

**Agreement Between the
City of La Crosse**



and the

**International Association
Of Firefighters
Local #127, AFL-CIO-CLC**



2018-2021

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE NUMBER</u>
	Preamble	2
1	Recognition Clause	2
2	Rules and Regulations	2
3	Grievance Procedure	3
4	Medical Benefit Plan	3
5	Life Insurance	6
6	Income Continuation Insurance	7
7	Check-Off	8
8	Work Week	8
9	Bereavement Leave	9
10	Employee Sick Leave	10
11	Worker’s Compensation	12
12	Military Leave of Absence	12
13	Pensions - Wisconsin Retirement System	13
14	Wages and Salary Schedule	13
15	Vacation	16
16	Overtime	17
17	Holidays	17
18	Clothing Allowance	18
19	Recall/Call in Time	19
20	Cessation of Service Clause	20
21	Reservation of Rights	20
22	Jury Duty and Court Appearance	20
23	Residency Requirement	21
24	Limitations of Disciplinary Language	21
25	Savings Clause	21
26	Training Opportunities and Employee Development	21
27	Tuition Reimbursement	22
28	Family and Medical Leave	22
29	Leave of Absence	22
30	Reasonable Suspicion Drug and Alcohol Policy and Procedures	23
31	Entire Agreement	28
	Memorandums of Understanding	
	#1 Training Opportunities – Employee Development	30
	#2 Exceptions to Continuous Service for Retiree Medical Benefit Plan Coverage	31
	#3 Voluntary Dental Plan	32
	#4 – FLSA	33
	Tuition Reimbursement Policy	34
	Wage Schedule January 12, 2018	37
	Wage Schedule January 11, 2019	38
	Wage Schedule January 10, 2020	39
	Wage Schedule July, 2020	40
	Wage Schedule January, 2021	41

PREAMBLE

This Agreement is entered into by and between the City of La Crosse, through its City bargaining Committee, the Finance and Personnel Committee, acting pursuant to a resolution of the Common Council of the City of La Crosse, authorizing them to enter into this Agreement, hereinafter referred to as the "City", and the International Association of Fire Fighters, Local 127, AFL-CIO-CLC, hereinafter referred to as the "Union".

It is expressly understood between the parties to this Agreement that the provisions herein shall in no way modify or change the provisions of Section 62.13 of the Wisconsin Statutes, as provided for the establishment and powers of a Police and Fire Commission for cities, and the rights of Fire Fighters employed by the City of La Crosse.

It is further understood by the parties that Section 62.13 of the Wisconsin Statutes is an enactment of state-wide concern for the purpose of providing a uniform system of regulation of Fire Departments within the State of Wisconsin, and in case of any conflict with the provisions of this agreement and the statutory provisions of the Wisconsin Statutes, the said statutory provisions shall govern notwithstanding any provision of this Agreement to the contrary.

WHEREAS, the mutual interests of the parties hereto are recognized by this Agreement for the operation of the Fire Department of the City of La Crosse under methods that will promote efficiency, safety, cleanliness, proper care of equipment, property and the facilities, a process for the fair and peaceful adjustment of differences that might arise from time to time, and the promulgation of rules and regulations and ethical conduct of business relations between the employer and employees and to provide the best possible emergency medical service and fire protection for life and property to all of the citizens of the City of La Crosse.

NOW, THEREFORE, the parties have reached this agreement.

ARTICLE 1 RECOGNITION CLAUSE

The City recognizes the Union as the exclusive bargaining agent for the regular full time employees of the City of La Crosse Fire Department excluding the Chief, Assistant Chief, Division Chiefs, and Clerk Steno.

ARTICLE 2 RULES AND REGULATIONS

The "Rules and Regulations" of the La Crosse Fire Department, as established by Fire Department management shall be made a part of this agreement. The parties to this agreement, agree that all provisions as therein contained, regarding appointments and departmental work rules shall be made a part of, by reference, of this agreement.

**ARTICLE 3
GRIEVANCE PROCEDURE**

A grievance is defined as any matter involving the interpretation, application or enforcement of this agreement. Any grievance not initiated within thirty (30) calendar days of the date of the last cause of such grievance or from the date the employee knew about the cause of the grievance shall be invalid.

Economic awards shall be retroactive to the filing date of the grievance.

If an employee has a grievance they shall:

1. Discuss the grievance with the Union representative, then, the aggrieved party with their representative shall present the grievance to their immediate supervisor. If no solution is reached they may;
2. Write the grievance in detail and submit it to their supervisor who will note their comments and forward it to the Fire Chief or his/her designee, who with the Director of Human Resources or his/her designee will within ten (10) calendar days attempt to solve the grievance.
3. If a satisfactory solution cannot be reached the Union may within fourteen (14) calendar days appeal to the Wisconsin Employment Commission, who will appoint a neutral arbitrator, the findings of the arbitrator shall be final and binding on the parties hereto.

The arbitrator shall not add to, or subtract from the terms of this agreement.

The cost of the arbitration, including the fees and expenses of the arbitrator and transcription fees, shall be borne equally by the Union and the City. However, each party shall bear its own costs for witnesses and all other out-of-pocket expenses, including possible attorney fees.

4. All grievances originating in the Fire Department shall be handled in the manner outlined above and no deviations therefrom will be permitted. Specifically, employees are prohibited from presenting such grievances, formally or informally, to officers of the City of La Crosse not included in this procedure.

Nothing herein shall limit any employee from their rights to a hearing pursuant to Section 62.13 of the Wisconsin Statutes in case formal charges are being filed against them.

ARTICLE 4 –MEDICAL BENEFIT PLAN

Full-time employees are eligible to participate in the City's Medical Benefit Plan.

- A. Employee's Medical Benefit Plan Contributions
Active employee's monthly contribution shall be through payroll deductions. Employee contributions will be deducted from the first two paychecks of the month for the current month's coverage. An option to pay with pre-tax dollars will be provided under the City's IRS Section #125 Plan.

Effective January 1, 2018, the employee's monthly contribution shall be 16% of the 2018 monthly premium equivalent rate. Employees' who are fully participating in the Health Risk Assessment shall have a contribution rate of 11% of the 2018 monthly premium equivalent rate.

Effective January 1, 2019, the employee's monthly contribution shall be 16% of the 2019 monthly premium equivalent rate. Employees' who are fully participating in the Health Risk Assessment shall have a contribution rate of 12% of the 2019 monthly premium equivalent rate.

Effective January 1, 2020, the employee's monthly contribution shall be 16% of the 2020 monthly premium equivalent rate. Employees' who are fully participating in the Health Risk Assessment shall have a contribution rate of 12.6% of the 2020 monthly premium equivalent rate.

B. Health Risk Assessment

The City shall offer an annual health risk appraisal on a voluntary basis one time per year for active and retired employees and spouses enrolled in the City Medical Benefit Plan. Employees who become covered under the City Medical Benefit Plan after the regular program testing start time shall be granted the related participation incentive prospectively until a subsequent testing is offered by the City provided that such covered employees then complete the participation requirements above.

C. Networks

The City retains the right to select the Network(s).

D. Monthly Rate Contributions for Retirees or Surviving Spouse & Dependents

Monthly contributions are required to be received by the City in advance of coverage becoming and/or remaining in effect. Such payments are due by the tenth (10th) of the preceding month for the next month's coverage.

E. Medicare Carve-Out –For Disability, Effective January 1, 2008

1. All Current Employees: Any employee that retires in the future due to disability and meets the eligibility requirements to maintain City medical benefit plan coverage and who is eligible for Medicare due to their disability is required to apply for Parts A (Hospital) and B (Medical) of Medicare coverage. If the employee/retiree fails to apply for such coverage within 31 days of meeting the Federal eligibility requirements, then benefits under the City plan will be offset for any benefits which would have been payable under Medicare Parts A and B had such person made a timely enrollment for Medicare.

2. All Retirees and Spouses: Any retiree, spouse of a retiree or surviving spouse (as of 1/1/08) that meet the eligibility requirements to maintain City medical benefit plan coverage and who are eligible for Medicare Parts A and B due to a disability are required to apply for Parts A and B of Medicare Coverage at their first enrollment opportunity. If the retiree, younger spouse of a retiree or surviving spouse fail to apply for Medicare Parts A and B at their first enrollment opportunity, the benefits under the City plan will be offset for any benefits which would have been payable under Medicare Parts A and B had such person made a timely enrollment for Medicare as described in this paragraph. (Note that this

provision does not apply to younger spouses that elect continued coverage following the retired person's age off the City plan.).

- F. City's Right to Select Vendors/Self Insure
The City shall have the right to select the plan vendors and/or to self-insure the plan.
- G. Health Care Cost Containment Committee
The parties agree to establish a joint labor/management committee on health care cost containment. The committee will be made up of two members from the bargaining unit and two members from the City.
- H. Internal Revenue Service Section #125 Plan
Employees may participate in an Internal Revenue Service Section #125 salary reduction reimbursement plan.

The City agrees to credit and pay for all of the pension costs on the salary, which is put into the Section #125 Plan. This payment does not include any F.I.C.A. payments to Social Security. All employee medical benefit plan contributions due the plan may be taken as a pre-tax deduction from employee's paychecks when participating in the IRS Section #125 Plan.
- I. Retiree Medical Benefit Plan Coverage – Normal Service
Covered retirees shall pay the same monthly rate contributions as are in effect for active employees as modified from time to time through collective bargaining.
- J. Retiree Medical Benefit Plan - Duty Disability Pension
Covered employees shall pay the same monthly rate contributions in effect for active employees as modified from time to time through collective bargaining.
- K. Retiree Medical Benefit Plan - Non Duty Disability Pension
Eligible employees who are participants in the City's medical benefit plan who retire and receive a non-duty disability pension shall receive the same contributions on the same basis as is in effect for active employees.
- L. Retiree Medical Benefit Plan - Long Term Disability Insurance (LTDI)
Effective January 1, 2002, full time eligible employees who are participants in the City's medical benefit plan and who qualify and receive Wisconsin Retirement System (WRS) Long Term Disability Insurance shall receive the same contribution rates as is in effect for active employees.
- M. Medical Benefit Plan Coverage While on Income Continuation Insurance
Full time employees who are participating in the City's medical benefit plan and are receiving the Income Continuation Insurance (ICI) benefit as identified in Article 6 shall receive the same medical benefit plan contributions as in effective for active employees. Years of service for medical benefit plan coverage while on income continuation insurance is not negotiable, and is defined in the Medical Benefit Plan Master Plan Document.

**ARTICLE 5
LIFE INSURANCE**

A. Benefits

The level of benefits in effect as of January 1, 1992 shall be maintained.

B. Eligibility

Employees become eligible for life insurance on the first day of the month following six (6) complete calendar months of employment. Employees with prior Wisconsin Retirement Service (WRS) may qualify for coverage sooner.

C. Coverage Available

Employees may select insurance for themselves and their spouse and dependents as follows:

1. Basic:

This plan provides term insurance to each eligible Wisconsin Retirement System participant. The amount of insurance in force for the employee is equal to the amount of earnings reported to the WRS in the previous calendar year rounded up to the next higher thousand.

2. Additional - Units I, II, III:

This plan is available to individuals covered by the Basic Plan. The amount of each Unit of Additional Life Insurance is only available at one hundred percent (100%) of the employee's previous calendar year earnings reported to the WRS, rounded to the next higher thousand. Additional coverage for retired employees' ceases at age 65. For working employees, Additional Plan coverage continues past age 65, until retirement or age 70, whichever comes first.

3. Spouse and Dependent:

This plan, available to individuals covered by the Basic Plan, provides term insurance for an employee's lawful spouse and/or dependents.

A. Schedule I: The spouse is insured for \$10,000; dependents are insured for \$5,000 each.

B. Schedule II: This allows the employee to increase coverage for his/her spouse to \$20,000 and \$10,000 for each dependent. In the event of the spouses/dependent's death, the employee is the beneficiary. Where both parents have coverage on a dependent, a death benefit will be paid for each coverage.

4. Supplemental

Supplemental life insurance is available to individuals covered by the Basic Plan. The amount of supplemental insurance is only available at one hundred percent (100%) of the employee's previous calendar year earnings reported to the WRS, rounded to the next higher thousand. Supplemental coverage for retired employees ceases at age 65. For working employees, supplemental coverage continues past 65, until retirement or age 70, whichever comes first.

D. Cost of Insurance

All employees who are eligible and elect to participate in the Basic group life insurance program, shall pay one (1) cent per thousand per month for each thousand dollars worth of coverage for which they are eligible by reason of eligible earnings. The City shall contribute the balance. Employees that elect Additional, Supplemental and/or Spouse and Dependent coverage shall pay the complete premium for such insurance.

E. Administration

The life insurance benefits described above shall be administered in accordance with State Statute # 40.03 (6)(b) and applicable State of Wisconsin, Employee Trust Fund rules and regulations. The State of Wisconsin - Employee Trust Fund (ETF) may at any time change the eligibility criteria, levels of coverage available, and the cost of such insurance. Any increase and/or decrease in the cost of Additional and Spouse & Dependent insurance will be at the expense of the employee.

F. Change of Carrier

The City may select the carrier for the life insurance program and change carriers from time to time, provided that the level of benefits are equal to or greater than the level of benefits in effect January 1, 1992.

G. Life Insurance Coverage for Eligible Retirees at Age 66

Basic life insurance coverage for eligible retirees who retire after the effective dates (established in accordance with State Statute #40.03 (6)(b) and applicable State of Wisconsin Employee Trust Fund rules and regulations) shall remain at fifty percent (50%) at age 66.

ARTICLE 6 INCOME CONTINUATION INSURANCE

A. Benefits

The City will continue the present income continuation insurance program as provided by the State of Wisconsin, Employee Trust Fund until at least December 31, 1992, and shall continue it thereafter unless the parties in the joint labor management committee mutually agree to substitute another benefit or special incentive in its place. The recommendations of this committee must be approved by the full Common Council and the full union membership pursuant to its constitution and bylaws, before any changes are implemented

B. Cost of Insurance

The City's premium contribution shall be limited to the employer's share of the cost as authorized by Wisconsin State Statute # 40.61 and 40.62.

C. Change of Carrier/Self Insurance

The City reserves the right to self-insure and/or select the carrier for the present level of benefits.

D. Use of Benefits While on Leave of Absence

Employees electing to use Income Continuation Insurance benefits must do so in compliance with the City's leave of absence policy, which is consistent with both the State and Federal Family Medical Leave Act.

E. Administration

The benefits described above shall be administered in accordance with applicable State of Wisconsin, Employee Trust Fund rules and regulations. The State of Wisconsin - Employee Trust Fund (ETF) may at any time change the eligibility criteria, benefit levels, and the cost of such insurance.

ARTICLE 7 CHECK-OFF

The City shall deduct union dues from the wages of employees that authorize such payroll deductions. The City is to be saved harmless by the union in the event of any legal controversy involving this provision.

ARTICLE 8 WORK WEEK

The workweek for firefighters on a platoon system assignment shall be 204 hours in 27 days.

The work period shall be accomplished as follows:

- A. One 24 hour duty period.
- B. One 24 hour rest period for three consecutive duty/rest periods.
- C. Three 24 hour rest periods completing the cycle.

Firefighters not assigned to the platoon system shall work on an eight- (8) hour day, forty (40) hour week with a thirty (30) minute lunch period. Such workday shall encompass eight (8) hours daily.

The City shall not be liable for overtime resulting from exchange of work hours. If the City is not subjected to the provisions of the Fair Labor Standards Act and as a result would not be required to pay overtime on the present work schedule, the work week provisions shall be immediately reopened for purposes of negotiating a new schedule.

In the event that a four- (4) ten- (10) hour day workweek is established, all benefits shall be prorated accordingly. i.e. employees must liquidate ten hours of sick leave, vacation on such days. Holiday pay would be paid at 8 hours, for which the employee would be required to work the remaining two (2) hours or take paid vacation within the same workweek. Bereavement leave shall not exceed the maximum hours per incident as defined in Article 9 (i.e. employee eligible for 3 work days shall not exceed 24 hours).

DUTY DAY

Duty day for firefighters on a platoon system are as follows:

Weekdays: Monday through Friday. The standard duty day starts at 0800 hours and ends at 1600 hours. A one (1) hour lunch period is provided between 1200 hours and 1300 hours. After 1600 hours, the remainder of the shift shall be on standby. Exclusive of response to emergency calls and those duties essential to restoring department equipment and property to a proper condition of readiness for emergency conditions.

Saturdays and Sundays: The standard duty day starts at 0800 hours and ends at 1200 hours. After 1200 hours, the remainder of the shift shall be on standby. Exclusive of response to emergency calls and those duties essential to restoring department equipment and property to a proper condition of readiness for emergency conditions.

Holidays: The standard duty day starts at 0800 hours and the entire shift shall be on standby, Exclusive of response to emergency calls and those duties essential to restoring department equipment and property to a proper condition of readiness for emergency conditions.

Management reserves the right to hold drill or training sessions as it deems necessary. When these drill or training sessions fall outside the designated standard duty day, the City will provide an equal amount of standby time during the standard duty day. Providing equal amount of standby time will be administered prior to or after the drill or training session is performed.

ARTICLE 9 BEREAVEMENT

A. Benefit

In the event of a death in the employee's priority family, the employee will be allowed time off without loss of pay or sick leave credits. Such paid funeral leave shall be used from the day of death up to and including the day after the funeral, but not to exceed three (3) platoon work days for those assigned to the platoon work schedule and not to exceed five (5) eight (8) hour work days for those assigned to the forty (40) hour week.

For employees assigned to a four (4) ten (10) hour workweek, bereavement leave is not to exceed 40 hours for a priority family member. Eight (8) hours of bereavement leave will be available for immediate family members as defined in paragraph C.

Employees are required to provide documentation of death and funeral/proceedings for bereavement leave.

B. Priority Family

Priority family shall be defined as the employee's parent, step-parent, legal spouse, or child (biological, adopted, foster, or step-child).

C. Immediate Family

Immediate family shall be defined as the employee's legal guardian, brother or sister, mother-in-law or father-in-law.

D. Other-Relatives

In the event of a death of either the employee's, or the employee's spouse's grandparent or grandchild, brother-in-law, sister-in-law, or great grandparent, or the employee's aunt or uncle, funeral leave will be authorized not to exceed one (1) day for absence on the day of the funeral; however, such hours shall not be deducted from accumulated sick leave credits. An additional shift day may be authorized by management if individual circumstances warrant.

E. F.L.S.A. Overtime

The parties agree that the use of approved funeral leave as described in this article shall be counted as "hours worked" for the purposes of computing F.L.S.A. overtime.

F. No Benefit While Absent

No paid funeral leave will be allowed if the employee is on vacation, sick leave for illness, lay off, or any other paid or unpaid leave of absence.

ARTICLE 10 EMPLOYEE SICK LEAVE

Employees of the Fire Department shall be governed by the following for the purpose of sick leave only; the following definitions are established.

Shift/Day: A shift day is construed as being 24 hours, normally consisting of the hours between 8 a.m. of one working day and 8 a.m. of the following day.

Employees of the Fire Department must receive pay from the City for a minimum of three (3) shift days or ten (10) day shifts in a calendar month to earn sick leave. Employees of the Fire Department shall accumulate .75 shift days of sick leave, which shall be credited to them for each month of employment. The sick leave credits shall be cumulative to a maximum of 80 shift days.

For platoon employees, sick leave may accumulate to a maximum of eighty-nine shift days (89). Any unused sick days over the eighty (80) day cap, to a maximum of eighty-nine (89) days, will be paid out to the employee on the first pay period of January at a rate of fifty (50%) percent of the unused sick accumulation. When the employee reaches the eighty (80) day cap and receives fifty percent (50%) pay for up to the eighty-nine (89) day maximum, the employee will revert back to the cap of eighty (80) days as of the first of January. As an example, if an employee maintains the cap of eighty-nine (89) days and goes the entire year without using any sick days the same employee will receive four and a half (4.5) shift days payout the first pay period of January. The parties agree to evaluate the results of this program at the end of each calendar year.

For day shift employees, sick leave may accumulate to a maximum of 1,525.75 hours. Any unused sick days over the cap of 1,371.43 hours, will be paid out to the employee on the first pay period of January at a rate of fifty (50%) percent of the unused sick accumulation. When the

employee reaches the cap of 1525.75 hours and receives fifty percent (50%) pay for up to the 1,525.75 hours maximum, the employee will revert back to the cap of 1,371.43 hours as of the first of January. As an example, if an employee maintains the cap of 1525.75 hours and goes the entire year without using any sick days the same employee will receive 77.16 hours of payout the first pay period of January. The parties agree to evaluate the results of this program at the end of each calendar year.

The accumulated sick leave may be used for any bonafide illness or injury excepting those compensated for under the Wisconsin Worker's Compensation Act, and except authorized leaves as to injuries or illnesses incurred by employees engaged in such outside employment or business.

All sicknesses or injuries of over three days duration must be verified by a physician's certificate. This certificate must state the kind or nature of the illness or injury and that the employee has been incapacitated for work for said period of absence. The City reserves the right of reasonable independent medical examination at City's expense.

Where sick leave abuse is suspected the City reserves the right to require acceptable medical substantiation, including a general diagnosis, for any and all absences including those of two (2) or less workdays for day shift employees, or those of forty-eight (48) hours or less for platoon employees. This requirement shall remain in effect for one (1) year, and may be extended by the Fire Chief for non-compliance. The exercise of this right shall only be implemented after the employee has received a written reprimand, following a documented verbal warning. It is understood that in blatant cases of abuse these progressive steps may be skipped. It is further understood that non-compliance shall result in loss of sick leave pay and possibly further discipline.

While receiving compensation for sick leave no employee shall perform any outside service for compensation during any of the period in which they are being so compensated and this period is determined as covering the time from when employee commences sick leave pay until they report their availability for active duty; this provision to be effective regardless of whether work days or off days are involved.

Payment of accrued sick leave shall be made only for illnesses, injuries or disease occurring on or carrying over to regularly assigned shift days.

Day employees may use up to three (3) days of accumulated sick leave credits in each year for personal business provided, however, that employees shall notify their supervisor at least twenty four (24) hours prior to the time off requested. Use of personal business time shall be deducted from the employee's sick leave bank. Employees who have not accumulated sick leave shall not be entitled to such time off.

Platoon employees may use up to 24 hours (in blocks of no less than 8 hours) of accumulated sick leave credits for personal business. Use of personal business shall be deducted from sick leave accumulation. Employees who have no accumulated sick leave shall not be entitled to such time off. Probationary employees may be authorized personal business after six (6) months of service.

No more than two (2) platoon employees will be guaranteed personal business time, department wide, between the hours of 0800 and 2000, excluding holidays. Additional requests for personal business may be granted if staffing allows. If staffing allows, blocks of 24 hours of personal

business time will be granted provided 24 hours notice has been given. Requests for 24 hours of personal business, which are made with less than 24 hours notice, may be granted at management's discretion. Personal business time cannot be requested more than 48 hours in advance. All personal business requests will be granted on a first come, first served basis.

Retirement payout:

A. Effective July 1, 2013:

At the retirement of an employee hired prior to July 1, 2013, the City will make a lump sum payment to the retiring employee equal to thirty-nine percent (39%) of the accrued, but unused, sick leave on record at the time of retirement. Such payment should be according to Wisconsin Statutes Section 40.02 (22)(b)(6) concerning single cash sum payments.

At retirement of an employee hired on or after July 1, 2013, the City will make a lump sum payment to the retiring employee equal to seventy percent (70%) of the amount of accrued but unused sick leave on record at the time of retirement.

Death benefit:

Upon death, the City will make a lump sum payment to the deceased employee's estate equal to thirty-nine percent (39%) of the amount of accrued but unused sick leave at the time of death.

**ARTICLE 11
WORKER'S COMPENSATION**

In addition to the usual statutory Worker's Compensation benefits, employees of the Department injured while on duty and eligible for Worker's Compensation benefits pursuant to Wisconsin Statutes shall be entitled to full salary during the healing period or period of temporary total disability. In all Worker's Compensation cases, including those involving a third party liability under the Worker's Compensation laws, the Wisconsin Statutes shall apply.

**ARTICLE 12
MILITARY LEAVE OF ABSENCE**

A. Benefit - Short Term Leave

Employees who are duly enrolled members of the National Guard, State Guard or any other organized reserve component of the Armed Forces of the United States, shall be allowed a military leave of absence which has been ordered, not to exceed three (3) calendar weeks for 40 hour employees, and eight (8) shift days for platoon employees. Such time shall be in the calendar year in which so ordered. A copy of orders requiring attendance at military training sites shall accompany all requests for a military leave of absence. Military leave shall be in addition to any other authorized leaves.

B. Compensation Offset

Employees who are authorized military leave as outlined above, shall suffer no loss of straight time pay during such leave. The City shall pay the difference between the employee's military base pay, excluding quarters, rations, and travel allowances, and the employee's regular City straight time rate of pay if the military pay is less than City pay. Upon returning to City duty, the

City will provide an offset to the employee taking military leave upon receipt of their military pay stub. To receive the offset, the employee must provide their military pay stub to Human Resources within thirty (30) days from the date in which the employee returns to City employment. The compensation offset is provided for annual military training, not weekend drills.

C. Benefit - Long Term

Long term military leave may be granted to employees who are duly enrolled members of the National Guard, State Guard or any other organized reserve component of the Armed Forces of the United States. Such leave is without pay or benefits and may only be available to permanent employees who volunteer for military service during a national emergency.

Employees on long term military leave (more than 180 days) who do not accept reappointment with the City at their same or comparable jobs within ninety (90) days from the date of their release from active duty, shall be deemed to have resigned from the City's employ.

Employees seeking reinstatement of their former status must submit a copy of their honorable discharge or its equivalent to the Director of Human Resources.

D. Application of State and Federal Laws

The City will comply with all state and national laws relating to employees in reserve or active military service, including the Federal Uniformed Services Employment and Reemployment Rights Act (USERRA).

ARTICLE 13 PENSIONS - WISCONSIN RETIREMENT SYSTEM

Employees hired prior to July 1, 2011: The City will pay the total employee contribution required by the Wisconsin Retirement System pursuant to Chapter 40 of the Wisconsin State Statutes.

Employees hired on or after July 1, 2011 will contribute one-half of the total actuarially required contribution for general municipal employees to the Wisconsin Retirement System per Wisconsin Statutes.

ARTICLE 14 WAGES AND SALARY SCHEDULE

A. Salary Schedule

Effective January 12, 2018, all firefighters shall receive a two and a half percent (2.5%) wage increase.

Effective January 12, 2018, all engineers and specialists shall receive a three and a half percent (3.5%) wage increase.

Effective January 12, 2018, all officers and facilities maintenance mechanics shall receive a four and a half percent (4.5%) wage increase.

Effective January 11, 2019, all firefighters shall receive a two and a half percent (2.5%) wage increase.

Effective January 11, 2019, all engineers and specialists shall receive a three and a half percent (3.5%) wage increase.

Effective January 11, 2019, all officers and facilities maintenance mechanics shall receive a four percent (4%) wage increase.

Effective January 10, 2020, all covered positions shall receive a two percent (2%) wage increase.

Effective the first full payroll after July 1, 2020, all covered positions shall receive a one percent (1%) wage increase.

Effective the first full payroll after January 1, 2021, all covered positions shall receive a three percent (3%) wage increase.

Bargaining unit members assigned to practice as a paramedic by the Chief and approved by the Medical Director shall receive an additional five percent (5%) of the base wage rate.

The Accreditation Manager shall receive an additional two percent (2%) of the base wage rate.

EMT certification and maintenance of such certification is required as a condition of employment. The City shall pay the bi-annual EMT recertification fee, related cost and applicable overtime if required. Employees shall attend monthly EMT recertification training as required by the department, which will be provided at least twice a month. Time trades and personal business days may be approved by the Fire Chief with the condition that the employee must attend the EMS module on their own time if the trade or personal business day conflicts with the scheduled EMT training. Failure to pass the exam will not result in disciplinary action, however the employee will be required to retake the exam until successful.

A commercial driver's license (CDL) and maintenance of said licensure is required in order to drive a department vehicle with air brakes. If a firefighter's, who was hired on or after January 1, 2018, job duties include driving a department vehicle with air brakes, a CDL is required as a condition of employment.

B. Pay Step Advancement (Steps A through E) For Employees Hired after Oct. 1, 1994

An employee shall progress from Step A to E each year on the anniversary date of their appointment to the department.

C. Specialty Teams

An employee who is a member of the Hazardous Materials Team, Water Rescue/Dive, USAR, or TEMS specialty teams shall receive an additional one percent (1%) of the base wage rate. Employees on two or more specialty teams shall receive an additional one-half percent (.5%) of the base wage rate. Specialty team leaders for Hazardous Materials, Water Rescue/Dive, USAR, and TEMS shall receive an additional two percent (2%) of the base wage rate. The Type II

Hazardous Taskforce Team Coordinator shall receive an additional one and one-half percent (1.5%) of the base wage rate. The Type II Hazardous Taskforce Team Trainer shall receive an additional three percent (3%) of the base wage rate. The Type II Hazardous Taskforce Monitoring Equipment Technician shall receive an additional two and one-half percent (2.5%) of the base wage rate. Type II Hazardous Taskforce members shall receive double time while at monthly Level A training sessions and when responding to Level A emergencies. It is understood that all assignments to and removals from specialty teams are the decision of management.

D. Longevity Step Advancement (Steps F through I)

Longevity steps are included in the Salary Schedules and are computed as follows:

1. At Step F, the hourly rate shall be three percent (3%) higher than Step E. Step F is effective on the anniversary date after the employee has served ten (10) years in the department.
2. At Step G, the hourly rate shall be six percent (6%) higher than Step E. Step G is effective on the anniversary date after the employee has served fifteen (15) years in the department.
3. At Step H, the hourly rate shall be nine percent (9%) higher than Step E. Step H is effective on the anniversary date after the employee has served twenty (20) years in the department.
4. Step I hourly rate shall be twelve percent (12%) higher than Step E. Step I is effective on the anniversary date after the employee has served twenty-eight (28) years in the department.

E. Out of Rank Assignments

The City will pay a Firefighter assigned to work as an Engineer an out of rank daily premium of \$15.00 per day. This does not include drivers of Rescue 2 and Rescue 3 units. The City will pay an Engineer or a Firefighter assigned to work as a Lieutenant an out of rank daily premium of \$30.00 per day. The City will pay a Lieutenant assigned to work as a Captain an out of rank daily premium of \$40.00 per day. The City will pay a Captain assigned to work as a Battalion Chief an out of rank daily premium of \$50.00 per day. Daily premiums shall be paid if the assignment to work out of classification is for at least four (4) hours. If a Lieutenant is assigned to work as Captain in a different house, the Lieutenant assigned to work as Captain shall receive the out of rank daily premium. If a Lieutenant is assigned to work as a Captain in his/her regularly assigned house for a period in excess of 90 calendar days, the Lieutenant shall receive the out of rank daily premium starting on the 91st day. An employee is eligible for only one (1) out of rank assignment on a day. Only one (1) out of rank assignment premium will be paid for a position for a day (to the employee first assigned). Whether an out of rank assignment is made and, if made, the selection of the bargaining unit member for the out of rank assignments shall be by management.

F. Direct Deposit of Paycheck

Direct deposit of paychecks shall be a mandatory condition of employment.

G. Established Committees

All employees serving on an established committee shall be paid for one (1) hour, or actual hours worked, whichever is greater.

H. Simultaneous Positions

Assistant Mechanic, EMS Trainer, or Computer Trainer assignments shall be made at the discretion of the Chief regardless of rank. In the event anyone other than a Firefighter serves as an Assistant Mechanic, EMS Trainer, or Computer Trainer, s/he shall receive a premium of two percent (2%) of their base wage rate.

ARTICLE 15 VACATION

Employees shall receive with pay according to the following schedule.

Those employees assigned to the platoon system shall receive:

1. Three (3) consecutive shift days after one (1) year of continuous service.
2. Six (6) consecutive shift days after three (3) years of continuous service.
3. Nine (9) consecutive shift days after seven (7) years of continuous service.
4. Twelve (12) consecutive shift days after fourteen (14) years of continuous service.
5. Fifteen (15) consecutive shift days after twenty (20) years of continuous service.
6. Sixteen (16) consecutive shift days after twenty-six (26) years of continuous service.
7. Seventeen (17) consecutive shift days after twenty-eight (28) years of continuous service.
8. Eighteen (18) consecutive shift days after thirty (30) years of continuous service.

Those employees assigned to a 40-hour weekly schedule shall receive:

1. One (1) week after one (1) year of continuous service.
2. Two (2) weeks after three (3) years of continuous service.
3. Three (3) weeks after seven (7) years of continuous service.
4. Four (4) weeks after fourteen (14) years of continuous service.
5. Five (5) weeks after twenty (20) years of continuous service.
6. Twenty-six (26) days after twenty-six (26) years of continuous service.
7. Twenty-seven (27) days after twenty-seven (27) years of continuous service.
8. Twenty-eight (28) days after twenty-eight (28) years of continuous service.

9. Twenty-nine (29) days after twenty-nine (29) years of continuous service.

10. Six (6) weeks after thirty (30) years of continuous service.

Time off without pay may result in pro-rated vacation accrual for the following year.

When an employee's service to the City is terminated by retirement or resignation, he/she shall receive pay for his/her unused earned vacation and prorated vacation pay for the current year of employment. However, no prorated vacation shall be paid to employees who terminate employment before reaching their first anniversary date, or who are terminated as a result of disciplinary actions.

Vacation credits shall be prorated on the basis of 1/12th of the employee's earned vacation for each month of employment calculated from his/her last anniversary date to the termination date.

The approval and scheduling of vacation shall be the responsibility of the Fire Chief; however, vacations shall be scheduled by seniority whenever possible. The vacation scheduling should be completed by the first week in December.

Due to the fact that the Fire Department needs to schedule vacations in the preceding year, the possibility exists that a first year employee may be required to take a vacation prior to their anniversary date. In this event, if the employee separates employment with the City, vacation taken prior to the employee's anniversary date will be withheld from their last paycheck.

ARTICLE 16 OVERTIME

Employees subject to this agreement shall be paid for all work over 204 hours in a 27 day work period at time and one-half.

Time not worked shall be exempt from the overtime calculations of the pay period in accordance with the Fair Labor Standards Act. However, employees subject to this agreement will be compensated at time and one-half for hours worked over and above their normal work schedule.

The 27 day work period shall be established on a date at the beginning of the work cycle nearest April 15, 1986.

ARTICLE 17 HOLIDAYS

A. Benefits

All employees of the Fire Department on the platoon work schedule shall receive holiday pay for eleven (11) holidays without regard to whether they fall on days of work or not. Pay for such holidays shall consist of twelve (12) hours for those on the platoon work schedule and eight (8) hours for those on the 40-hour work schedule.

The holiday pay as provided herein shall be allowed for the following holidays: New Year's Day, Martin Luther King Day, Spring Holiday (Friday before Easter), Memorial Day,

Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve. Those employees scheduled to work on any of the above named holidays shall receive time and one-half for all hours worked on the holiday plus twelve (12) hours additional holiday pay at straight time rates.

B. Holidays - Forty Hour Employees

In the event that any of the above mentioned holidays fall on a Saturday the City shall celebrate the holiday on Friday and if the holiday falls on a Sunday, the next following Monday shall be designated as the holiday for those employees assigned to the forty (40) hour work week. Employees will be allowed time off with pay whenever possible. If required to work, such employee's shall receive time and one-half (1 1/2) for up to eight (8) hours of work on a designated holiday.

Should an employee be assigned a work schedule of four (4) ten (10) hour days, the employee will be entitled to eight (8) hours of holiday pay for the designated holidays. Employee will be required to work the remaining two (2) hours in the same workweek or take paid vacation.

C. Holiday Pay Eligibility Rules - Platoon and Forty-Hour Employees

In order to be eligible for holiday pay, qualified employees must work the full shift on the employee's last scheduled workday prior to the holiday and such employee must further work the full shift on the first regularly scheduled workday after the holiday. For purposes of this paragraph, use of accrued vacation, sick leave, personal business days, bereavement leave, and time trades will be considered hours worked for holiday eligibility.

ARTICLE 18 CLOTHING ALLOWANCE

A. Benefit

A clothing allowance in the amount of four hundred twenty-five dollars (\$425.00) per year will be authorized for each employee covered under this agreement. Such allowance is payable on the first payday of each year.

For the uniform allowance to be non-taxable income the employee shall report by November 1st, on a form approved by the City, all receipts for uniform purchases and maintenance. Such form must be turned into the Finance office and will result in non-taxable wages.

B. New Employees

New hires will receive a uniform allowance of 50% of the uniform allowance in effect for current employees on their first payroll check and the other 50% on the first payroll check following completion of six months of employment.

In addition to the clothing allowances authorized herein, all new employees of the Department shall receive a one time only payment of one hundred dollars (\$100.00) towards the purchase of a dress uniform. A dress uniform allowance in a sum not to exceed one hundred dollars (\$100.00) shall be paid to the employee at the end of their probationary period upon presentation of a paid invoice for the approved uniform.

C. Damage to Eyeglasses and Personal Items

Eyeglasses, damaged or lost, involving a job related incident, shall be repaired or replaced by the City for an amount not to exceed two hundred and fifty dollars (\$250.00). Lost and damaged personal items or uniforms involving a job-related incident, shall be repaired or replaced by the City for an amount not to exceed one hundred dollars (\$100.00) per item, pro-rated provided proof of loss is furnished and there is a report substantiating the incident. If at any time the City receives restitution through the courts or other sources which exceeds the above stated amounts, the employee shall additionally receive the difference between the applicable above stated amount and the amount actually received.

D. Firefighters shall not wear official City of La Crosse Fire Department shirts, hats or jackets while off-duty with the exception of incidental stops for convenience (gas, grocery stores, pharmacy, etc.) immediately preceding or following the employee's work shift, or for honor guard, parades, funeral activities, department interviews, or while appearing before governmental bodies. At no time is a firefighter permitted to consume alcoholic beverages while wearing official City of La Crosse Fire Department shirts, hats or jackets, or be in a place where alcoholic beverages are served except for the annual Union dance or while in the dining room of a restaurant.

ARTICLE 19 RECALL/CALL IN TIME

A. Recall

In the event that an employee is recalled to duty after having left the premises they shall receive a minimum of three (3) hours pay, or pay for actual hours worked whichever is greater. Such pay shall be considered hours worked for the purposes of calculating overtime.

The above stated policy shall apply uniformly to all employees with the exception of the following titled positions: Computer Trainer, EMS Trainer and core team leaders. These positions may be paid recall time on an as worked basis provided the recall time is for a title specific meeting that is scheduled no less than 24 hours in advance. A minimum of one (1) hour pay, or pay for actual hours worked, whichever is greater, shall be paid to the affected parties. Such pay shall be considered hours worked for the purposes of calculating overtime.

B. Call In - Abutting Shift

An employee called in to work early less than three (3) hours prior to the start of their regular shift shall receive pay for actual hours worked and the three (3) hour guarantee cited above shall not apply. However, such pay shall be considered as hours worked for the purposes of calculating overtime.

ARTICLE 20
CESSATION OF SERVICE CLAUSE

It is understood that the services performed by the Fire Department employees included in this agreement are essential to the public health, safety and welfare. They agree that there shall be no interruption in service nor shall there be any slowdown or other interference with the performance of service during the term of this Agreement.

ARTICLE 21
RESERVATION OF RIGHTS

The City retains all of the rights, powers and the authority exercised or had by it prior to the time that the Union became the Collective Bargaining Representative of the employees here represented except as specifically limited by express provisions of this agreement. The powers, rights and/or authority herein claimed by the City are not to be exercised in a manner that will undermine the Union or as an attempt to evade the provisions of this agreement or to violate the spirit, intent or purposes of this agreement. It is, therefore, agreed that except as otherwise specifically provided herein, the Management of the City of La Crosse Fire Department and the direction of the work force, including but not limited to the right to hire, to decide initial job qualifications, to lay off for lack of work or funds, to abolish positions, to make reasonable rules and regulations governing conduct and safety, to determine schedules of work, to establish and implement new job descriptions, subject to impact bargaining, to subcontract work, except for emergency medical services and fire protection service work that has historically been performed by the members of the bargaining unit, together with the right to determine the methods, processes and manner of performing work, are vested exclusively in Management.

New rules or changes in rules shall be posted in each Fire Station fourteen (14) calendar days prior to their effective date unless an emergency requires a more rapid implementation of the rule.

ARTICLE 22
JURY DUTY AND COURT APPEARANCE

A. Jury Duty

The City employee is subject to jury service in the same manner as other citizens. No salary deduction is made during such service, but all jury fees received for jury duty during working hours must be paid to the City Treasurer Department, and a copy of the receipt shall be filed with the City Clerk. Jurors, when not assigned to cases, must report to their regular work for the remainder of the day. Such duty shall be recorded on the payroll by the department head.

B. Court Appearances

In the event an employee is subpoenaed to testify in court regarding a work-related incident, provided such subpoena has been authorized by the Fire Chief, the subpoenaed employee shall receive time and one-half for time spent in court, and further provided that the employee is not on a regularly scheduled work day.

**ARTICLE 23
RESIDENCY REQUIREMENT**

The City of La Crosse follows state law regarding residency requirements. Section 66.0502(4)(b), Wis. Stats., states, “A local governmental unit may impose a residency requirement on fire personnel that requires such personnel to reside within fifteen miles of the jurisdictional boundaries of the City. . . .” If the City elects to enforce this provision, incumbent employees would be grand-fathered and would not be impacted. If implemented, the residency requirement would only be applicable to candidates hired after the implementation date.

It is understood that compliance with the domicile/residency requirement is a condition of employment. In cases where non-compliance is proven it shall result in termination of employment.

**ARTICLE 24
LIMITATIONS ON DISCIPLINARY LANGUAGE**

- A. Any and all oral (documented) reprimands may be removed at the employee’s request from the employee's file three (3) years after the date of the reprimand.
- B. It is the intention of the parties that any memorandum notation or disciplinary action hereby removed from an employee's file shall not be used in any future disciplinary action.
- C. The City shall not, warn, suspend, demote, and/or discipline or discharge any employee except for just cause. If the City warns, suspends, demotes and/or discharges an employee for just cause, the City shall notify to the recording secretary of the Union at the same time such action was taken.

**ARTICLE 25
SAVINGS CLAUSE**

This agreement is subject to amendment, alteration or addition only by a subsequent written agreement between and executed by the City and the Union where mutually agreeable. The waiver of any breach, term or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.

**ARTICLE 26
TRAINING OPPORTUNITIES AND EMPLOYEE DEVELOPMENT**

The parties agree that staff training is essential to develop employee skill sets to meet the future needs of the Fire Department. It is further agreed that all off duty training assignments to bargaining unit employees, approved in advance by the Fire Chief, shall be compensated at applicable overtime rates. Training opportunities in the Fire Department will be made available to bargaining unit members so that new techniques, ideas and technological advancements and employee development can be brought back and shared with other department members. The Fire Chief shall maintain a posting location on the Fire Department intranet website. Posted training shall include the subject, location, date, time and eligible employee classifications. Interested bargaining unit members may submit their name for consideration at the same website.

Bargaining unit members assigned by the Fire Chief to posted training opportunities shall be eligible for travel costs, tuition, per diem for food and lodging, and overtime if scheduled during off duty time. Employees so assigned shall successfully complete all course requirements. Local 127 members may request that additional training be considered for posting by notifying the Fire Chief with details and support information in writing. Requesting additional training postings does not give preference to requesting employee.

Training expenses to be taken from this fund shall include course tuition, books, per diem for food & lodging, overtime for training and backfill if scheduled during off duty. These funds are for the purpose of funding all training for Local 127 members excluding core team training described in the letter dated October 20, 1997 and addendum, EMT recertification, and training that is reimbursed from outside sources.

A training committee shall be established to review progress of this program, including training requests, approvals and current fund balance. The committee shall consist of 2 members of Local 127, the Fire Chief and the Division Chief of Training, or their designee.

It is understood that any overtime compensation paid to employee on approved training shall be limited to an 8 hour workday. Fire Academy training of one (1) week or more may result in employee's work schedule being changed to a 40 hour work week as applicable and will not result in a loss of earnings for the week.

ARTICLE 27 TUITION REIMBURSEMENT

Employees shall be eligible for tuition reimbursement for college level courses related to their occupation as approved by the Fire Chief and the Director of Human Resources. The maximum citywide pool of money for this purpose is \$15,000 each year, with an individual maximum in accordance with the Tuition Reimbursement policy (see attached).

ARTICLE 28 FAMILY AND MEDICAL LEAVE

Employees covered by this agreement are eligible for Family and Medical Leave in accordance with the City's policy as amended from time to time. It is understood by both parties that any amendments/changes in the aforementioned City's policy will be consistent with changes in the Federal and State laws.

ARTICLE 29 LEAVE OF ABSENCE

The Fire Chief may, with the approval of the Director of Human Resources, grant an employee a leave of absence without pay for good reason when the employee's services can be spared without detriment to the interest of the City. It is understood that leaves of unpaid absences under this clause will not be granted where employees have existing appropriate leave balances. Such leave shall not exceed thirty (30) days unless unusual circumstances are evident. The use of applicable paid leave in conjunction with leaves of absence for family and medical reasons will be administered in accordance with applicable State and Federal laws.

Leave taken without pay may result in pro-rated vacation accrual for the following year. It is understood that pro-ration shall take into consideration “total hours” paid in the previous calendar year, i.e. for day shift employees 2080 hours equals one (1) full year. Approval of unpaid leave for union business shall be considered hours paid for the purposes of computing vacation and sick leave accruals.

ARTICLE 30

REASONABLE SUSPICION DRUG AND ALCOHOL POLICY AND PROCEDURES

The procedures outlined in this document for drug and alcohol testing shall be covered by all applicable articles of the labor agreement between the City of La Crosse Fire Department and the La Crosse Fire Fighters, Local 127, IAFF.

Section 1. Policy: The City of La Crosse Fire Department and the La Crosse Fire Fighters, Local 127, IAFF, recognize the drug use by employees would be a threat to the public welfare and the safety of department personnel. It is the goal of this policy to eliminate or absolve illegal drug usage through education and rehabilitation of the affected personnel. The possession, use or being under the influence of alcoholic beverages or unauthorized drugs shall not be permitted at the Employer’s work sites and/or while an employee is on duty.

Section 2. Informing Employees About Drug and Alcohol Testing: All employees shall be fully informed of the Fire Department’s drug and alcohol testing policy. Employees will be provided with information concerning the impact of the use of alcohol and drugs on job performance. In addition, the employer shall inform the employees on how the tests are conducted, what the test can determine and the consequences of testing positive for drug use. All newly hired employees will be provided with this information on their initial date of hire. No employee shall be tested before this information is provided to him/her. Employees who voluntarily come forward and ask for assistance to deal with a drug or alcohol problem shall not be disciplined by the employer. Prior to any testing, the employee will be required to sign the attached consent and release form. No disciplinary action will be taken against an employee unless he/she refuses to sign the consent and release form, refuses to take a drug/alcohol test, refuses the opportunity for rehabilitation, fails to complete a rehabilitation program successfully, or again tests positive for drugs/alcohol within two (2) years of completing an appropriate rehabilitation program.

Section 3. Employee Testing: All Active fire protective employees, including management, shall be subject to random drug and alcohol testing. Testing shall be limited to one (1) sworn officer per month and shall be conducted by a laboratory and by a physician or health care professional qualified and authorized to administer and determine the meaning of test results. The laboratory performing the test shall be one that is certified by the National Institute of Drug Abuse (NIDA). The laboratory shall test for only the substances and within current limits for the initial and confirmation test as provided within the NIDA standards, which may change from time to time. Alcohol testing shall be conducted by the laboratory using a breathalyzer or similar test equipment.

The random draw conducted by the laboratory will be provided to the Director of Human Resources or his/her designated representative for coordination and scheduling of said employee. Refusals or confirmed positive tests may invoke immediate dismissal from the Department. The results, including confirmed positives, shall be provided to the Director of Human Resources or his/her designated representative. Any positive test results will require notification of the Chief by Human Resources.

The employer shall be responsible for costs involved for random drug and alcohol testing. The employer shall select the laboratory for the random drug and alcohol testing provisions.

If, however, objective evidence exists establishing probable cause to believe an employee's work performance is impaired due to drug or alcohol abuse, the employer will require the employee to undergo a medical test consistent with the conditions set forth in this policy. An employee that is ordered to participate in a drug and alcohol test shall have the right to consult with the Medical Review Officer or his representative following the alcohol portion of the testing process. If and only if the Medical Review Officer or his designated representative concurs shall the employee be tested for substance abuse.

Section 4. Sample Collection: The collection and testing of the samples shall be performed only by a laboratory and by a physician or health care professional qualified and authorized to administer and determine the meaning of any test results. The laboratory performing the test shall be one that is certified by the National Institute of Drug Abuse (NIDA). The laboratory chosen must be agreed to between the union and the employer. The laboratory used shall also be one whose procedures are periodically tested by the NIDA where they analyze unknown samples sent to an independent party. The results of employees tests shall be made available to the Medical Review Officer. Collection of blood, breath or urine samples shall be conducted in a manner which provides the highest degree of security for the sample and freedom from adulteration. Recognized strict chain of custody procedures must be followed for all samples as set by NIDA. The union and the employer agree that security of the biological urine, breath and blood samples is absolutely necessary, therefore, the employer agrees that if the security of the sample is compromised in any way, any positive test shall be invalid and may not be used for any purpose.

Blood, breath or urine samples will be submitted as per NIDA standards. Employees have the right for union or legal counsel representative to be present during the submission of the sample.

All samples must be stored in a scientific acceptable preserved manner as established by NIDA. All positive confirmed samples and related paperwork must be retained by the laboratory for at least six (6) months or for the duration of any grievance disciplinary action or legal proceedings, whichever is longer. At the conclusion of this period, the paperwork and specimen shall be destroyed.

Tests shall be conducted in a manner to ensure that an employee's legal drug use and diet does not affect the test results.

Section 5. Drug Testing: The laboratory shall test for only the substances and within the current limits for the initial and confirmation test as provided within the NIDA standards, which may change from time to time. The initial test shall use an immunoassay which meets the requirements of the Food and Drug Administration for commercial distribution. The following initial cutoff levels (effective April 22nd, 2004) shall be used when screening specimens to determine whether they are negative for these five drugs or classes of drugs:

Marijuana metabolites	50 ng/ml
Cocaine metabolites	300 ng/ml
Opiate metabolites	
Codeine	2000 ng/ml
Morphine	2000 ng/ml
Phenacyclidine	25 ng/ml

Amphetamines

Amphetamine	1,000 ng/ml
Methamphetamine	1,000 ng/ml

If initial testing results are negative, testing shall be discontinued, all samples destroyed and records of the testing expunged from the employee's file. Only specimens identified as positive on the initial test shall be confirmed using gas chromatograph/mass spectrometry (GC/MS) techniques at the following listed cutoff values:

Marijuana metabolites	15 ng/ml
Cocaine metabolites	150 ng/ml
Opiates	
Codeine	2000 ng/ml
Morphine	2000 ng/ml
6 acetylmorphone (6-AM) ¹	10 ng/ml
Phencyclidine	25 ng/ml
Amphetamines	
Amphetamine	500 ng/ml
Methamphetamine	500 ng/ml

(1) Conduct test for 6-AM only when specimen contains morphine at a concentration greater than or equal to 2000 ng/ml.

Section 6. Alcohol Testing: A breathalyzer or similar test equipment shall be used to screen for alcohol use and if positive shall be confirmed by performing a confirmatory Gas Chromatography/Mass Spectrometry (GC/MS) a. This screening test shall be performed by a qualified individual. An initial positive alcohol level shall be as determined by the USDOT in administering the Federal Motor Carriers Safety Act (FMCSA) CDL provisions. If initial testing results are negative, testing shall be discontinued, all samples destroyed and records of the testing expunged from the employee's file. If initial testing results are positive, a confirmatory Gas Chromatography/Mass Spectrometry (GC/MS) will be performed. Sampling handling procedures, as detailed in Section 4, shall apply. A positive breath alcohol level shall be as determined by the USDOT in administering the Federal Motor Carriers Safety Act (FMCSA) CDL provisions. If confirmatory testing results are negative all samples shall be destroyed and records of the testing expunged from the employee's file.

Section 7. Medical Review Officer. The Medical Review Officer shall be chosen and agreed upon between the union and the employer and must be a licensed physician with a knowledge of substance abuse disorders. The Medical Review Officer shall be familiar with the characteristics of drug tests (sensitivity, specificity, and predictive value), the laboratories running the tests, and the medical conditions and work exposures of the employees. The role of the Medical Review Officer will be to review and interpret the positive test results. The Medical Review Officer must examine alternate medical explanations for any positive test results. This action shall include conducting a medical interview with the affected employee, review of the employee's medical history and review of any other relevant biomedical factors. The Medical Review Officer must review all medical records made available by the tested employee when a confirmed positive test could have resulted from legally prescribed medication.

Section 8. Laboratory Results: The laboratory will advise only the employee and the Medical Review Officer of any positive results. The results of a positive drug or alcohol test can only be released to the employer by the Medical Review Officer once he has completed his review and

analysis of the laboratory's test. The employer will be required to keep the results confidential and it shall not be released to the general public.

Section 9. Testing Program Costs: The employer shall pay for all costs involving drug and alcohol testing as well as the expenses involved of the Medical Review Physician. The employer shall also reimburse each employee for their time and expenses, including travel incurred, involved in the testing procedure.

Section 10. Rehabilitation and Offenses and Penalties Program. An employee may voluntarily enter rehabilitation without a requirement or prior testing. Employees who enter a program on their own initiative shall not be subject to re-testing. The treatment and rehabilitation shall be paid for by the employer for initial treatment and rehabilitation. Employees will be allowed to use their accrued and earned leave for the necessary time off involved in the rehabilitation program.

Any employee who tests positive the first time shall be medically evaluated, counseled and treated for rehabilitation as recommended by an EAP Counselor. Employees who complete a rehabilitation program can be re-tested randomly at least once every quarter for the following twenty-four (24) months. If an employee tests positive a second time, they shall be subject to discipline. The employee will be reevaluated by an EAP Counselor to determine if the employee requires additional counseling or treatment. The employee will also receive a last chance agreement. If the employee does not sign the last chance agreement, he/she will be subject to disciplinary action up to and including dismissal. If the employee tests positive a third time during this subsequent twenty-four (24) month period, he/she will be dismissed from his/her position with the La Crosse Fire Department subject to approval of the Police and Fire Commission.

Section 11. Duty Assignment After Treatment. Once an employee successfully completes rehabilitation, or upon recommendation by the EAP Counselor, they shall be returned to their regular duty assignment. Once treatment and any follow-up care is completed, and three (3) years have passed since the employee entered the program, the employee's personnel file shall be purged of any reference to his/her drug or alcohol problem.

Section 12. Right of Appeal: The employee has the right to challenge the results of the drug or alcohol tests and any discipline imposed in the same manner that any of employer action under the terms of this agreement is grievable.

Section 13. Union Held Harmless: This drug and alcohol testing program was initiated at the request of the employer. The Fire Department assumes sole responsibility for the administration of this policy and shall be solely liable for any legal obligations and costs arising out of the provision and/or application of this collective bargaining agreement related to drug and alcohol testing. The union shall be held harmless for the violation of any worker rights arising from the administration of the drug and alcohol testing program.

Section 14. Changes in Testing Procedures: The parties recognize that during the life of this agreement, there may be improvements in the technology of testing procedures which provide more accurate testing. In that event, the parties will bargain in good faith whether to amend this procedure to include such improvements. If the parties are unable to agree on the amendments they will be submitted to impasse procedures as outlined in the Grievance Procedures of this contract.

Section 15. Conflict With Other Laws: This article is in no way intended to supersede or waive any constitutional or other rights that the employee may be entitled to under Federal, State or Local Statutes.

Reporting Procedure:

If a member of the La Crosse Fire Department, through his or her appearance, odor, mood, actions, job performance, is suspected of being impaired due to alcohol, drugs, etc., the Officer in Charge or any member shall notify the Shift Commander, Division Chief of Administration, or Chief. If however, in the opinion of the Officer in Charge, the members is so impaired as to be a danger to him or herself or others the Officer shall remove said employee from service immediately and report same to Shift Commander.

If the impaired individual is the Officer in Charge, then any member shall report same to Shift Commander.

If the impaired individual is the Shift Commander, then any House Officer, or any member shall report same to Division Chief.

If the impaired member is the Division Chief of Administration, then the Shift Commander, any Officer, or any member shall report same to Chief.

If the impaired member is the Chief, the Division Chief of Training, or the Division Chief of Inspection, then any member shall notify the Division Chief of Administration.

Upon receipt of a report of suspected impaired member, the Shift Commander or appropriate management staff and a second non-union management team member shall evaluate the member using the protocols obtained in their Supervisor's Management Training. If both agree that there is enough evidence for a for cause test, the member will be informed of their decision and both Management Team Supervisors will escort (drive) said member to:

- From 0800 hours to 1600 hours, Monday – Friday, Gundersen Lutheran Occupational Health
- All other times member shall be taken to Gundersen Lutheran Emergency Room

Note: Shift Commander must call first to alert facility of for cause test.

After the test, the member will be driven by both supervisors back to work or home, depending on the test results, doctors orders and protocol.

If member refuses to go to the hospital to be tested, he or she will be placed on sick leave and driven home by the two supervisors and a positive test will be recorded. Followed by the appropriate actions after proper investigation.

Under special circumstances and only under special circumstances when a time exists that a second supervisor, after all have been paged and all cannot respond in a reasonable time, then one management team member can decide if the criteria for cause is met, then that management team member and one Union member will escort the individual to the hospital.

Note: If a member is acting as a Shift Commander, and no management team member is on duty, then he/she must assume responsibility of that position in these matters.

Local #127 will be notified by phone before any of their membership is taken to the hospital in the following order until someone is contacted: President, Executive Board Member, Member. The involved member is encouraged to seek Union Representation early in the process and is entitled to Union representation anytime during the process. Union representation of a specific Union representative must be in a timely manner, otherwise the representative will follow the above mentioned order. The Union President will be notified of any and all actions in writing as soon as possible after the incident has taken place. If test is negative, the Union President will be notified as above and no written correspondence will be kept.

Before any Drug and/or Alcohol Testing procedures can start, the member must sign a Gundersen Lutheran “Authorization for Release of Information” form.

The form is to be filled out in the following manner:

1. Full name – including middle initial
Social Security number
Date of birth
Address
2. Under “I authorize”:
Gundersen Lutheran Occupational Health, EAP, Dr. Scorby or his
Representative
Address of care provider
3. Under “to release to”:
Shift Commander on Duty Non-Union
Or Chief Ken Gilliam
Assistant Chief Jeff Murphy
Assistant Chief Craig Snyder
Audra Bloom
Address of Representative

*at least one name must appear on the form
4. Under “specific type of information”:
(*) 2. Any for cause testing the physician orders
5. Under “the purpose:”
(*) Other – to help with the administration of the La Crosse Fire Department Drug and Alcohol Policy

ARTICLE 31 ENTIRE AGREEMENT

This agreement shall remain in full force and effect commencing on the first day of January, 2018 and terminating on December 31, 2021, and is subject to approval of the Common Council of the City of La Crosse before becoming effective.

It is understood and agreed that all expenditures or compensation to be paid to employees in accordance with this agreement must meet the requirements and procedures required by law.


The City agrees to a wage reopener if during the life of this contract it is required to take over the ambulance service for the City of La Crosse.


AGREEMENT


IN WITNESS WHEREOF, the parties hereto have executed this agreement on this 8th day of March, 2018.

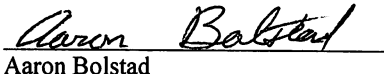
INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS
LOCAL UNION 127, AFL-CIO

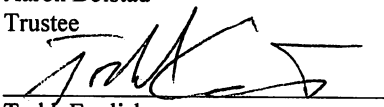
CITY OF LA CROSSE



Lance Tryggestad
President

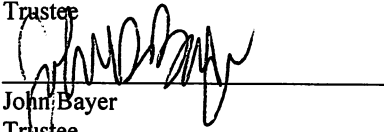

Matthew Buley
Vice President


Kyle Dumez
Secretary/Treasurer



Aaron Bolstad
Trustee

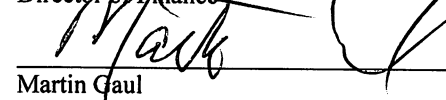

Todd English
Trustee

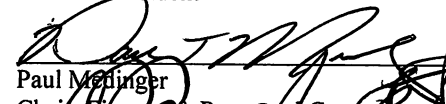

Adam Markert
Trustee

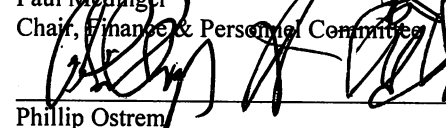

John Bayer
Trustee

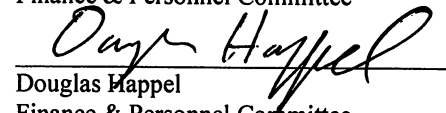

Mayor Tim Kaba


Valerie Fenske
Director of Finance


Martin Gaul
Council President

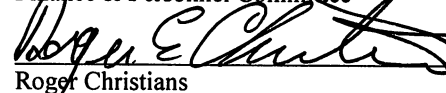

Paul Medinger
Chair, Finance & Personnel Committee


Phillip Ostrem
Finance & Personnel Committee


Douglas Happel
Finance & Personnel Committee

Excused

David Marshall
Finance & Personnel Committee


Roger Christians
Finance & Personnel Committee


Barb Janssen
Finance & Personnel Committee

**Memorandum of Understanding #1
Training Opportunities – Employee Development**

January 4, 2018


Lance Tryggestad, President
IAFF Local #127

RE: Training Opportunities – Employee Development

Dear Lance:


This letter is to confirm the understanding reached by the parties during negotiations for the 2018-2021 collective bargaining agreement. The parties agreed that all approved training assigned by the Fire Chief to bargaining unit employees while off duty would be compensated at applicable overtime rates. It is further agreed that approved training costs shall not exceed twenty seven thousand five hundred dollars (\$27,500). Such costs to include travel, registration fees, tuition, training materials, books, per diem for food and lodging and overtime compensation as applicable for the attendee of the training class and any resulting overtime costs to backfill for his/her absence.

AGREEMENT



Lance Tryggestad
President
IAFF Local #127 AFL-CIO-CLC

3/5/18
(date)



Valerie H. Fenske
Director of Finance
City of La Crosse

3/8/18
(date)

**Memorandum of Understanding #2 – Exceptions to Continuous Service
for Retiree Medical Benefit Plan Coverage**

January 4, 2018

Lance Tryggestad, President
IAFF Local #127


RE: Understandings Reached in Bargaining
The 2018-2021 Collective Bargaining Agreement

Dear Lance:

The parties agree that all employees who left full time service with the City and then returned to full time employment prior to July 1, 2004, shall be exempt from the continuous employment requirement found in Article 4, I.

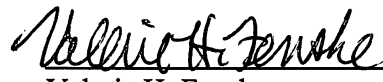
Only full time employment with the City will be counted towards the years of service requirement in order to receive retiree Medical Benefit Plan coverage (i.e. part-time employment is not considered).

AGREEMENT



Lance Tryggestad
President
IAFF Local #127 AFL-CIO-CLC

3/5/18
(date)



Valerie H. Fenske
Director of Finance
City of La Crosse

3/8/18
(date)

Memorandum of Understanding #3 – Voluntary Dental Plan

January 4, 2018

Lance Tryggestad, President
IAFF Local #127

RE: Understandings Reached in Bargaining
The 2018-2021 Collective Bargaining Agreement

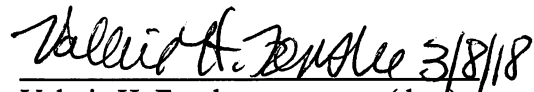
Dear Lance:

This is to confirm an agreement made in negotiations for the 2018-2021 collective bargaining agreement. Effective January 1, 2005, the City agrees to provide administrative services only for a Union sponsored voluntary dental plan made available to bargaining unit members.

AGREEMENT



Lance Tryggestad 3/5/18
President (date)
IAFF Local #127 AFL-CIO-CLC



Valerie H. Fenske 3/8/18
Director of Finance (date)
City of La Crosse

**Memorandum of Understanding #4
F.L.S.A.**

January 4, 2018

Lance Tryggestad, President
IAFF Local #127

RE: F.L.S.A. Study Committee

Dear Lance:


This letter is confirm the understanding reached by the parties during negotiations for the 2018-2021 collective bargaining agreement. The parties agreed that employees shall be paid on the basis of actual hours worked within the two (2) week payroll period, with overtime based on the hours worked over 204 in a 27 day cycle (per Article 16). The Finance Department shall start paying on the basis of actual hours worked not more than one (1) year following execution of the successor collective bargaining agreement, but the Finance Department may implement the changeover, if and when, in its opinion, it is able to do so. At implementation, all three (3) shifts shall utilize the same 27 day FLSA cycle.

When working a light duty assignment, the employee will be paid at their platoon shift rate for actual hours worked. At the end of the payperiod, Finance will make employee whole (if applicable) based on the employee's regular work schedule for that pay period.

Recall pay for FLSA purposes is for actual hours worked.

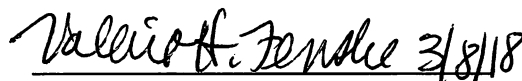
In the event of a work exchange (time trade) the City will continue to pay the firefighter scheduled to work, not the firefighter working the shift.

AGREEMENT



Lance Tryggestad
President
IAFF Local #127 AFL-CIO-CLC

3/5/18
(date)



Valerie H. Fenske
Director of Finance
City of La Crosse

3/8/18
(date)

CITY OF LA CROSSE

TUITION REIMBURSEMENT POLICY

The City of La Crosse recognizes the value to the City and its employees of additional education related to their occupation. Therefore, the City will provide tuition reimbursement to eligible employees who voluntarily participate in approved college courses in accordance with the following guidelines:

Eligibility:

- a. Eligible employees are those employees covered under the Terms and Conditions for Non-Represented Employees, and certain collective bargaining agreements.
- b. Employees must be regular, full time or part-time employees who are considered to be in good status, are not on a Leave of Absence status without pay.
- c. Employee must have completed one (1) year of employment with the City of La Crosse prior to applying for tuition reimbursement, and
- d. The employee will be obligated to continue employment for one (1) year with the City of La Crosse beginning at the completion of the last reimbursed course.
- e. An employee terminating employment before the completion of the service obligation (as noted in “d” above) shall be required to reimburse the City, on a prorated basis, for any tuition paid by the City of La Crosse within the last 12 months of employment with the City. Reimbursement may be obtained by personal payment from the employee, deducting the amount from the last paycheck or deducting an equivalent amount from accrued leave balances. This provision may be waived if determined to be appropriate by the Director of Human Resources.

Covered Coursework:

- a. Tuition reimbursement is designed for undergraduate and graduate college level coursework offered through an accredited college, university or technical school. Doctorate level work is not reimbursable. The City reserves the right to approve the standards of approved coursework and learning institutions.
- b. Coursework must have a clear and direct relationship to the employee's current work or profession. This policy is not intended to fund education that will qualify an employee for a new trade, business or career.
- c. All requests for tuition reimbursement must be submitted to the Department Head a minimum of 30 days prior to beginning of class. Requests received after this timeframe will not be eligible for tuition reimbursement. Application forms are available in Human Resources.
- d. All courses must be approved by the Department Head and the Director of Human Resources.

- e. Must have attached course credits, i.e. “audited” classes will not be approved for reimbursement.
- f. Seminars, workshops, professional conferences and coursework taken through a Continuing Education Program do not qualify for tuition reimbursement under this policy.

Limits:

- a. A maximum of \$15,000 is available for tuition reimbursement per calendar year, with a maximum of \$750 per employee per calendar year, subject to the \$15,000 cap. Should the full \$15,000 not be requested, the reimbursement per employee may increase, subject to approval by the Director of Human Resources.
- b. An employee shall have a tuition reimbursement cap of twelve (12) credits per calendar year.
- c. If there are more than 20 requests for \$750, or other requests totaling more than \$15,000 are made, a pro-rata reimbursement would be approved.
- d. The Director of Human Resources has the discretionary right to deny or pro-rate reimbursements.

Covered Costs:

- a. The City will reimburse tuition costs and the cost of textbooks up to \$50.00 per class in accordance with the limitations described above. Other associated costs will not be covered (i.e. parking, mileage).
- b. Tuition will be reimbursed to qualified employees based on their final grade:

A = 100%

B = 100%

C or Pass = 80%

D, F, Fail, Incomplete, Withdrawn, repeated courses, audited courses etc, will not be reimbursed.

Plus (+) or minus (-) grades will be paid based on the letter grade assigned with no consideration for other indicators.

Reimbursement:

- a. Upon completion of the course, eligible employees must submit a copy of their grades AND a receipt from the educational institution showing payment for such courses. Textbook receipts should also be turned in at this time. These must be submitted to Human Resources within 30 days from the date the grades were sent to the employee to be eligible for reimbursement.
- b. Reimbursement for approved expenses will occur following receipt proof of grades and tuition/textbook payments. Reimbursement amounts will be based on the number of participating employees and/or set maximum per employee.
- c. The City will adhere to IRS regulations regarding Educational Assistance programs.
- d. Funding available for part-time employees shall be on a pro-rated basis.
- e. Funding available will be offset by any stipends, grants or scholarships received by the employee.

Responsibility:

- a. Work schedules **are not** to be reduced for participating employees. The employee must take the course during non-scheduled work hours or during periods of approved leave.
- b. All course homework must be completed during **non-scheduled** work hours, unless approved in advance by the Department Head and the Director of Human Resources.
- c. Use of City equipment for the purpose of the course is not permitted, unless approved in advance by the Department Head and the Director of Human Resources.
- d. Employee must complete a “Tuition Reimbursement Application Form” and submit it to their Department Head a minimum of 30 days prior to the beginning of the class.
- e. Employee must submit grades and receipt from the educational institution to Human Resources within the established timeframes.

While the City is interested in aiding employees to improve or extend their job skills through outside education, participation in the program does not imply any guarantee of advancement in position or wages.

**BASE WAGE RATES - FIREFIGHTER / EMT
EFFECTIVE JANUARY 12, 2018**

112 HOUR BIWEEKLY WAGE SCHEDULE	YEARS STEP	START	LONGEVITY									
			ONE A	TWO B	THREE C	NINE D	TEN E	FIFTEEN F	TWENTY G	TWENTY- EIGHT H	TWENTY- EIGHT I	
CAPTAIN		24.09	24.09	24.09	24.09	24.09	24.09	24.81	24.09	25.54	26.26	26.98
FACILITIES MAINT MECH		24.09	24.09	24.09	24.09	24.09	24.81	24.09	25.54	26.26	26.98	
LIEUTENANT		23.12	23.12	23.12	23.12	23.12	23.81	23.12	24.51	25.20	25.89	
ASSISTANT MECHANIC		22.45	22.45	22.45	22.45	22.45	23.12	22.45	23.80	24.47	25.14	
COMPUTER TRAINER		22.01	22.01	22.01	22.01	22.01	23.12	22.45	23.80	24.47	25.14	
EMS TRAINER		22.01	22.01	22.01	22.01	22.01	23.12	22.45	23.80	24.47	25.14	
SQUAD DRIVER		19.99	20.34	20.74	21.60	22.25	23.54	22.25	22.90	23.54	24.19	
ENGINEER		19.67	20.07	20.48	21.28	21.92	23.83	21.92	22.56	23.20	23.83	
FIREFIGHTER		17.28	17.66	19.10	20.23	20.84	22.66	20.84	21.44	22.05	22.66	

80 HOUR BIWEEKLY WAGE SCHEDULE	YEARS STEP	START	LONGEVITY									
			ONE A	TWO B	THREE C	NINE D	TEN E	FIFTEEN F	TWENTY G	TWENTY- EIGHT H	TWENTY- EIGHT I	
CAPTAIN		33.80	33.80	33.80	33.80	33.80	34.81	33.80	35.83	36.84	37.86	
FAC. MAINT. MECHANIC		33.80	33.80	33.80	33.80	33.80	34.81	33.80	35.83	36.84	37.86	
LIEUTENANT OF INSPECTION		33.75	33.75	33.75	33.75	33.75	34.76	33.75	35.78	36.79	37.80	
LIEUTENANT		32.31	32.31	32.31	32.31	32.31	33.28	32.31	34.25	35.22	36.19	
ASSISTANT MECHANIC		31.41	31.41	31.41	31.41	31.41	32.35	31.41	33.29	34.24	35.18	
COMPUTER TRAINER		30.82	30.82	30.82	30.82	30.82	32.35	31.41	33.29	34.24	35.18	
EMS TRAINER		30.82	30.82	30.82	30.82	30.82	32.35	31.41	33.29	34.24	35.18	
SQUAD DRIVER		27.98	28.55	29.08	30.24	30.72	33.87	31.15	32.05	32.96	33.87	
ENGINEER		27.47	28.11	28.63	29.83	30.72	33.41	30.72	31.62	32.51	33.41	
FIREFIGHTER		24.14	24.69	26.70	28.33	29.18	31.73	29.18	30.03	30.88	31.73	

**BASE WAGE RATES - FIREFIGHTER / EMT
EFFECTIVE JANUARY 11, 2019**

**112 HOUR BIWEEKLY
WAGE SCHEDULE**

YEARS STEP	START	LONGEVITY							
		ONE A	TWO B	THREE C	NINE D	TEN E	FIFTEEN F	TWENTY G	TWENTY- EIGHT H
CAPTAIN	25.05	25.05	25.05	25.05	25.05	25.80	26.55	27.30	28.06
FACILITIES MAINT MECH	25.05	25.05	25.05	25.05	25.05	25.80	26.55	27.30	28.06
LIEUTENANT	24.04	24.04	24.04	24.04	24.04	24.76	25.48	26.20	26.92
ASSISTANT MECHANIC	23.24	23.24	23.24	23.24	23.24	23.94	24.63	25.33	26.03
COMPUTER TRAINER	22.78	22.78	22.78	22.78	22.78	23.94	24.63	25.33	26.03
EMS TRAINER	22.78	22.78	22.78	22.78	22.78	23.94	24.63	25.33	26.03
SQUAD DRIVER	20.69	21.05	21.47	22.36	22.36	23.03	23.70	24.37	25.04
ENGINEER	20.36	20.77	21.20	22.02	22.02	22.68	23.34	24.00	24.66
FIREFIGHTER	17.71	18.10	19.58	20.74	20.74	21.36	21.98	22.61	23.23

**80 HOUR BIWEEKLY
WAGE SCHEDULE**

YEARS STEP	START	LONGEVITY							
		ONE A	TWO B	THREE C	NINE D	TEN E	FIFTEEN F	TWENTY G	TWENTY- EIGHT H
CAPTAIN	35.15	35.15	35.15	35.15	35.15	36.20	37.26	38.31	39.37
FAC. MAINT. MECHANIC	35.15	35.15	35.15	35.15	35.15	36.20	37.26	38.31	39.37
LIEUTENANT OF INSPECTION	35.10	35.10	35.10	35.10	35.10	36.15	37.21	38.26	39.31
LIEUTENANT	33.60	33.60	33.60	33.60	33.60	34.61	35.62	36.62	37.63
ASSISTANT MECHANIC	32.51	32.51	32.51	32.51	32.51	33.49	34.46	35.44	36.41
COMPUTER TRAINER	31.90	31.90	31.90	31.90	31.90	33.49	34.46	35.44	36.41
EMS TRAINER	31.90	31.90	31.90	31.90	31.90	33.49	34.46	35.44	36.41
SQUAD DRIVER	28.96	29.55	30.10	31.30	31.30	32.24	33.18	34.12	35.06
ENGINEER	28.43	29.09	29.63	30.87	30.87	31.80	32.72	33.65	34.57
FIREFIGHTER	24.74	25.31	27.37	29.04	29.04	29.91	30.78	31.65	32.52

**BASE WAGE RATES - FIREFIGHTER / EMT
EFFECTIVE JANUARY 10, 2020**

112 HOUR BIWEEKLY WAGE SCHEDULE	YEARS STEP	START	LONGEVITY										
			ONE A	TWO B	THREE C	THREE D	NINE E	TEN F	FIFTEEN G	TWENTY H	TWENTY- EIGHT I		
CAPTAIN		25.55	25.55	25.55	25.55	25.55	25.55	25.55	25.55	26.32	27.08	27.85	28.62
FACILITIES MAINT MECH		25.55	25.55	25.55	25.55	25.55	25.55	25.55	25.55	26.32	27.08	27.85	28.62
LIEUTENANT		24.52	24.52	24.52	24.52	24.52	24.52	24.52	24.52	25.26	25.99	26.73	27.46
ASSISTANT MECHANIC		23.70	23.70	23.70	23.70	23.70	23.70	23.70	23.70	24.41	25.12	25.83	26.54
COMPUTER TRAINER		23.24	23.24	23.24	23.24	23.24	23.24	23.24	23.24	24.41	25.12	25.83	26.54
EMS TRAINER		23.24	23.24	23.24	23.24	23.24	23.24	23.24	23.24	24.41	25.12	25.83	26.54
SQUAD DRIVER		21.10	21.47	21.90	22.81	22.81	22.81	22.81	22.81	23.49	24.18	24.86	25.55
ENGINEER		20.77	21.19	21.62	22.46	22.46	22.46	22.46	22.46	23.13	23.81	24.48	25.16
FIREFIGHTER		18.06	18.46	19.97	21.15	21.15	21.15	21.15	21.15	21.78	22.42	23.05	23.69

80 HOUR BIWEEKLY WAGE SCHEDULE	YEARS STEP	START	LONGEVITY										
			ONE A	TWO B	THREE C	THREE D	NINE E	TEN F	FIFTEEN G	TWENTY H	TWENTY- EIGHT I		
CAPTAIN		35.85	35.85	35.85	35.85	35.85	35.85	35.85	35.85	36.93	38.00	39.08	40.15
FAC. MAINT. MECHANIC		35.85	35.85	35.85	35.85	35.85	35.85	35.85	35.85	36.93	38.00	39.08	40.15
LIEUTENANT OF INSPECTION		35.80	35.80	35.80	35.80	35.80	35.80	35.80	35.80	36.87	37.95	39.02	40.10
LIEUTENANT		34.27	34.27	34.27	34.27	34.27	34.27	34.27	34.27	35.30	36.33	37.35	38.38
ASSISTANT MECHANIC		33.16	33.16	33.16	33.16	33.16	33.16	33.16	33.16	34.15	35.15	36.14	37.14
COMPUTER TRAINER		32.54	32.54	32.54	32.54	32.54	32.54	32.54	32.54	34.15	35.15	36.14	37.14
EMS TRAINER		32.54	32.54	32.54	32.54	32.54	32.54	32.54	32.54	34.15	35.15	36.14	37.14
SQUAD DRIVER		29.54	30.14	30.70	31.93	31.93	31.93	31.93	31.93	32.89	33.85	34.80	35.76
ENGINEER		29.00	29.67	30.22	31.49	31.49	31.49	31.49	31.49	32.43	33.38	34.32	35.27
FIREFIGHTER		25.23	25.82	27.92	29.62	29.62	29.62	29.62	29.62	30.51	31.40	32.29	33.17

**BASE WAGE RATES - FIREFIGHTER / EMT
EFFECTIVE JULY 10, 2020**

**112 HOUR BIWEEKLY
WAGE SCHEDULE**

YEARS STEP	START A	ONE B	TWO C	THREE D	NINE E	LONGEVITY					TWENTY- EIGHT I
						TEN F	FIFTEEN G	TWENTY H			
CAPTAIN	25.81	25.81	25.81	25.81	25.81	26.58	27.36	28.13		28.91	
FACILITIES MAINT MECH	25.81	25.81	25.81	25.81	25.81	26.58	27.36	28.13		28.91	
LIEUTENANT	24.77	24.77	24.77	24.77	24.77	25.51	26.26	27.00		27.74	
ASSISTANT MECHANIC	23.94	23.94	23.94	23.94	23.94	24.66	25.38	26.09		26.81	
COMPUTER TRAINER	23.47	23.47	23.47	23.47	23.94	24.66	25.38	26.09		26.81	
EMS TRAINER	23.47	23.47	23.47	23.47	23.94	24.66	25.38	26.09		26.81	
SQUAD DRIVER	21.31	21.68	22.12	23.04	23.04	23.73	24.42	25.11		25.80	
ENGINEER	20.98	21.40	21.84	22.68	22.68	23.36	24.04	24.72		25.40	
FIREFIGHTER	18.24	18.64	20.17	21.36	21.36	22.00	22.64	23.28		23.92	

**80 HOUR BIWEEKLY
WAGE SCHEDULE**

YEARS STEP	START A	ONE B	TWO C	THREE D	NINE E	LONGEVITY					TWENTY- EIGHT I
						TEN F	FIFTEEN G	TWENTY H			
CAPTAIN	36.21	36.21	36.21	36.21	36.21	37.30	38.38	39.47		40.56	
FAC. MAINT. MECHANIC	36.21	36.21	36.21	36.21	36.21	37.30	38.38	39.47		40.56	
LIEUTENANT OF INSPECTION	36.16	36.16	36.16	36.16	36.16	37.24	38.33	39.41		40.50	
LIEUTENANT	34.61	34.61	34.61	34.61	34.61	35.65	36.69	37.72		38.76	
ASSISTANT MECHANIC	33.49	33.49	33.49	33.49	33.49	34.49	35.50	36.50		37.51	
COMPUTER TRAINER	32.87	32.87	32.87	32.87	33.49	34.49	35.50	36.50		37.51	
EMS TRAINER	32.87	32.87	32.87	32.87	33.49	34.49	35.50	36.50		37.51	
SQUAD DRIVER	29.84	30.44	31.01	32.25	32.25	33.22	34.19	35.15		36.12	
ENGINEER	29.29	29.97	30.52	31.80	31.80	32.75	33.71	34.66		35.62	
FIREFIGHTER	25.48	26.08	28.20	29.92	29.92	30.82	31.72	32.61		33.51	

**BASE WAGE RATES - FIREFIGHTER / EMT
EFFECTIVE JANUARY 8, 2021**

112 HOUR BIWEEKLY WAGE SCHEDULE	YEARS STEP	START	ONE A	ONE B	TWO C	THREE D	NINE E	LONGEVITY					TWENTY- EIGHT I
								TEN F	FIFTEEN G	TWENTY H	TWENTY- EIGHT I		
CAPTAIN		26.58	26.58	26.58	26.58	26.58	26.58	27.38	28.17	28.97	28.97	29.77	
FACILITIES MAINT MECH		26.58	26.58	26.58	26.58	26.58	26.58	27.38	28.17	28.97	28.97	29.77	
LIEUTENANT		25.51	25.51	25.51	25.51	25.51	25.51	26.28	27.04	27.81	27.81	28.57	
ASSISTANT MECHANIC		24.66	24.66	24.66	24.66	24.66	24.66	25.40	26.14	26.88	26.88	27.62	
COMPUTER TRAINER		24.17	24.17	24.17	24.17	24.17	24.66	25.40	26.14	26.88	26.88	27.62	
EMS TRAINER		24.17	24.17	24.17	24.17	24.17	24.66	25.40	26.14	26.88	26.88	27.62	
SQUAD DRIVER		21.95	22.33	22.78	22.78	23.73	23.73	24.44	25.15	25.87	25.87	26.58	
ENGINEER		21.61	22.04	22.50	22.50	23.36	23.36	24.06	24.76	25.46	25.46	26.16	
FIREFIGHTER		18.79	19.20	20.78	20.78	22.00	22.00	22.66	23.32	23.98	23.98	24.64	

80 HOUR BIWEEKLY WAGE SCHEDULE	YEARS STEP	START	ONE A	ONE B	TWO C	THREE D	NINE E	LONGEVITY					TWENTY- EIGHT I
								TEN F	FIFTEEN G	TWENTY H	TWENTY- EIGHT I		
CAPTAIN		37.30	37.30	37.30	37.30	37.30	37.30	38.42	39.54	40.66	40.66	41.78	
FAC. MAINT. MECHANIC		37.30	37.30	37.30	37.30	37.30	37.30	38.42	39.54	40.66	40.66	41.78	
LIEUTENANT OF INSPECTION		37.24	37.24	37.24	37.24	37.24	37.24	38.36	39.47	40.59	40.59	41.71	
LIEUTENANT		35.65	35.65	35.65	35.65	35.65	35.65	36.72	37.79	38.86	38.86	39.93	
ASSISTANT MECHANIC		34.49	34.49	34.49	34.49	34.49	34.49	35.52	36.56	37.59	37.59	38.63	
COMPUTER TRAINER		33.86	33.86	33.86	33.86	33.86	34.49	35.52	36.56	37.59	37.59	38.63	
EMS TRAINER		33.86	33.86	33.86	33.86	33.86	34.49	35.52	36.56	37.59	37.59	38.63	
SQUAD DRIVER		30.74	31.35	31.94	31.94	33.22	33.22	34.22	35.21	36.21	36.21	37.21	
ENGINEER		30.17	30.87	31.44	31.44	32.75	32.75	33.73	34.72	35.70	35.70	36.68	
FIREFIGHTER		26.24	26.86	29.05	29.05	30.82	30.82	31.74	32.67	33.59	33.59	34.52	