. The employee shall work with the Fire Chief or designated supervisor to choose one (1) or a combination of the above alternatives upon return to duty.

Employees shall select their vacation and holiday blocks of leave for the following calendar by November 30<sup>th</sup>, based on seniority within their current Division, and by Fire shift, to allow for proper scheduling. EMS employees may reserve one week of vacation, up to 48 hours, to use during their regular shift days for unexpected leave needs. Vacation may be taken in a minimum of four (4) hour increments, unless the employee has less than four (4) hours accrued. Requests will be reviewed by the Fire Chief or designated supervisor and granted based on a number of factors including business needs, staffing requirements, and department rules.

## **ARTICLE 10**

### **HOLIDAYS**

Employees of the Fort Dodge Fire Department shall receive paid holiday leave in lieu of the nine (9) recognized holidays below. Fire Division employees will receive two hundred and sixteen (216) hours of holiday leave per year, which is the equivalent of nine (9) twenty-four (24) hour shifts off. These holidays are to be taken consecutively, all with one (1) block of six (6) and three (3) single selections.

EMS Division shift employees will receive one hundred eight (108) hours of holiday leave per year, which is the equivalent of nine (9) twelve-hour shifts. EMS employees are allowed to schedule any number of holiday hours in any given month with management approval (Fire Chief or designated supervisor).

All holiday time must be used in the calendar year. Holiday time not used in the calendar year will be lost. Recognized holidays include the following:

- (a) New Year's
- (b) Presidents' Day
- (c) Decoration Day
- (d) Fourth of July
- (e) Labor Day
- (f) Veteran's Day
- (g) Thanksgiving
- (h) Christmas

- (i) Christmas Eve and New Year's Eve (from 1200 to 0700 hours, or noon to 7:00 a.m., on that shift).

All holidays except (i) shall be considered one regular shift, either a twenty-four (24) hour shift for Fire Division employees or a twelve (12) hour shift for EMS Division employees, as defined in Article 5. In the event the holiday falls on a Saturday or Sunday, that day shall be considered the day of the holiday.

In the event of an involuntary transfer in the course of the calendar year, those employees being transferred will be granted the same time off (vacation/holiday) or as close thereto as is possible on the shift they are transferred to as previously scheduled on the shift they were transferred from.

**ARTICLE 11**  
**SICK LEAVE**

All Fort Dodge Fire Department employees as hereinabove set out and classified, shall receive full pay when absent due to their own illness or injury (not job-related) based on the following sick leave accruals. Employees shall accrue sick leave based on the following, according to years of full-time employment.

<b>FIRE DIVISION</b>				
<b>Years of Service</b>	<b>Sick Accrual (Days Per Year)</b>	<b>Hours</b>	<b>Accrual Per Regular Hour Paid</b>	<b>Accrual Per Pay Period (hours)</b>
At Hire	13	312	0.1071	12.0000
After 1 year	21	504	0.1731	19.3846
After 5 years	36	864	0.2967	33.2308
After 9 years	51	1224	0.4203	47.0769
<b>EMS DIVISION</b>				
<b>Years of Service</b>	<b>Sick Accrual (Days Per Year)</b>	<b>Hours</b>	<b>Accrual Per Regular Hour Paid</b>	<b>Accrual Per Pay Period (hours)</b>
At Hire	13	156	0.0536	6.0000
After 1 year	21	252	0.1731	9.6923
After 5 years	36	432	0.2967	16.6154
After 9 years	51	612	0.4203	23.5384

Accumulated sick leave shall not exceed one hundred fifty (150) days. Therefore, the maximum sick leave amount for Fire Division employees is thirty-six hundred (3600) hours and for EMS Division employees the maximum is eighteen hundred (1800) hours. If an injury or illness is, or may be, long-term please refer to the City's FMLA policy.

It shall be the responsibility of each member of the Fire Department seeking sick leave to notify the Shift Captain or the Officer in charge. Each member of the Fire Department who is injured on the job shall immediately make a report of the accident to the Officer in charge of the shift or EMS Supervisor.

If a Fire Division employee has exhausted their seventy-two (72) hours of family illness leave, they may use sick leave up to a maximum of five (5) shift days, one hundred twenty (120) hours, per calendar year to care for their immediate family member.

If an EMS Division employee has exhausted their thirty-six (36) hours of family illness leave, they may use sick leave up to a maximum of five (5) shift days, sixty (60) hours, per calendar year to care for their immediate family member.

**ARTICLE 12**  
**LEAVE FOR SERIOUS ILLNESS OR**  
**DEATH IN FAMILY**

In case of death in an employee's immediate family, said employee shall be allowed up to five (5) days off from work, either at the time of death or at the time of the funeral, without loss of pay. When an employee is called to serve as a pallbearer, they shall receive pay for the reasonable time lost. Any other time off for funerals shall be allowed at the discretion of the Chief, Officer in charge of the shift, or EMS Supervisor.

The immediate family shall include spouse, children, parents, current spouse's parents, or any other person legally declared a dependent under IRS rules.

The employee shall be allowed a reasonable amount of time up to three (3) days at the time of death or funeral, without loss of pay, in the following cases: step-parents, siblings, grandparents, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchildren, step-brother or step-sister if the employee desires to be with the family or attend the funeral.

An excused absence with pay, not to be taken from sick leave, to a maximum of three (3) shift days per year, shall be granted to each employee for any of the following:

1. at the time of birth of his/her child; or
2. for the needs directly related to the adoption of his/her child, to include foster care; or
3. due to serious illness as defined in the provisions of the Family Medical Leave Act (FMLA) of 1993 and the City's FMLA policy, in the immediate family.

The City shall comply with the provisions of the Family and Medical Leave Act (FMLA) of 1993 and the City's FMLA policy. Absences of greater than three (3) consecutive days or continued re-occurrence of illness or injury shall be considered for FMLA eligibility.

The word "day" in this Article denotes calendar day as follows: the three (3) or five (5) day period of calendar days shall commence at 7:00 a.m. on the day of either occurrence and shall expire either three or five consecutive twenty-four hour periods from that date and the three (3) or five (5) consecutive twenty-four hour periods shall include the day of occurrence. Proper notification shall be given to the Fire Chief or designated supervisor.

## **ARTICLE 13**

### **INSURANCE**

The City shall provide two health insurance plans that employees may select from. The selection of plan A or plan B is at the option of the employee. Employees who fail to make an affirmative choice during the open enrollment period shall be determined to have chosen plan A for the purposes of selecting a health plan option. Open enrollment will generally take place between the dates of April 15th and May 15th of each plan year.

#### **Plan A**

Plan A is a high deductible health plan (HDHP) with a health savings account. This insurance will have a deductible of \$2500 for single coverage and \$5000 for family coverage. Maximum out of pocket for single is \$2500 and for family \$5000. The City will contribute one half of the deductible amount to a health savings account for each employee who participates in a high deductible health

plan. This contribution will occur monthly with one-twelfth of the contribution to be made each month. Employees may make contributions to their HSA in addition to the employer's contribution up to the maximum annual limit set by the Internal Revenue Service (IRS), with the understanding it's their responsibility to ensure they stay within the annual limit.

**Plan B**

Plan B is a traditional insurance plan. Said insurance shall include a \$15 copay or 80/20 co-insurance for services where a copay doesn't apply, \$250/\$500 deductible, \$1000/\$2000 maximum out of pocket and Rx drug copays of \$0 tier 1, \$15 tier 2, \$30 tier 3 and tier 4, and \$85 specialty drugs. Employees shall contribute 8% of the premium cost of this insurance plan on a pre-tax basis. The hospital, medical and major medical benefits in effect on January 1<sup>st</sup>, 2022 will remain in effect throughout the term of this agreement as long as the provisions of Alliance Select or a similar such program are followed.

The City agrees to pay the premium cost at a maximum cost of the rates effective on those dates of dental insurance for the employees and their dependents.

The City agrees to provide \$20,000 in group term life insurance to each employee of the bargaining unit.

**ARTICLE 14**

**LEAVE OF ABSENCE**

All employees of the Fort Dodge Fire Department may be granted leave of absence without pay providing the leave of absence shall not be used for the purpose of securing or accepting remunerative employment elsewhere. Leave of absence shall be limited to ninety (90) days, without further approval of the City Council.

**ARTICLE 15**

**GRIEVANCE PROCEDURE**

The term grievance shall mean a dispute between the parties as it relates to the terms of this agreement only and shall exclude any and all items accepted for appeal and decision by the Civil Service Commission. A reasonable amount of time will be allowed for investigation and preparation of grievances consistent with public safety. Members of the Grievance Committee may meet with representatives of the City for the purpose of resolving said grievances during duty hours.

Grievance shall be handled in the following manner:

- (a) The grievance must be brought to the attention of the Chief or Assistant Chief within ten (10) days of discovery of its alleged occurrence. Grievances and all responses shall be in written form.
- (b) The Chief or Assistant Chief shall have ten (10) days in which to answer the grievance.
- (c) The aggrieved party may appeal the decision in Step (b) to a City Management Committee consisting of the Human Resource Director, City Manager and Fire Chief. This must be done in writing within five (5) days after the Chief has given his response.
- (d) The Management Committee will have five (5) days in which to answer the grievance.
- (e) If the grievance has not been resolved after step (d), either party must notify the other of their intent to request the Federal Mediation and Conciliation Service to appoint a Mediator. This notification and request must occur within ten (10) days of when the Union receives the Management Committee's response.
- (f) If the grievance has not been resolved after Step (e), the aggrieved party may within ten (10) days request a list of five (5) arbitrators for the purpose of binding arbitration as prescribed in the Iowa Public Employment Relations Act.
- (g) The time limits specified in the grievance procedure shall exclude Saturdays, Sundays and observed holidays.

The time limits hereinabove are to be strictly construed and each party will make every effort to settle the grievance equitably at each step.

## **ARTICLE 16**

### **UNIFORMS**

The City shall provide each new employee with the following essential uniform items plus a \$150 boot allowance:

**EMPLOYEE STARTER KIT**

STATION WEAR ITEM	QUANTITY
Pants	3
Shorts	3
Short Sleeve Polo	3
Short Sleeve T-Shirt	3
1/4 Zip Job Shirts	1
Belt	1

The City shall grant each employee who is actively working an annual uniform allowance of \$550 to purchase and maintain their uniforms, paid on or before July 30 of each year. Lead Fire Mechanics and Assistant Mechanics shall be provided an additional \$200 uniform allowance, for a total of \$750 annually. For mid-year promotions to a mechanic position the additional allowance will be prorated based on the number of months remaining in the fiscal year. These funds shall be used to purchase approved uniform items or to “patch-over” existing items so they are in good repair and meet the approved uniform item criteria. Actively working means the employee is not on a paid or unpaid FMLA qualifying leave of absence for his/her own medical condition. When the employee returns to regular duty after an FMLA qualifying leave of absence, that employee shall be provided the full annual uniform allowance. If an employee is unable to return to regular duty after an FMLA qualifying leave of absence, the uniform allowance will not be provided because that employee is no longer expected to wear a uniform.

If an employee leaves the service of the City prior to completion of their probationary period, all items issued upon hire shall be returned to the department. Their boot allowance shall be prorated and if they have received more than their prorated share, the excess shall be withheld from their final pay.

The City agrees to pay for watches and prescription lens and contact lens, which are damaged in the line of duty, on the job. Repairs will not exceed \$25.00 for watches and \$30.00 for eyeglass



frames. Prescription lens and contact lenses will be paid for in total. The eye examination will not be paid unless the examination is necessary due to the nature of the accident.

## **ARTICLE 17**

### **TRADITIONAL PRIVILEGES**

All traditional department privileges shall be retained, and are as follows:

- (a) Coffee break in the morning.
- (b) Use of Fire Department tools (part of which paid by house fund).
- (c) Work on own autos and other of own equipment in free time.
- (d) Have magazines, T.V., pool table, etc.
- (e) Outside telephone.
- (f) Union meetings at Fire Station.
- (g) Normal lunch period 11:00 A.M. to 1:00 P.M.
- (h) With advanced written approval from the Officer in charge, an employee may exchange/trade shifts or hours provided such action does not result in any additional cost to the City.

## **ARTICLE 18**

### **PHYSICAL EXAMINATIONS**

The City of Fort Dodge shall provide physical examinations for all Fire Department employees every two (2) years and a schedule shall be set up with one-half the Department members taking physical each year. Tetanus and booster shots shall be given to members of the Fort Dodge Fire Department periodically, as the City Physician may dictate. The City of Fort Dodge shall provide electrocardiograms to employees of the Fort Dodge Fire Department, upon the recommendation of the physician.

A hepatitis immunization program shall be made available to all employees at no cost.

A copy of the results of said physical examination and medical procedures paid for by the City shall be provided to the City Human Resource Director for inclusion in the employee's personnel file. Any changes in levels or deviations from the existing exercise program, including any future evaluations shall start with a complete physical examination paid for by the City. This examination

shall determine such health-related components as cardiovascular fitness, muscular strength, body composition and flexibility.

## **ARTICLE 19**

### **WELLNESS AND FITNESS**

**Section A. Maintaining Fitness.** The Wellness Guidelines established by the Municipal Fire and Police Retirement System of Iowa shall form the basis for a holistic wellness program. In an effort to encourage and support regular exercise for physical fitness, the City shall establish a wellness fund wherein a contribution to that fund will be made by the City of \$100 per employee on a fiscal year basis. This fund is to provide for equipment to enable employees to maintain fitness for the performance of duties, reduction of injuries and improve the overall health and wellness of employees.

**Section B. Floating Holiday Wellness Incentive.** In recognition of the importance of maintaining good health and physical fitness for the performance of public safety duties, a wellness incentive will be offered to employees as described below. Any non-probationary employee who passes a management approved job-related physical agility assessment will receive one (1) floating holiday, equivalent to one (1) regular work day, to be used during the following calendar year at the discretion of the Fire Chief or designated supervisor and will be granted on a first come, first serve basis. Fire Division employees who pass the air consumption test and EMS Division employees who pass a job related physical agility test, according to management's requirements, shall be eligible earn this additional floating holiday benefit. Testing to earn this benefit is strictly voluntary. Off duty employees will not be compensated for the time spent taking the physical agility test. Earned personal holiday hours will be credited the following January. All floating holiday time must be used by the end of the calendar year and will not roll over to the following year. Any unused holiday hours at the end of the calendar year will be eliminated.

## **ARTICLE 20**

### **SEPARATION AGREEMENT**

**Section A.** If an employee quits or is terminated mid-year and has overused holiday, vacation, or other leave, then at the time of termination the City may deduct the value of such hours from the employee's final payoff of remaining wages in accordance with Iowa Code Section 91A.5(1)(b).

Holiday time will be prorated based upon the portion of the year they were employed. If the employee quits or is terminated and does not have sufficient funds in their final paycheck to cover the value of the overused hours, then the employee shall reimburse the City by making regular monthly payments until the debt is paid in full.

Holiday time is calculated and prorated according to the following equation:

For EMS employees:

$108 \text{ total holiday hours per year} / 12 \text{ months} = 9 \text{ hours per month} / 30 \text{ days per month} = .3 \text{ hour}$  of holiday per day of active employment.

For firefighters:

$216 \text{ total holiday hours per year} / 12 \text{ months} = 18 \text{ hours per month} / 30 \text{ days per month} = .6$  hour of holiday per day of active employment.

Vacation time for employees is calculated in the same manner and is based on the years of service completed at the time of separation, per Article 9.

**Section B.** Any employee retiring from the Fort Dodge Fire Department (FDFD) under one of the following will be entitled to pay for his/her unused vacation period, prorated vacation period and Holiday period and sixty percent (60%) of their accumulated sick leave up to a maximum of seven hundred and twenty (720) hours.

- 1) Twenty-two (22) years of service with FDFD; or
- 2) Age 55 and with a minimum of ten (10) consecutive years of full-time employment with the FDFD; or
- 3) A firefighter has been granted a disability retirement per Chapters 400 and 411 of the Code of Iowa.
- 4) An EMS employee has been granted IPERS Special Service disability benefits.

The accumulated sick leave, not to exceed seven hundred and twenty (720) hours, and half (50%) of the vacation shall be placed in a retirement health savings account for medical expenses. The other half (50%) of the vacation and any remaining accrued holiday and comp (FLSA) time shall be paid out with the last paycheck.

This benefit shall be paid according to the following formula for firefighters:

Sick Leave: # of hours times the forty (40) hour pay rate equals the total dollar amount.

Holidays/Vacation: # of hours times the fifty-six (56) hour rate equals the total dollar amount.

In the event of the death of a member of the Association covered by this agreement his/her estate will be paid his unused accrued vacation.

**ARTICLE 21**  
**LONGEVITY PAY**

**Section A: Master Firefighter:** All Firefighters shall advance to the grade of Master Firefighter after ten (10) years of continuous service.

**Section B. Senior Paramedic:** All Paramedics shall advance to the grade of Senior Paramedic after ten (10) years of continuous service.

**Section C. Senior EMT:** All EMTs shall advance to the grade of Senior EMT after ten (10) years of continuous service.

**ARTICLE 22**  
**FIRE MARSHAL / COMMUNITY RISK REDUCTION COORDINATOR  
AND EMS SUPERVISOR**

**a) Work Schedules**

The normal work week for the Fire Marshal/Community Risk Reduction Coordinator and EMS Supervisor shall consist of a forty (40) hour per week schedule consisting of five (5) consecutive eight (8) hour days on duty Monday through Friday, however the normal schedule may be changed to accommodate the workload with the Fire Chief's approval (e.g., Council meetings, inspections, education/outreach events, training, etc.).

**b) Overtime, Compensatory (Comp) Time**

Regular scheduled hours actually worked in excess of forty (40) in the workweek shall be paid at time and one-half (1.5) their regular rate of pay or earned as comp time at time and one-half (1.5) to take off at a later date. Pyramiding of hours shall not be permitted. Any callback time shall be based on a rate of one and one-half (1.5) time, or at a rate of double time on Sundays and Holidays. A minimum of two (2) hours overtime shall apply for all callbacks.

**i. Special Events.**

If an employee works a special event (e.g., concerts, football games, cross country meets, MMA fights, etc.) they shall be paid at a rate of double time or in the case of comp time at double time the number of hours worked.

**c) Vacation**

The number of weeks of vacation leave with pay based on years of service shall be equivalent to that of other members, per Article 9, however it will be based on a forty (40) hour workweek. Vacation leave requests shall be coordinated in advance with the Fire Chief or designated supervisor’s approval. Vacation leave will accrue as follows.

<b>Vacation Amount per Year</b>	<b>Total Hours</b>	<b>Earned Per Regular Hour Paid Each Pay Period</b>	<b>Earned Each Pay Period</b>
One week after one year's service.	40	0.0192	1.5385
Two weeks after two years' service.	80	0.0385	3.0769
Three weeks after six years' service.	120	0.0577	4.6154
Four weeks after ten years' service.	160	0.0769	6.1538
Five weeks after fourteen years' service.	200	0.0962	7.6923

EMS Division employees hired prior to July 1, 2022 shall be allowed to continue with the accrual rate in effect as of July 1, 2022 until they’ve reached the necessary years of service listed above to advance to a higher accrual rate.

**d) Holidays**

- 1) Seventy-two (72) holiday hours shall be granted per year for nine (9) recognized holidays at the rate of pay in effect at the time of the holiday. The nine (9) recognized holidays are listed in Article 10.
- 2) A recognized holiday that falls on a Saturday will be observed on the preceding Friday. A recognized holiday that falls on a Sunday will be observed on the following Monday.
- 3) Any member who passes a management approved physical agility assessment will receive one (1) floating holiday, equivalent to one (1) regular eight (8) hour work day, to be used during the following calendar year at the discretion of the Fire Chief or designated supervisor. All floating holiday time must be used by the end of the calendar year and will not roll over to the following year. Any unused floating holiday hours at the end of the calendar year will be eliminated.

**e) Sick Leave**

The amount of sick leave with pay based on years of service shall be equivalent to that of other members, per Article 11, however it will be based on a forty (40) hour workweek.

**f) Leave for Serious Illness or Death in the Family**

Leave shall be provided per Article 12, however, “day” shall mean an eight (8) hour work day.

**ARTICLE 23**

**CITY, FIRE ASSOCIATED BUSINESS**

Employees of the Fort Dodge Firefighters' Association Wage Committee may meet with the designated representatives of the City for the purpose of negotiations, mediation, fact-finding and arbitration during duty hours and such reasonable time as necessary for preparation and evaluation of the aforementioned during duty hours, not inconsistent with public safety. No more than two (2) from any shift on duty may attend wage meetings.

**ARTICLE 24**

**SAFETY COMMITTEE**

Effective July 1, 1981, there will be a joint departmental committee established which shall consist of three (3) representatives who are selected by the Fort Dodge Firefighters' Association and two (2) City representatives who are selected by the City Human Resource Director. A City representative shall serve as Chairman of the Committee. The Committee will meet once every three (3) months at a mutually agreeable time and place to review and discuss various safety items directly relevant to the promotion of departmental efficiency through accident prevention and to review any accident report. Time spent at the Committee meetings shall not be considered a call-back. Minutes of the meetings will be kept and will be maintained by the Chairman who will make a copy of these minutes available to any current Committee member on request.

**ARTICLE 25**

**OUT OF RANK PAY**

A) In the event an employee is assigned to work in a higher classification and temporarily assumes the responsibilities of an officer, in the capacity of lieutenant or captain, for a period

of at least twelve (12) full consecutive shift days, or per Iowa Code, whichever is least, the employee shall be paid at the grade of the higher classification. The step will be determined in accordance with the Fort Dodge Municipal Code Section 2.72.060 Promotions and Transfers.

- B) If the Fire Chief, or his/her designee, determines there is an immediate need to temporarily fill a vacancy for mechanic, an employee shall be chosen to fill that vacancy by the Fire Chief, or his/her designee, and the Lead Mechanic based on that member's mechanical skills and qualifications. The employee shall be paid at a Grade 23 for hours worked as an Assistant Mechanic.

## **ARTICLE 26**

### **SUPPLEMENTAL PAY**

#### **Section 1. Court Time.**

Any employee called back to testify in court on fire department business during non-scheduled work time shall be compensated in accordance with call-back procedures at time and one-half (1.5) for the hours spent while in court testifying or waiting to testify. The Chief must be notified of all court time appearances.

#### **Section 2. Certification Pay**

Certification pay shall be provided to Fire Division employees who receive and maintain the following certifications. This additional pay shall be added to the employee's regular hourly rate of pay, based on their regular workweek.

- a) ARFF: Each employee who is trained in ARFF and assigned ARFF duties by the Chief shall receive \$50 per month. A maximum of nine (9) employees shall be assigned to ARFF during each calendar year.
- b) HazMat: Each employee who receives OSHA Hazardous Material Technician certification and is assigned by the Chief to the HazMat Team shall receive \$100 per month.
- c) Paramedic: Each employee who is an Iowa certified paramedic and maintains this certification as a paramedic shall receive \$1.05 in addition to their regular hourly rate of pay.

<b>Certification Pay</b>	<b>Workweek Hours</b>	<b>Pay Per Month</b>	<b>Additional Pay Per Hour</b>
<b>ARFF</b>	56	\$50	\$0.21
	40		\$0.29
<b>HazMat</b>	56	\$100	\$0.41
	40		\$0.58
<b>Paramedic</b>	56	\$255	\$1.05
	40	\$182	\$1.05

**ARTICLE 27**

**EDUCATION PROGRAM**

The City of Fort Dodge believes that a well educated workforce has the ability to provide a higher level of service to the customers it serves. Employees who are on active duty status may be allowed to attend class at ICCC or other local educational institutions for the purpose of increasing their level of education. Employees must be able to leave class should a dispatched call necessitate them leaving the classroom. Employees will be encouraged to use a City vehicle to attend classes so as to be able to most effectively respond to a dispatched call.

**ARTICLE 28**

**LABOR MANAGEMENT MEETINGS**

- A) In an effort to maintain a healthy and harmonious working climate, this group agrees to establish Labor/Management meetings. This provides a forum to discuss issues and concerns in a non-threatening environment using data as the basis for our decision making to resolve issues and concerns in a timely manner, while enhancing and strengthening the relationship amongst all parties.
- B) The meetings shall be scheduled at least once per quarter, during regular working hours. No overtime shall be allowed for these meetings.
- C) There will be no more than five (5) employee representatives from the Union allowed to attend these quarterly meetings. No more than five (5) management representatives will attend the meetings.
- D) The group will establish ground rules for effective meetings, identify issues and/or concerns to be placed on the agenda, state desired outcomes, and work diligently to solve problems.



**ARTICLE 29**

**SAVINGS CLAUSE**

If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

**ARTICLE 30**

**TERM OF AGREEMENT**


- A) The above agreement hereinabove set out shall remain in full force and effect from July 1st, 2022 through June 30th, 2025.
- B) This Agreement entered into this 28th day of March, 2022 by and between the undersigned City of Fort Dodge and the Fort Dodge Firefighters' Association Wage and Negotiation Committee.


# Signature Page


City of Fort Dodge


Fort Dodge Firefighters' Association  
Wage and Negotiation Committee

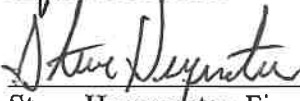
By:


  
David Fierke, City Manager


  
Andrew Midtling, President, Local 622

  
Jamie N. Anderson  
Human Resources Director

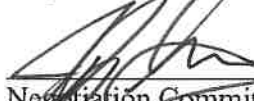
  
Negotiation Committee Member, Mike Wiltzius

  
Steve Hergeneyer, Fire Chief

  
Negotiation Committee Member, Sheanelle Rose

  
Negotiation Committee Member, Kyle Porter

Attest:

  
Negotiation Committee Member, Jason Reynolds


  
Jeff Nemmers, City Clerk

  
Negotiation Committee Member, Ben Waynar

  
Negotiation Committee Member, Devon Schuster

Approved as to legal form:

  
Negotiation Committee Member, Tom Ubben

  
Mark Crimmins, City Attorney

**EXHIBIT "A"**

Emergency Medical Technician (EMT) ..... 11  
 Paramedic ..... 16  
 Probationary Firefighter ..... 19/A  
 Firefighter ..... 19/B  
 Master Firefighter ..... 21/D  
 Emergency Medical Services (EMS) Supervisor ..... 23  
 Hazardous Materials (Haz Mat) Coordinator ..... 23  
 Assistant Fire Mechanic ..... 23  
 Lead Fire Mechanic ..... 24  
 Lieutenant ..... 24  
 Fire Marshal / Community Risk Reduction Coordinator ..... 25  
 Captain ..... 25

**All firefighters shall advance through the steps according to the following table:**

Starting Grade and Step ..... 19A  
 After 1 year of service ..... 19B  
 After 3 years of service ..... 19C  
 After 6 years of service ..... 19D  
 After 8 years of service ..... 19E  
 Master Firefighter after 10 years of service ..... 21D  
 After 13 years of service ..... 21E  
 After 16 years of service ..... 21F

**All EMS employees shall advance through the steps according to the following table:**

Starting Grade ..... A  
 After 1 year of service ..... B  
 After 3 years of service ..... C  
 After 6 years of service ..... D  
 After 8 years of service ..... E  
 Senior EMT after 10 years of service ..... 13D  
 Senior Paramedic after 10 years of service ..... 18D  
 After 13 years of service ..... E  
 After 16 years of service ..... F

**Cost of Living increases for all covered employees shall be as follows:**

7/1/2022 – 1.5%	1/1/2023 – 1.5%
7/1/2023 – 1.5%	1/1/2024 – 1.5%
7/1/2024 – 1.5%	1/1/2025 – 1.5%

**Term: 3 years, July 1, 2022 to June 30, 2025**

Fire = 112 hours per pay period  
 EMS = 84 hours per pay period  
 1.5% increase

**EXHIBIT B**  
**SALARY SCHEDULE**

FIRE  
 7/1/2022

Bi-Weekly calculations based on a 112 hour pay period  
 Annual calculations based on 2912 hours/year

Fire rate = hourly rate  
 EMS rate = 8 hour rate

GRADE		A	B	C	D	E	F
11	Annual	\$33,371.52	\$34,973.12	\$36,953.28	\$38,816.96	\$40,593.28	\$42,622.94
	Bi-Weekly	\$1,283.52	\$1,345.12	\$1,421.28	\$1,492.96	\$1,561.28	\$1,639.34
	8 Hour	\$16.04	\$16.81	\$17.77	\$18.66	\$19.52	\$20.49
	Hourly	\$11.46	\$12.01	\$12.69	\$13.33	\$13.94	\$14.64
12	Annual	\$34,973.12	\$36,953.28	\$38,816.96	\$40,593.28	\$42,689.92	\$44,824.42
	Bi-Weekly	\$1,345.12	\$1,421.28	\$1,492.96	\$1,561.28	\$1,641.92	\$1,724.02
	8 Hour	\$16.81	\$17.77	\$18.66	\$19.52	\$20.52	\$21.55
	Hourly	\$12.01	\$12.69	\$13.33	\$13.94	\$14.66	\$15.39
13	Annual	\$36,953.28	\$38,816.96	\$40,593.28	\$42,689.92	\$44,728.32	\$46,964.74
	Bi-Weekly	\$1,421.28	\$1,492.96	\$1,561.28	\$1,641.92	\$1,720.32	\$1,806.34
	8 Hour	\$17.77	\$18.66	\$19.52	\$20.52	\$21.50	\$22.58
	Hourly	\$12.69	\$13.33	\$13.94	\$14.66	\$15.36	\$16.13
14	Annual	\$38,816.96	\$40,593.28	\$42,689.92	\$44,728.32	\$46,883.20	\$49,227.36
	Bi-Weekly	\$1,492.96	\$1,561.28	\$1,641.92	\$1,720.32	\$1,803.20	\$1,893.36
	8 Hour	\$18.66	\$19.52	\$20.52	\$21.50	\$22.54	\$23.67
	Hourly	\$13.33	\$13.94	\$14.66	\$15.36	\$16.10	\$16.91
15	Annual	\$40,593.28	\$42,689.92	\$44,728.32	\$46,883.20	\$49,445.76	\$51,918.05
	Bi-Weekly	\$1,561.28	\$1,641.92	\$1,720.32	\$1,803.20	\$1,901.76	\$1,996.85
	8 Hour	\$19.52	\$20.52	\$21.50	\$22.54	\$23.77	\$24.96
	Hourly	\$13.94	\$14.66	\$15.36	\$16.10	\$16.98	\$17.83
16	Annual	\$42,689.92	\$44,728.32	\$46,883.20	\$49,445.76	\$51,979.20	\$54,578.16
	Bi-Weekly	\$1,641.92	\$1,720.32	\$1,803.20	\$1,901.76	\$1,999.20	\$2,099.16
	8 Hour	\$20.52	\$21.50	\$22.54	\$23.77	\$24.99	\$26.24
	Hourly	\$14.66	\$15.36	\$16.10	\$16.98	\$17.85	\$18.74
17	Annual	\$44,728.32	\$46,883.20	\$49,445.76	\$51,979.20	\$54,483.52	\$57,207.70
	Bi-Weekly	\$1,720.32	\$1,803.20	\$1,901.76	\$1,999.20	\$2,095.52	\$2,200.30
	8 Hour	\$21.50	\$22.54	\$23.77	\$24.99	\$26.19	\$27.50
	Hourly	\$15.36	\$16.10	\$16.98	\$17.85	\$18.71	\$19.65
18	Annual	\$46,912.32	\$49,474.88	\$52,008.32	\$54,541.76	\$57,308.16	\$60,173.57
	Bi-Weekly	\$1,804.32	\$1,902.88	\$2,000.32	\$2,097.76	\$2,204.16	\$2,314.37
	8 Hour	\$22.55	\$23.79	\$25.00	\$26.22	\$27.55	\$28.93
	Hourly	\$16.11	\$16.99	\$17.86	\$18.73	\$19.68	\$20.66

19	Annual	\$50,290.24	\$52,794.56	\$55,357.12	\$58,152.64	\$60,977.28	\$64,026.14
	Bi-Weekly	\$1,934.24	\$2,030.56	\$2,129.12	\$2,236.64	\$2,345.28	\$2,462.54
	8 Hour	\$24.18	\$25.38	\$26.61	\$27.96	\$29.32	\$30.78
	Hourly	\$17.27	\$18.13	\$19.01	\$19.97	\$20.94	\$21.99
20	Annual	\$52,008.32	\$54,570.88	\$57,308.16	\$60,074.56	\$63,073.92	\$66,227.62
	Bi-Weekly	\$2,000.32	\$2,098.88	\$2,204.16	\$2,310.56	\$2,425.92	\$2,547.22
	8 Hour	\$25.00	\$26.24	\$27.55	\$28.88	\$30.32	\$31.84
	Hourly	\$17.86	\$18.74	\$19.68	\$20.63	\$21.66	\$22.74
21	Annual	\$54,570.88	\$57,308.16	\$60,074.56	\$64,355.20	\$70,878.08	\$74,421.98
	Bi-Weekly	\$2,098.88	\$2,204.16	\$2,310.56	\$2,475.20	\$2,726.08	\$2,862.38
	8 Hour	\$26.24	\$27.55	\$28.88	\$30.94	\$34.08	\$35.78
	Hourly	\$18.74	\$19.68	\$20.63	\$22.10	\$24.34	\$25.56
22	Annual	\$57,308.16	\$60,074.56	\$63,103.04	\$66,248.00	\$69,509.44	\$72,984.91
	Bi-Weekly	\$2,204.16	\$2,310.56	\$2,427.04	\$2,548.00	\$2,673.44	\$2,807.11
	8 Hour	\$27.55	\$28.88	\$30.34	\$31.85	\$33.42	\$35.09
	Hourly	\$19.68	\$20.63	\$21.67	\$22.75	\$23.87	\$25.06
23	Annual	\$60,540.48	\$63,539.84	\$66,743.04	\$70,091.84	\$73,673.60	\$77,357.28
	Bi-Weekly	\$2,328.48	\$2,443.84	\$2,567.04	\$2,695.84	\$2,833.60	\$2,975.28
	8 Hour	\$29.11	\$30.55	\$32.09	\$33.70	\$35.42	\$37.19
	Hourly	\$20.79	\$21.82	\$22.92	\$24.07	\$25.30	\$26.57
24	Annual	\$63,539.84	\$66,743.04	\$70,120.96	\$73,673.60	\$77,313.60	\$81,179.28
	Bi-Weekly	\$2,443.84	\$2,567.04	\$2,696.96	\$2,833.60	\$2,973.60	\$3,122.28
	8 Hour	\$30.55	\$32.09	\$33.71	\$35.42	\$37.17	\$39.03
	Hourly	\$21.82	\$22.92	\$24.08	\$25.30	\$26.55	\$27.88
25	Annual	\$66,743.04	\$70,120.96	\$73,673.60	\$77,313.60	\$81,244.80	\$85,307.04
	Bi-Weekly	\$2,567.04	\$2,696.96	\$2,833.60	\$2,973.60	\$3,124.80	\$3,281.04
	8 Hour	\$32.09	\$33.71	\$35.42	\$37.17	\$39.06	\$41.01
	Hourly	\$22.92	\$24.08	\$25.30	\$26.55	\$27.90	\$29.30

*Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.*

Fire = 112 hours per pay period  
 EMS = 84 hours per pay period  
 1.5% increase

**EXHIBIT B**  
**SALARY SCHEDULE**

FIRE  
 1/1/2023

Bi-Weekly calculations based on a 112 hour pay period  
 Annual calculations based on 2912 hours/year

Fire rate = hourly rate  
 EMS rate = 8 hour rate

GRADE		A	B	C	D	E	F
11	Annual	\$33,866.56	\$35,497.28	\$37,506.56	\$39,399.36	\$41,204.80	\$43,265.04
	Bi-Weekly	\$1,302.56	\$1,365.28	\$1,442.56	\$1,515.36	\$1,584.80	\$1,664.04
	8 Hour	\$16.28	\$17.07	\$18.03	\$18.94	\$19.81	\$20.80
	Hourly	\$11.63	\$12.19	\$12.88	\$13.53	\$14.15	\$14.86
12	Annual	\$35,497.28	\$37,506.56	\$39,399.36	\$41,204.80	\$43,330.56	\$45,497.09
	Bi-Weekly	\$1,365.28	\$1,442.56	\$1,515.36	\$1,584.80	\$1,666.56	\$1,749.89
	8 Hour	\$17.07	\$18.03	\$18.94	\$19.81	\$20.83	\$21.87
	Hourly	\$12.19	\$12.88	\$13.53	\$14.15	\$14.88	\$15.62
13	Annual	\$37,506.56	\$39,399.36	\$41,204.80	\$43,330.56	\$45,398.08	\$47,667.98
	Bi-Weekly	\$1,442.56	\$1,515.36	\$1,584.80	\$1,666.56	\$1,746.08	\$1,833.38
	8 Hour	\$18.03	\$18.94	\$19.81	\$20.83	\$21.83	\$22.92
	Hourly	\$12.88	\$13.53	\$14.15	\$14.88	\$15.59	\$16.37
14	Annual	\$39,399.36	\$41,204.80	\$43,330.56	\$45,398.08	\$47,582.08	\$49,961.18
	Bi-Weekly	\$1,515.36	\$1,584.80	\$1,666.56	\$1,746.08	\$1,830.08	\$1,921.58
	8 Hour	\$18.94	\$19.81	\$20.83	\$21.83	\$22.88	\$24.02
	Hourly	\$13.53	\$14.15	\$14.88	\$15.59	\$16.34	\$17.16
15	Annual	\$41,204.80	\$43,330.56	\$45,398.08	\$47,582.08	\$50,173.76	\$52,682.45
	Bi-Weekly	\$1,584.80	\$1,666.56	\$1,746.08	\$1,830.08	\$1,929.76	\$2,026.25
	8 Hour	\$19.81	\$20.83	\$21.83	\$22.88	\$24.12	\$25.33
	Hourly	\$14.15	\$14.88	\$15.59	\$16.34	\$17.23	\$18.09
16	Annual	\$43,330.56	\$45,398.08	\$47,582.08	\$50,173.76	\$52,765.44	\$55,403.71
	Bi-Weekly	\$1,666.56	\$1,746.08	\$1,830.08	\$1,929.76	\$2,029.44	\$2,130.91
	8 Hour	\$20.83	\$21.83	\$22.88	\$24.12	\$25.37	\$26.64
	Hourly	\$14.88	\$15.59	\$16.34	\$17.23	\$18.12	\$19.03
17	Annual	\$45,398.08	\$47,582.08	\$50,173.76	\$52,765.44	\$55,298.88	\$58,063.82
	Bi-Weekly	\$1,746.08	\$1,830.08	\$1,929.76	\$2,029.44	\$2,126.88	\$2,233.22
	8 Hour	\$21.83	\$22.88	\$24.12	\$25.37	\$26.59	\$27.92
	Hourly	\$15.59	\$16.34	\$17.23	\$18.12	\$18.99	\$19.94
18	Annual	\$47,611.20	\$50,202.88	\$52,794.56	\$55,357.12	\$58,181.76	\$61,090.85
	Bi-Weekly	\$1,831.20	\$1,930.88	\$2,030.56	\$2,129.12	\$2,237.76	\$2,349.65
	8 Hour	\$22.89	\$24.14	\$25.38	\$26.61	\$27.97	\$29.37
	Hourly	\$16.35	\$17.24	\$18.13	\$19.01	\$19.98	\$20.98

19	Annual	\$51,047.36	\$53,580.80	\$56,201.60	\$59,026.24	\$61,880.00	\$64,974.00
	Bi-Weekly	\$1,963.36	\$2,060.80	\$2,161.60	\$2,270.24	\$2,380.00	\$2,499.00
	8 Hour	\$24.54	\$25.76	\$27.02	\$28.38	\$29.75	\$31.24
	Hourly	\$17.53	\$18.40	\$19.30	\$20.27	\$21.25	\$22.31
20	Annual	\$52,794.56	\$55,386.24	\$58,181.76	\$60,977.28	\$64,005.76	\$67,206.05
	Bi-Weekly	\$2,030.56	\$2,130.24	\$2,237.76	\$2,345.28	\$2,461.76	\$2,584.85
	8 Hour	\$25.38	\$26.63	\$27.97	\$29.32	\$30.77	\$32.31
	Hourly	\$18.13	\$19.02	\$19.98	\$20.94	\$21.98	\$23.08
21	Annual	\$55,386.24	\$58,181.76	\$60,977.28	\$65,316.16	\$71,955.52	\$75,553.30
	Bi-Weekly	\$2,130.24	\$2,237.76	\$2,345.28	\$2,512.16	\$2,767.52	\$2,905.90
	8 Hour	\$26.63	\$27.97	\$29.32	\$31.40	\$34.59	\$36.32
	Hourly	\$19.02	\$19.98	\$20.94	\$22.43	\$24.71	\$25.95
22	Annual	\$58,181.76	\$60,977.28	\$64,064.00	\$67,238.08	\$70,557.76	\$74,085.65
	Bi-Weekly	\$2,237.76	\$2,345.28	\$2,464.00	\$2,586.08	\$2,713.76	\$2,849.45
	8 Hour	\$27.97	\$29.32	\$30.80	\$32.33	\$33.92	\$35.62
	Hourly	\$19.98	\$20.94	\$22.00	\$23.09	\$24.23	\$25.44
23	Annual	\$61,443.20	\$64,500.80	\$67,733.12	\$71,140.16	\$74,780.16	\$78,519.17
	Bi-Weekly	\$2,363.20	\$2,480.80	\$2,605.12	\$2,736.16	\$2,876.16	\$3,019.97
	8 Hour	\$29.54	\$31.01	\$32.56	\$34.20	\$35.95	\$37.75
	Hourly	\$21.10	\$22.15	\$23.26	\$24.43	\$25.68	\$26.96
24	Annual	\$64,500.80	\$67,733.12	\$71,169.28	\$74,780.16	\$78,478.40	\$82,402.32
	Bi-Weekly	\$2,480.80	\$2,605.12	\$2,737.28	\$2,876.16	\$3,018.40	\$3,169.32
	8 Hour	\$31.01	\$32.56	\$34.22	\$35.95	\$37.73	\$39.62
	Hourly	\$22.15	\$23.26	\$24.44	\$25.68	\$26.95	\$28.30
25	Annual	\$67,733.12	\$71,052.80	\$74,780.16	\$78,478.40	\$82,467.84	\$86,591.23
	Bi-Weekly	\$2,605.12	\$2,732.80	\$2,876.16	\$3,018.40	\$3,171.84	\$3,330.43
	8 Hour	\$32.56	\$34.16	\$35.95	\$37.73	\$39.65	\$41.63
	Hourly	\$23.26	\$24.40	\$25.68	\$26.95	\$28.32	\$29.74

*Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.*

Fire = 112 hours per pay period  
 EMS = 84 hours per pay period  
 1.5% increase

**EXHIBIT B**  
**SALARY SCHEDULE**

FIRE  
 7/1/2023

Bi-Weekly calculations based on a 112 hour pay period  
 Annual calculations based on 2912 hours/year

Fire rate = hourly rate  
 EMS rate = 8 hour rate

GRADE		A	B	C	D	E	F
11	Annual	\$34,361.60	\$36,021.44	\$38,059.84	\$39,981.76	\$41,816.32	\$43,907.14
	Bi-Weekly	\$1,321.60	\$1,385.44	\$1,463.84	\$1,537.76	\$1,608.32	\$1,688.74
	8 Hour	\$16.52	\$17.32	\$18.30	\$19.22	\$20.10	\$21.11
	Hourly	\$11.80	\$12.37	\$13.07	\$13.73	\$14.36	\$15.08
12	Annual	\$36,021.44	\$38,059.84	\$39,981.76	\$41,816.32	\$43,971.20	\$46,169.76
	Bi-Weekly	\$1,385.44	\$1,463.84	\$1,537.76	\$1,608.32	\$1,691.20	\$1,775.76
	8 Hour	\$17.32	\$18.30	\$19.22	\$20.10	\$21.14	\$22.20
	Hourly	\$12.37	\$13.07	\$13.73	\$14.36	\$15.10	\$15.86
13	Annual	\$38,059.84	\$39,981.76	\$41,816.32	\$43,971.20	\$46,067.84	\$48,371.23
	Bi-Weekly	\$1,463.84	\$1,537.76	\$1,608.32	\$1,691.20	\$1,771.84	\$1,860.43
	8 Hour	\$18.30	\$19.22	\$20.10	\$21.14	\$22.15	\$23.26
	Hourly	\$13.07	\$13.73	\$14.36	\$15.10	\$15.82	\$16.61
14	Annual	\$39,981.76	\$41,816.32	\$43,971.20	\$46,067.84	\$48,310.08	\$50,725.58
	Bi-Weekly	\$1,537.76	\$1,608.32	\$1,691.20	\$1,771.84	\$1,858.08	\$1,950.98
	8 Hour	\$19.22	\$20.10	\$21.14	\$22.15	\$23.23	\$24.39
	Hourly	\$13.73	\$14.36	\$15.10	\$15.82	\$16.59	\$17.42
15	Annual	\$41,816.32	\$43,971.20	\$46,067.84	\$48,310.08	\$50,930.88	\$53,477.42
	Bi-Weekly	\$1,608.32	\$1,691.20	\$1,771.84	\$1,858.08	\$1,958.88	\$2,056.82
	8 Hour	\$20.10	\$21.14	\$22.15	\$23.23	\$24.49	\$25.71
	Hourly	\$14.36	\$15.10	\$15.82	\$16.59	\$17.49	\$18.36
16	Annual	\$43,971.20	\$46,067.84	\$48,310.08	\$50,930.88	\$53,551.68	\$56,229.26
	Bi-Weekly	\$1,691.20	\$1,771.84	\$1,858.08	\$1,958.88	\$2,059.68	\$2,162.66
	8 Hour	\$21.14	\$22.15	\$23.23	\$24.49	\$25.75	\$27.03
	Hourly	\$15.10	\$15.82	\$16.59	\$17.49	\$18.39	\$19.31
17	Annual	\$46,067.84	\$48,310.08	\$50,930.88	\$53,551.68	\$56,114.24	\$58,919.95
	Bi-Weekly	\$1,771.84	\$1,858.08	\$1,958.88	\$2,059.68	\$2,158.24	\$2,266.15
	8 Hour	\$22.15	\$23.23	\$24.49	\$25.75	\$26.98	\$28.33
	Hourly	\$15.82	\$16.59	\$17.49	\$18.39	\$19.27	\$20.23
18	Annual	\$48,339.20	\$50,960.00	\$53,580.80	\$56,201.60	\$59,055.36	\$62,008.13
	Bi-Weekly	\$1,859.20	\$1,960.00	\$2,060.80	\$2,161.60	\$2,271.36	\$2,384.93
	8 Hour	\$23.24	\$24.50	\$25.76	\$27.02	\$28.39	\$29.81
	Hourly	\$16.60	\$17.50	\$18.40	\$19.30	\$20.28	\$21.29



19	Annual	\$51,804.48	\$54,396.16	\$57,046.08	\$59,899.84	\$62,811.84	\$65,952.43
	Bi-Weekly	\$1,992.48	\$2,092.16	\$2,194.08	\$2,303.84	\$2,415.84	\$2,536.63
	8 Hour	\$24.91	\$26.15	\$27.43	\$28.80	\$30.20	\$31.71
	Hourly	\$17.79	\$18.68	\$19.59	\$20.57	\$21.57	\$22.65
20	Annual	\$53,580.80	\$56,230.72	\$59,055.36	\$61,880.00	\$64,966.72	\$68,215.06
	Bi-Weekly	\$2,060.80	\$2,162.72	\$2,271.36	\$2,380.00	\$2,498.72	\$2,623.66
	8 Hour	\$25.76	\$27.03	\$28.39	\$29.75	\$31.23	\$32.80
	Hourly	\$18.40	\$19.31	\$20.28	\$21.25	\$22.31	\$23.43
21	Annual	\$56,230.72	\$59,055.36	\$61,880.00	\$66,306.24	\$73,032.96	\$76,684.61
	Bi-Weekly	\$2,162.72	\$2,271.36	\$2,380.00	\$2,550.24	\$2,808.96	\$2,949.41
	8 Hour	\$27.03	\$28.39	\$29.75	\$31.88	\$35.11	\$36.87
	Hourly	\$19.31	\$20.28	\$21.25	\$22.77	\$25.08	\$26.33
22	Annual	\$59,055.36	\$61,880.00	\$65,024.96	\$68,257.28	\$71,606.08	\$75,186.38
	Bi-Weekly	\$2,271.36	\$2,380.00	\$2,500.96	\$2,625.28	\$2,754.08	\$2,891.78
	8 Hour	\$28.39	\$29.75	\$31.26	\$32.82	\$34.43	\$36.15
	Hourly	\$20.28	\$21.25	\$22.33	\$23.44	\$24.59	\$25.82
23	Annual	\$62,375.04	\$65,461.76	\$68,752.32	\$72,217.60	\$75,915.84	\$79,711.63
	Bi-Weekly	\$2,399.04	\$2,517.76	\$2,644.32	\$2,777.60	\$2,919.84	\$3,065.83
	8 Hour	\$29.99	\$31.47	\$33.05	\$34.72	\$36.50	\$38.32
	Hourly	\$21.42	\$22.48	\$23.61	\$24.80	\$26.07	\$27.37
24	Annual	\$65,461.76	\$68,752.32	\$72,246.72	\$75,915.84	\$79,643.20	\$83,625.36
	Bi-Weekly	\$2,517.76	\$2,644.32	\$2,778.72	\$2,919.84	\$3,063.20	\$3,216.36
	8 Hour	\$31.47	\$33.05	\$34.73	\$36.50	\$38.29	\$40.20
	Hourly	\$22.48	\$23.61	\$24.81	\$26.07	\$27.35	\$28.72
25	Annual	\$68,752.32	\$72,246.72	\$75,915.84	\$79,643.20	\$83,690.88	\$87,875.42
	Bi-Weekly	\$2,644.32	\$2,778.72	\$2,919.84	\$3,063.20	\$3,218.88	\$3,379.82
	8 Hour	\$33.05	\$34.73	\$36.50	\$38.29	\$40.24	\$42.25
	Hourly	\$23.61	\$24.81	\$26.07	\$27.35	\$28.74	\$30.18

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Fire = 112 hours per pay period  
 EMS = 84 hours per pay period  
 1.5% increase

**EXHIBIT B**  
**SALARY SCHEDULE**

FIRE  
 1/1/2024

Bi-Weekly calculations based on a 112 hour pay period  
 Annual calculations based on 2912 hours/year

Fire rate = hourly rate  
 EMS rate = 8 hour rate

GRADE		A	B	C	D	E	F
11	Annual	\$34,885.76	\$36,574.72	\$38,642.24	\$40,593.28	\$42,456.96	\$44,579.81
	Bi-Weekly	\$1,341.76	\$1,406.72	\$1,486.24	\$1,561.28	\$1,632.96	\$1,714.61
	8 Hour	\$16.77	\$17.58	\$18.58	\$19.52	\$20.41	\$21.43
	Hourly	\$11.98	\$12.56	\$13.27	\$13.94	\$14.58	\$15.31
12	Annual	\$36,574.72	\$38,642.24	\$40,593.28	\$42,456.96	\$44,640.96	\$46,873.01
	Bi-Weekly	\$1,406.72	\$1,486.24	\$1,561.28	\$1,632.96	\$1,716.96	\$1,802.81
	8 Hour	\$17.58	\$18.58	\$19.52	\$20.41	\$21.46	\$22.54
	Hourly	\$12.56	\$13.27	\$13.94	\$14.58	\$15.33	\$16.10
13	Annual	\$38,642.24	\$40,593.28	\$42,456.96	\$44,640.96	\$46,766.72	\$49,105.06
	Bi-Weekly	\$1,486.24	\$1,561.28	\$1,632.96	\$1,716.96	\$1,798.72	\$1,888.66
	8 Hour	\$18.58	\$19.52	\$20.41	\$21.46	\$22.48	\$23.61
	Hourly	\$13.27	\$13.94	\$14.58	\$15.33	\$16.06	\$16.86
14	Annual	\$40,593.28	\$42,456.96	\$44,640.96	\$46,766.72	\$49,038.08	\$51,489.98
	Bi-Weekly	\$1,561.28	\$1,632.96	\$1,716.96	\$1,798.72	\$1,886.08	\$1,980.38
	8 Hour	\$19.52	\$20.41	\$21.46	\$22.48	\$23.58	\$24.75
	Hourly	\$13.94	\$14.58	\$15.33	\$16.06	\$16.84	\$17.68
15	Annual	\$42,456.96	\$44,640.96	\$46,766.72	\$49,038.08	\$51,688.00	\$54,272.40
	Bi-Weekly	\$1,632.96	\$1,716.96	\$1,798.72	\$1,886.08	\$1,988.00	\$2,087.40
	8 Hour	\$20.41	\$21.46	\$22.48	\$23.58	\$24.85	\$26.09
	Hourly	\$14.58	\$15.33	\$16.06	\$16.84	\$17.75	\$18.64
16	Annual	\$44,640.96	\$46,766.72	\$49,038.08	\$51,688.00	\$54,367.04	\$57,085.39
	Bi-Weekly	\$1,716.96	\$1,798.72	\$1,886.08	\$1,988.00	\$2,091.04	\$2,195.59
	8 Hour	\$21.46	\$22.48	\$23.58	\$24.85	\$26.14	\$27.44
	Hourly	\$15.33	\$16.06	\$16.84	\$17.75	\$18.67	\$19.60
17	Annual	\$46,766.72	\$49,038.08	\$51,688.00	\$54,367.04	\$56,958.72	\$59,806.66
	Bi-Weekly	\$1,798.72	\$1,886.08	\$1,988.00	\$2,091.04	\$2,190.72	\$2,300.26
	8 Hour	\$22.48	\$23.58	\$24.85	\$26.14	\$27.38	\$28.75
	Hourly	\$16.06	\$16.84	\$17.75	\$18.67	\$19.56	\$20.54
18	Annual	\$49,067.20	\$51,717.12	\$54,396.16	\$57,046.08	\$59,928.96	\$62,925.41
	Bi-Weekly	\$1,887.20	\$1,989.12	\$2,092.16	\$2,194.08	\$2,304.96	\$2,420.21
	8 Hour	\$23.59	\$24.86	\$26.15	\$27.43	\$28.81	\$30.25
	Hourly	\$16.85	\$17.76	\$18.68	\$19.59	\$20.58	\$21.61

19	Annual	\$52,590.72	\$55,211.52	\$57,890.56	\$60,802.56	\$63,743.68	\$66,930.86
	Bi-Weekly	\$2,022.72	\$2,123.52	\$2,226.56	\$2,338.56	\$2,451.68	\$2,574.26
	8 Hour	\$25.28	\$26.54	\$27.83	\$29.23	\$30.65	\$32.18
	Hourly	\$18.06	\$18.96	\$19.88	\$20.88	\$21.89	\$22.98
20	Annual	\$54,396.16	\$57,075.20	\$59,928.96	\$62,811.84	\$65,927.68	\$69,224.06
	Bi-Weekly	\$2,092.16	\$2,195.20	\$2,304.96	\$2,415.84	\$2,535.68	\$2,662.46
	8 Hour	\$26.15	\$27.44	\$28.81	\$30.20	\$31.70	\$33.28
	Hourly	\$18.68	\$19.60	\$20.58	\$21.57	\$22.64	\$23.77
21	Annual	\$57,075.20	\$59,928.96	\$62,811.84	\$67,296.32	\$74,139.52	\$77,846.50
	Bi-Weekly	\$2,195.20	\$2,304.96	\$2,415.84	\$2,588.32	\$2,851.52	\$2,994.10
	8 Hour	\$27.44	\$28.81	\$30.20	\$32.35	\$35.64	\$37.43
	Hourly	\$19.60	\$20.58	\$21.57	\$23.11	\$25.46	\$26.73
22	Annual	\$59,928.96	\$62,811.84	\$65,985.92	\$69,276.48	\$72,683.52	\$76,317.70
	Bi-Weekly	\$2,304.96	\$2,415.84	\$2,537.92	\$2,664.48	\$2,795.52	\$2,935.30
	8 Hour	\$28.81	\$30.20	\$31.72	\$33.31	\$34.94	\$36.69
	Hourly	\$20.58	\$21.57	\$22.66	\$23.79	\$24.96	\$26.21
23	Annual	\$63,306.88	\$66,451.84	\$69,771.52	\$73,295.04	\$77,051.52	\$80,904.10
	Bi-Weekly	\$2,434.88	\$2,555.84	\$2,683.52	\$2,819.04	\$2,963.52	\$3,111.70
	8 Hour	\$30.44	\$31.95	\$33.54	\$35.24	\$37.04	\$38.90
	Hourly	\$21.74	\$22.82	\$23.96	\$25.17	\$26.46	\$27.78
24	Annual	\$66,451.84	\$69,771.52	\$73,324.16	\$77,051.52	\$80,837.12	\$84,878.98
	Bi-Weekly	\$2,555.84	\$2,683.52	\$2,820.16	\$2,963.52	\$3,109.12	\$3,264.58
	8 Hour	\$31.95	\$33.54	\$35.25	\$37.04	\$38.86	\$40.81
	Hourly	\$22.82	\$23.96	\$25.18	\$26.46	\$27.76	\$29.15
25	Annual	\$69,771.52	\$73,324.16	\$77,051.52	\$80,837.12	\$84,943.04	\$89,190.19
	Bi-Weekly	\$2,683.52	\$2,820.16	\$2,963.52	\$3,109.12	\$3,267.04	\$3,430.39
	8 Hour	\$33.54	\$35.25	\$37.04	\$38.86	\$40.84	\$42.88
	Hourly	\$23.96	\$25.18	\$26.46	\$27.76	\$29.17	\$30.63

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Fire = 112 hours per pay period  
 EMS = 84 hours per pay period  
 1.5% increase

**EXHIBIT B**  
**SALARY SCHEDULE**

FIRE  
 7/1/2024

Bi-Weekly calculations based on a 112 hour pay period  
 Annual calculations based on 2912 hours/year

Fire rate = hourly rate  
 EMS rate = 8 hour rate

GRADE		A	B	C	D	E	F
11	Annual	\$35,409.92	\$37,128.00	\$39,224.64	\$41,204.80	\$43,097.60	\$45,252.48
	Bi-Weekly	\$1,361.92	\$1,428.00	\$1,508.64	\$1,584.80	\$1,657.60	\$1,740.48
	8 Hour	\$17.02	\$17.85	\$18.86	\$19.81	\$20.72	\$21.76
	Hourly	\$12.16	\$12.75	\$13.47	\$14.15	\$14.80	\$15.54
12	Annual	\$37,128.00	\$39,224.64	\$41,204.80	\$43,097.60	\$45,310.72	\$47,576.26
	Bi-Weekly	\$1,428.00	\$1,508.64	\$1,584.80	\$1,657.60	\$1,742.72	\$1,829.86
	8 Hour	\$17.85	\$18.86	\$19.81	\$20.72	\$21.78	\$22.87
	Hourly	\$12.75	\$13.47	\$14.15	\$14.80	\$15.56	\$16.34
13	Annual	\$39,224.64	\$41,204.80	\$43,097.60	\$45,310.72	\$47,465.60	\$49,838.88
	Bi-Weekly	\$1,508.64	\$1,584.80	\$1,657.60	\$1,742.72	\$1,825.60	\$1,916.88
	8 Hour	\$18.86	\$19.81	\$20.72	\$21.78	\$22.82	\$23.96
	Hourly	\$13.47	\$14.15	\$14.80	\$15.56	\$16.30	\$17.12
14	Annual	\$41,204.80	\$43,097.60	\$45,310.72	\$47,465.60	\$49,766.08	\$52,254.38
	Bi-Weekly	\$1,584.80	\$1,657.60	\$1,742.72	\$1,825.60	\$1,914.08	\$2,009.78
	8 Hour	\$19.81	\$20.72	\$21.78	\$22.82	\$23.93	\$25.12
	Hourly	\$14.15	\$14.80	\$15.56	\$16.30	\$17.09	\$17.94
15	Annual	\$43,097.60	\$45,310.72	\$47,465.60	\$49,766.08	\$52,474.24	\$55,097.95
	Bi-Weekly	\$1,657.60	\$1,742.72	\$1,825.60	\$1,914.08	\$2,018.24	\$2,119.15
	8 Hour	\$20.72	\$21.78	\$22.82	\$23.93	\$25.23	\$26.49
	Hourly	\$14.80	\$15.56	\$16.30	\$17.09	\$18.02	\$18.92
16	Annual	\$45,310.72	\$47,465.60	\$49,766.08	\$52,474.24	\$55,182.40	\$57,941.52
	Bi-Weekly	\$1,742.72	\$1,825.60	\$1,914.08	\$2,018.24	\$2,122.40	\$2,228.52
	8 Hour	\$21.78	\$22.82	\$23.93	\$25.23	\$26.53	\$27.86
	Hourly	\$15.56	\$16.30	\$17.09	\$18.02	\$18.95	\$19.90
17	Annual	\$47,465.60	\$49,766.08	\$52,474.24	\$55,182.40	\$57,803.20	\$60,693.36
	Bi-Weekly	\$1,825.60	\$1,914.08	\$2,018.24	\$2,122.40	\$2,223.20	\$2,334.36
	8 Hour	\$22.82	\$23.93	\$25.23	\$26.53	\$27.79	\$29.18
	Hourly	\$16.30	\$17.09	\$18.02	\$18.95	\$19.85	\$20.84
18	Annual	\$49,795.20	\$52,503.36	\$55,211.52	\$57,890.56	\$60,831.68	\$63,873.26
	Bi-Weekly	\$1,915.20	\$2,019.36	\$2,123.52	\$2,226.56	\$2,339.68	\$2,456.66
	8 Hour	\$23.94	\$25.24	\$26.54	\$27.83	\$29.25	\$30.71
	Hourly	\$17.10	\$18.03	\$18.96	\$19.88	\$20.89	\$21.93

19	Annual	\$53,376.96	\$56,026.88	\$58,764.16	\$61,705.28	\$64,704.64	\$67,939.87
	Bi-Weekly	\$2,052.96	\$2,154.88	\$2,260.16	\$2,373.28	\$2,488.64	\$2,613.07
	8 Hour	\$25.66	\$26.94	\$28.25	\$29.67	\$31.11	\$32.66
	Hourly	\$18.33	\$19.24	\$20.18	\$21.19	\$22.22	\$23.33
20	Annual	\$55,211.52	\$57,919.68	\$60,831.68	\$63,743.68	\$66,917.76	\$70,263.65
	Bi-Weekly	\$2,123.52	\$2,227.68	\$2,339.68	\$2,451.68	\$2,573.76	\$2,702.45
	8 Hour	\$26.54	\$27.85	\$29.25	\$30.65	\$32.17	\$33.78
	Hourly	\$18.96	\$19.89	\$20.89	\$21.89	\$22.98	\$24.13
21	Annual	\$57,919.68	\$60,831.68	\$63,743.68	\$68,315.52	\$75,246.08	\$79,008.38
	Bi-Weekly	\$2,227.68	\$2,339.68	\$2,451.68	\$2,627.52	\$2,894.08	\$3,038.78
	8 Hour	\$27.85	\$29.25	\$30.65	\$32.84	\$36.18	\$37.98
	Hourly	\$19.89	\$20.89	\$21.89	\$23.46	\$25.84	\$27.13
22	Annual	\$60,831.68	\$63,743.68	\$66,976.00	\$70,324.80	\$73,760.96	\$77,449.01
	Bi-Weekly	\$2,339.68	\$2,451.68	\$2,576.00	\$2,704.80	\$2,836.96	\$2,978.81
	8 Hour	\$29.25	\$30.65	\$32.20	\$33.81	\$35.46	\$37.24
	Hourly	\$20.89	\$21.89	\$23.00	\$24.15	\$25.33	\$26.60
23	Annual	\$64,267.84	\$67,441.92	\$70,819.84	\$74,401.60	\$78,216.32	\$82,127.14
	Bi-Weekly	\$2,471.84	\$2,593.92	\$2,723.84	\$2,861.60	\$3,008.32	\$3,158.74
	8 Hour	\$30.90	\$32.42	\$34.05	\$35.77	\$37.60	\$39.48
	Hourly	\$22.07	\$23.16	\$24.32	\$25.55	\$26.86	\$28.20
24	Annual	\$67,441.92	\$70,819.84	\$74,430.72	\$78,216.32	\$82,060.16	\$86,163.17
	Bi-Weekly	\$2,593.92	\$2,723.84	\$2,862.72	\$3,008.32	\$3,156.16	\$3,313.97
	8 Hour	\$32.42	\$34.05	\$35.78	\$37.60	\$39.45	\$41.42
	Hourly	\$23.16	\$24.32	\$25.56	\$26.86	\$28.18	\$29.59
25	Annual	\$70,819.84	\$74,430.72	\$107,336.32	\$82,060.16	\$86,224.32	\$90,535.54
	Bi-Weekly	\$2,723.84	\$2,862.72	\$4,128.32	\$3,156.16	\$3,316.32	\$3,482.14
	8 Hour	\$34.05	\$35.78	\$51.60	\$39.45	\$41.45	\$43.53
	Hourly	\$24.32	\$25.56	\$36.86	\$28.18	\$29.61	\$31.09

*Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.*

Fire = 112 hours per pay period  
 EMS = 84 hours per pay period  
 1.5% increase

**EXHIBIT B**  
**SALARY SCHEDULE**

FIRE  
 1/1/2025

Bi-Weekly calculations based on a 112 hour pay period  
 Annual calculations based on 2912 hours/year

Fire rate = hourly rate  
 EMS rate = 8 hour rate

GRADE		A	B	C	D	E	F
11	Annual	\$35,934.08	\$37,681.28	\$39,807.04	\$41,816.32	\$43,738.24	\$45,925.15
	Bi-Weekly	\$1,382.08	\$1,449.28	\$1,531.04	\$1,608.32	\$1,682.24	\$1,766.35
	8 Hour	\$17.28	\$18.12	\$19.14	\$20.10	\$21.03	\$22.08
	Hourly	\$12.34	\$12.94	\$13.67	\$14.36	\$15.02	\$15.77
12	Annual	\$37,681.28	\$39,807.04	\$41,816.32	\$43,738.24	\$45,980.48	\$48,279.50
	Bi-Weekly	\$1,449.28	\$1,531.04	\$1,608.32	\$1,682.24	\$1,768.48	\$1,856.90
	8 Hour	\$18.12	\$19.14	\$20.10	\$21.03	\$22.11	\$23.21
	Hourly	\$12.94	\$13.67	\$14.36	\$15.02	\$15.79	\$16.58
13	Annual	\$39,807.04	\$41,816.32	\$43,738.24	\$45,980.48	\$48,164.48	\$50,572.70
	Bi-Weekly	\$1,531.04	\$1,608.32	\$1,682.24	\$1,768.48	\$1,852.48	\$1,945.10
	8 Hour	\$19.14	\$20.10	\$21.03	\$22.11	\$23.16	\$24.31
	Hourly	\$13.67	\$14.36	\$15.02	\$15.79	\$16.54	\$17.37
14	Annual	\$41,816.32	\$43,738.24	\$45,980.48	\$48,164.48	\$50,523.20	\$53,049.36
	Bi-Weekly	\$1,608.32	\$1,682.24	\$1,768.48	\$1,852.48	\$1,943.20	\$2,040.36
	8 Hour	\$20.10	\$21.03	\$22.11	\$23.16	\$24.29	\$25.50
	Hourly	\$14.36	\$15.02	\$15.79	\$16.54	\$17.35	\$18.22
15	Annual	\$43,738.24	\$45,980.48	\$48,164.48	\$50,523.20	\$53,260.48	\$55,923.50
	Bi-Weekly	\$1,682.24	\$1,768.48	\$1,852.48	\$1,943.20	\$2,048.48	\$2,150.90
	8 Hour	\$21.03	\$22.11	\$23.16	\$24.29	\$25.61	\$26.89
	Hourly	\$15.02	\$15.79	\$16.54	\$17.35	\$18.29	\$19.20
16	Annual	\$45,980.48	\$48,164.48	\$50,523.20	\$53,260.48	\$55,997.76	\$58,797.65
	Bi-Weekly	\$1,768.48	\$1,852.48	\$1,943.20	\$2,048.48	\$2,153.76	\$2,261.45
	8 Hour	\$22.11	\$23.16	\$24.29	\$25.61	\$26.92	\$28.27
	Hourly	\$15.79	\$16.54	\$17.35	\$18.29	\$19.23	\$20.19
17	Annual	\$48,164.48	\$50,523.20	\$53,260.48	\$55,997.76	\$58,676.80	\$61,610.64
	Bi-Weekly	\$1,852.48	\$1,943.20	\$2,048.48	\$2,153.76	\$2,256.80	\$2,369.64
	8 Hour	\$23.16	\$24.29	\$25.61	\$26.92	\$28.21	\$29.62
	Hourly	\$16.54	\$17.35	\$18.29	\$19.23	\$20.15	\$21.16
18	Annual	\$50,552.32	\$53,289.60	\$56,026.88	\$58,764.16	\$61,734.40	\$64,821.12
	Bi-Weekly	\$1,944.32	\$2,049.60	\$2,154.88	\$2,260.16	\$2,374.40	\$2,493.12
	8 Hour	\$24.30	\$25.62	\$26.94	\$28.25	\$29.68	\$31.16
	Hourly	\$17.36	\$18.30	\$19.24	\$20.18	\$21.20	\$22.26

19	Annual	\$54,163.20	\$56,871.36	\$59,637.76	\$62,637.12	\$65,665.60	\$68,948.88
	Bi-Weekly	\$2,083.20	\$2,187.36	\$2,293.76	\$2,409.12	\$2,525.60	\$2,651.88
	8 Hour	\$26.04	\$27.34	\$28.67	\$30.11	\$31.57	\$33.15
	Hourly	\$18.60	\$19.53	\$20.48	\$21.51	\$22.55	\$23.68
20	Annual	\$56,026.88	\$58,793.28	\$61,734.40	\$64,704.64	\$67,907.84	\$71,303.23
	Bi-Weekly	\$2,154.88	\$2,261.28	\$2,374.40	\$2,488.64	\$2,611.84	\$2,742.43
	8 Hour	\$26.94	\$28.27	\$29.68	\$31.11	\$32.65	\$34.28
	Hourly	\$19.24	\$20.19	\$21.20	\$22.22	\$23.32	\$24.49
21	Annual	\$58,793.28	\$61,734.40	\$64,704.64	\$69,334.72	\$76,381.76	\$80,200.85
	Bi-Weekly	\$2,261.28	\$2,374.40	\$2,488.64	\$2,666.72	\$2,937.76	\$3,084.65
	8 Hour	\$28.27	\$29.68	\$31.11	\$33.33	\$36.72	\$38.56
	Hourly	\$20.19	\$21.20	\$22.22	\$23.81	\$26.23	\$27.54
22	Annual	\$61,734.40	\$64,704.64	\$67,995.20	\$71,373.12	\$74,867.52	\$78,610.90
	Bi-Weekly	\$2,374.40	\$2,488.64	\$2,615.20	\$2,745.12	\$2,879.52	\$3,023.50
	8 Hour	\$29.68	\$31.11	\$32.69	\$34.31	\$35.99	\$37.79
	Hourly	\$21.20	\$22.22	\$23.35	\$24.51	\$25.71	\$27.00
23	Annual	\$65,228.80	\$68,461.12	\$71,868.16	\$75,508.16	\$79,381.12	\$83,350.18
	Bi-Weekly	\$2,508.80	\$2,633.12	\$2,764.16	\$2,904.16	\$3,053.12	\$3,205.78
	8 Hour	\$31.36	\$32.91	\$34.55	\$36.30	\$38.16	\$40.07
	Hourly	\$22.40	\$23.51	\$24.68	\$25.93	\$27.26	\$28.62
24	Annual	\$68,461.12	\$71,868.16	\$75,537.28	\$79,381.12	\$83,283.20	\$87,447.36
	Bi-Weekly	\$2,633.12	\$2,764.16	\$2,905.28	\$3,053.12	\$3,203.20	\$3,363.36
	8 Hour	\$32.91	\$34.55	\$36.32	\$38.16	\$40.04	\$42.04
	Hourly	\$23.51	\$24.68	\$25.94	\$27.26	\$28.60	\$30.03
25	Annual	\$71,868.16	\$75,537.28	\$79,381.12	\$83,283.20	\$87,505.60	\$91,880.88
	Bi-Weekly	\$2,764.16	\$2,905.28	\$3,053.12	\$3,203.20	\$3,365.60	\$3,533.88
	8 Hour	\$34.55	\$36.32	\$38.16	\$40.04	\$42.07	\$44.17
	Hourly	\$24.68	\$25.94	\$27.26	\$28.60	\$30.05	\$31.55

*Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.*

## EXHIBIT "C"

### MEMORANDUM OF UNDERSTANDING ON FIREFIGHTER FLSA TIME

This Memorandum of Understanding entered into this 26th day of February, 1998, by and between the City of Fort Dodge here and after referred to as the **City** and the Fort Dodge Firefighters Association Local Number 622 here and after referred to as the **Union**.

Whereas, the City and Union have for many years past entered into collective bargaining agreements (CBA) providing in part for work schedules and wage rates to include the current collective bargaining agreement for the period of July 1, 1998, through June 30, 1999, as follows.

Work schedules: normal working schedules for the Fort Dodge Fire Department members shall be on the basis of a total of "56" hours per week "as by State Civil Service Law". A normal shift day shall be defined as 24 consecutive hours commencing at 07:00 as noted on the calendar that the member is scheduled to work until 07:00 the following morning. Any call back time for firefighting shall be based at a rate of one and one half (1 1/2) time or at a rate of double time on Sundays and Holidays. A minimum of "two hours overtime shall apply for all call backs" and,

Whereas, since 1985 the collective bargaining agreements have been subject to the requirements of the Fair Labor Standards Act and,

Whereas, methods of compliance with the FLSA have been implemented but disputes and litigations have occurred with regard to that implementation and,

Whereas, the disputes and litigations have now been settled and as part of that settlement have agreed to enter into a Memorandum of Understanding for the implementation of a compliance procedure which Memorandum shall be considered an addendum to the current Collective Bargaining Agreement and the Collective Bargaining Agreement heretofore negotiated for the period of July 1, 1998 through June 30, 2000.

Now, therefore, in consideration hereof, the parties agree and understand that compliance with a fair labor standard act work schedule requirement shall be implemented as follows:

1. Firefighters will work 56 hours per week, 216 hours per 27 day work cycle.
2. The hours worked between 204 and 216 per work cycle shall be considered scheduled overtime hours. (SOH)
3. Hours worked shall be defined as hours scheduled per cycle less vacation, holidays, comp time days and all other forms of leave provided for in the Collective Bargaining Agreement except leave from work arising out of on job injury pursuant to Chapter 411 of the Code of Iowa.
4. Any firefighter who actually works as above defined more than 204 scheduled hours per work cycle shall be entitled to compensatory time off at the rate of one and one half hours per scheduled overtime hours worked in the manner herein after provided.



5. Nonscheduled overtime hours "Call Back and Holdover" shall not be subject to the comp time provisions hereof and shall be paid pursuant to the normal pay cycle at the applicable rate.
6. The City shall develop an accounting system for keeping account of scheduled overtime hours (SOH) worked and compensatory time taken and will be used on a "first accrued first used" basis.
7. Compensatory time may be taken in 24 hour (one shift) or 12 hour (half shift) blocks only. They may be scheduled on a first come first serve basis not less than 7 days in advance after they have been earned, subject to the approval of the Fire Chief, or designated representative. Comp time scheduled may not be canceled by either the employee or the City. The City may call back a firefighter on comp time leave under the same terms and conditions as a call back from holiday or vacation leave.
8. Any compensatory time not taken as above provided because it could not be scheduled under the rules shall be paid in cash at the rate of time and one half at the rates authorized by FLSA on or before July 30<sup>th</sup> immediately following the June 30<sup>th</sup> closure date (SOH x Hr. Rate x 150% = pay in lieu of comp time) and within 30 days of the date of an employee's retirement or termination.
9. The Chief may mandatorily schedule up to 48 hours compensatory days off when Firefighters have earned 72 hours or more and have failed to request time off when days for such purpose pursuant to the above restrictions were available. Seven days' notice of compulsory comp time utilization shall be provided to the individual firefighter.
10. Compensatory *time* earned each year prior to June 30<sup>th</sup> shall be either paid out at the rate earned at the end of the fiscal year or carried over, not to exceed seventy-two (72) hours, to the following fiscal year at the option of the employee. If firefighters elect to carry over compensatory time, within the parameters set forth above, they will place the request in writing and submit the request to management by the last FLSA period in June of that year."
11. In the event that a day, previously unavailable for comp time use becomes available; or a previously unscheduled available day exists and the requesting firefighter could not have requested the comp time seven days in advance; the Chief may approve a comp time request made not later than 48 hours in advance.
12. This is an independent program. Any other comp time program formal or informal shall not be part hereof and any conflict shall be resolved separately between the Union and the City.
13. This program shall be implemented at the beginning of the first pay cycle following its execution.

**RESOLUTION NO. 22-03-084**

**A RESOLUTION APPROVING CITY OF FORT DODGE AND FORT DODGE  
FIREFIGHTERS' ASSOCIATION COLLECTIVE BARGAINING AGREEMENT**

**WHEREAS**, the labor agreement negotiated with the Fort Dodge Firefighters' Association provides for work rules which provides for orderly operations and promotes harmonious relationships between the employer and it's employees; and

**WHEREAS**, the labor agreement negotiated with the Fort Dodge Firefighters' Association provides for a negotiated wage increase to be effective July 1, 2022 and successive years of the agreement; and

**WHEREAS**, the labor agreement negotiated with the Fort Dodge Firefighters' Association provides for a collective bargaining agreement to be effective July 1, 2022 through June 30, 2025; and

**NOW, THEREFORE, BE IT RESOLVED** that the attached collective bargaining agreement become effective July 1, 2022; and

**PASSED AND APPROVED** by the City Council of the City of Fort Dodge, Iowa, this 28th day of March 2022.

**AYE:** Flattery, Nelson, Conrad, McCaleb, Alstott, Moehnke and Schuur

**NAY:** None

**OTHER:** None

City of Fort Dodge, Iowa

  
\_\_\_\_\_  
Matt Bemrich, Mayor

Attest:

  
\_\_\_\_\_  
Jeff Nemmers, City Clerk