

MEMORANDUM OF UNDERSTANDING

JULY 1, 2015 THROUGH JUNE 30, 2018

CITY OF GOODYEAR

AND

UNITED GOODYEAR FIREFIGHTERS LOCAL 4005



Local 4005

REPRESENTING

GOODYEAR FIREFIGHTERS

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PREAMBLE

Whereas, the parties, through their designated representatives, met and conferred in good faith in order to reach agreement concerning wages, hours, and working conditions of employees comprising the United Goodyear Firefighters (the "Union"); and

WHEREAS, the parties hereby acknowledge that the provisions of this Memorandum are not intended to abrogate the authority and responsibility of City government provided for under the statutes of the State of Arizona or the Charter or ordinances of the City of Goodyear and/or its Employee Personnel Policies;

NOW THEREFORE, having reached this complete agreement concerning wages, hours, and working conditions for the term specified, the parties submit this Memorandum to the City Council of the City of Goodyear with their joint recommendation that the Council resolve to adopt its terms and provisions.

Article I: Gender

Whenever any words used herein are in the masculine, feminine or neuter, they will be construed as though they were also used in another gender in all cases where they would apply.

Article 2: Grievance/Mediation/Labor Management

Section I: Grievance Procedures

A. Informal Resolution

1. It is the responsibility of employee who believes that they have a legitimate complaint concerning their working conditions to promptly inform and discuss it with their immediate supervisor in order to, in a good faith endeavor, clarify the matter expeditiously and informally at the employee-immediate supervisor level.
2. If such informal discussion does not resolve the problem to the employee's satisfaction, and if the complaint constitutes a grievance as herein defined, the employee has the right file a formal grievance in accordance with the following procedure.

B. Definitions

1. A "Grievance" is a written allegation, submitted as herein specified, claiming violation(s) of the specific express terms of this Memorandum for which there is no Civil Service or other specific method of review provided by State or City law.

2. For the purposes of this section, a "Grievant's Representative" is defined as a member of the Union currently employed by the City.
- C. All documentation throughout the grievance process shall be submitted to Human Resources
- D. Procedure in processing a formal grievance, the following procedure shall apply:

Step 1

The grievant shall reduce his/her grievance to writing by signing and completing all parts of the City Memo Document, and submit it to his/her shift trustee as designated by the Union and submitted to the Fire Department's Business Partner in HR within twelve (12) calendar days of the initial commencement of the occurrence being grieved. Either party may then request that a meeting be held concerning the grievance or they may mutually agree that no meeting be held. The shift BC shall, within six (6) calendar days of having received the written grievance of such meeting, whichever is later, submit their response thereto in writing to the grievant and the grievant representative, if any, as to the resolution of the submitted grievance.

Step 2

If the response of the first level of review in Step 1 does not result in resolution of the grievance, the grievant may appeal the grievance by signing and completing the City Memo Document and presenting it to the second level of review (Deputy Chief) within ten (10) calendar days of the grievant's receipt of the level one response. Either party may request that a meeting be held concerning the grievance or may mutually agree that no meeting be held. Within five (5) calendar days of having received the written grievance or the meeting, whichever is later, the second level of review (Deputy Chief) shall submit his response to the grievance to the grievant and the grievant's representative, if any.

Step 3

If the response of the second level of review in Step 2 does not result in resolution of the grievance, the grievant may appeal the grievance by signing and completing the City Memo Document and presenting it to the third level of review (Fire Chief) within five (5) calendar days of the grievant's receipt of the level two response. Either party may request that a meeting be held concerning the grievance or may mutually agree that no meeting be held. Within twelve (12) calendar days of having received the written grievance or the meeting, whichever is later, the third level of review (Fire Chief) shall submit his response to the grievance to the grievant and the grievant's representative, if any.

Step 3.5

After the Fire Chief's decision, but prior to review by the Grievance Committee (see Step 4), the parties involved may mutually agree to submit the grievance to the Labor Relations Administrator (mutually agreed upon by City Manager's office and Local 4005 Board). The grievance, as originally written, and the attached response from the Fire Chief must be submitted to the Labor Relations Administrator within fourteen (14) calendar days of the receipt of the Fire Chief's answer. The Labor Relations Administrator shall, within fourteen (14) calendar days of the receipt of the grievance, meet with the Fire Chief or his/her designee and the grievant and his/her representative in an attempt to resolve the grievance. The Labor

Relations Administrator shall then submit written recommendations for the resolution to the grievant and the Fire Chief within fourteen (14) calendar days of the meeting.

Step 4

If the response of the third level of review in Step 3.5 does not result in resolution of the grievance, the grievant and the Union may jointly invoke this Step 4 procedure. The Union shall decide to either go to the Grievance Committee or go forward to Mediation. If the Grievance Committee option is chosen, the membership of the committee shall be:

- 1- Representative of the City Manager's Office-at the discretion of the City Manager (other than Labor Relations)
- 1- Representative chosen by Local 4005 E-Board
- 3- City employee mutually agreed upon by both of the above

The Grievance Committee shall, within fourteen (14) calendar days of the receipt of the grievance, meet with the Labor Relations Administrator or his/her designee and the grievant and his/her representative in an attempt to resolve the grievance. The Grievance Committee shall then submit written recommendations for the resolution to the grievant and the Fire Chief within fourteen (14) calendar days of the meeting.

Section I: Mediation Procedures

If mediation is the option chosen then Department management and the grievant, or their designated representatives shall agree on an mediator, and if they are unable to agree on an mediator within a reasonable time, either party may request the Federal Mediation and Conciliation Service to submit to them a list of seven (7) mediators who have had experience in the public sector. The parties shall, within seven (7) calendar days of the receipt of said list, select the mediator by alternately striking names from said list until one (1) name remains. Such person shall then become the mediator. The mediator so selected shall hold a hearing as expeditiously as possible at a time and place convenient to the parties, and shall be bound by the following:

1. The mediator shall neither add to, nor detract from/modify the language of the Memorandum or of Department rules and regulations in considering any issue properly before them.
2. The mediator shall expressly confine themselves to the precise issues submitted to them and shall have no authority to consider any other issue not so submitted to them.
3. The mediator shall be bound by applicable State and City law.
4. The mediator shall within fifteen (15) days from the close of the mediation hearing submit their findings and advisory recommendations to the grievant and the City Manager, or their designated representatives.
5. The costs of the mediator and any other mutually incurred costs shall be borne equally by the City and Local 4005.

Step 5

The City Manager shall, within ten (10) calendar days of the receipt of the mediator's written findings and recommendations, make the final determination of the grievance and submit it in writing to the grievant and his/her designated representative.

- E. Time Limits Failure of Departmental representatives to comply with time limits specified throughout the grievance process shall entitle the grievant to appeal to the next level of review; and failure of the grievant to comply with said time limits shall constitute abandonment of the grievance. Except, however, that the parties may extend time limits by mutual written agreement in advance.
- F. It is understood by the parties that the benefits granted within this grievance process shall not be interpreted or applied as requiring the employer to count as time worked any hours or fractions of hours spent outside the employee's work shift in pursuit of benefits provided by this Section. The employer shall count as paid leave any hours or fractions of hours spent within the employee's regular work shift in pursuit of benefits provided by this Section.

Article 3: Labor-Management Committees

Sub Title: Labor Management Executive Committee

- A. There shall be a Labor Management Executive Committee that consists of the Fire Chief and the President of Local 4005. The meeting shall be held monthly and at other mutually agreed upon times as deemed necessary.

Sub-Title: Labor Management Committees

- A. There shall be Labor Management Committees empaneled. The creation and purview of each committee shall be determined through consensus of the Labor Management Executive Committee. Each committee shall be co-chaired by one (1) member of management and one (1) Labor representative. The management co-chair shall be appointed by the Fire Chief. The labor co-chair shall be appointed by the president of the Local. The purpose of these Committees is to facilitate improved labor-management relationships by providing a forum for the free discussion of mutual concerns and problems which may include discussion of the implementation of major new fire department programs or substantial modifications of existing major fire department programs that will have a significant impact on work schedules or duties of the members.
- B. The Committees shall meet monthly at mutually scheduled times, and at any other mutually scheduled times.
- C. The committee may, if it deems proper, suggest recommendations to the Fire Chief and the City Manager for their consideration and determination.
- D. The Committees shall review and work together on any changes to Fire Department Operational Policies and/or any of the following but not limited to: Promotional Examination Processes, Hiring Process, Termination Process, Asset Deployment Decisions, Personnel Issues, Station Bidding Processes, Special Events, any and all policies as agreed. In case of a split or disagreement between members of the committee, the Fire Chief will have final decision making authority.

Sub Title: Labor-City Management Forum

- B. There shall be a Labor-City Management Forum consisting of the City Manager, Deputy City Manager, Human Resources Director, the senior staff of the Fire Department and the officers of the Union.
- C. The purpose of the Forum is to facilitate improved labor-management relationships by providing a venue for the free discussion of concerns and issues.
- D. The Forum shall meet quarterly at mutually scheduled times, and at any other mutually scheduled times.
- E. The Chairmanship of the Committee shall reside with the Fire Chief. The members shall, in advance of a meeting, provide the Meeting's Chairman with proposed agenda items, and the Chairman shall provide the members with the meeting agenda in advance of the meeting.

Sub Title: Attendance at Meetings

- A. It is the mutually agreed upon intent to conduct meetings as scheduled. Co-chairs on duty shall be permitted to attend Committee meetings. Attendance by Committee co-chairs shall not disrupt normal Fire Department operations as agreed to by the Operations Deputy Chief and the President of the Union or the designee. The Fire Chief will have final determination.
- B. Committee participation is voluntary, off-duty personnel in attendance are not compensated by the City.

Article 4: Layoffs

This section shall supersede Administrative Guideline 360 (C) in relation to the layoff of employee covered by this Memorandum of Understanding. This provision does not apply to employees of the Fire Department who are not subject to this Memorandum of Understanding, and the City Manager retains sole authority to implement layoffs and allocate positions subject to layoff throughout the organization.

The City Manager may lay off an employee due to shortage of funds, curtailment of work, abolition of position, a material change in duties, or other reasons given by the City Manager. The conditions of a reduction in force (layoff) shall be as follows:

- A. Notification of Layoff or Pending Layoff:** The City Manager or designee will notify an employee of a pending layoff, in writing, at least thirty (30) calendar days prior to the effective date of the layoff.
- B. Order of Separation:** When determining the order of separation for a layoff, the City Manager will consider the following factors in order of priority:

1. Employment Status:

Elimination of part-time and temporary employee positions will be considered prior to laying off full-time regular status employees, except to the extent that the City Manager determines they are necessary for seasonal programs, grant funded positions, public safety, or otherwise fill a position deemed critical by

the City Manager. The ending of a temporary assignment due to budget constraints is not considered a layoff.

2. Reverse Absolute Seniority:

After employment status has been considered, length of service, based on reverse absolute seniority will be used to determine the order of layoffs.

- C. Layoff Eligibility List:** Names of former regular service employees who were separated from the City service by layoff or reassignment to a lower classification in lieu of layoff shall be placed on the City's layoff eligibility list, unless the City Manager or designee is notified that they are no longer interested in employment with the City.
- D. Re-employment of Employees on Layoff Eligibility List:** The goal of the City is to reinstate all employees on the Layoff Eligibility List if possible while also providing current regular full- time employees the opportunity to compete for other opportunities within the City as vacancies occur.

Each vacancy will be evaluated to determine if the position will be filled. While a Layoff Eligibility List is in existence, approved recruitments will not be filled in accordance with Guideline #320, but will be filled as follows:

- 1. Laid off employees can be re-employed up to eighteen (18) months based on absolute seniority.
 - 2. From eighteen to twenty-four (18-24) months employees can be re-employed based on absolute seniority points which will be awarded through an agreed upon labor management interview process.
 - 3. External Recruitment: Recruitments will only be advertised externally if the approved vacancy is not filled through the process listed above.
- E. Status of Re-employed Laid off Employees:** If a laid off employee is re-hired, the employee shall return to regular status in the pay grade of the new position. Employee starting rates of pay will be determined in accordance with Policy 200 (C) (1).

Article 5: Labor Relations Time

- A. Labor Relations Hours** are hours allotted to conduct bargaining unit business.
- B. Negotiation Time:** The City will allow City paid time for up to a maximum of five members to be used for participation in negotiations at the negotiation table.
- C. Labor Relations Banked Hours:** is a bank of donated vacation hours used for grievance procedures, labor management meetings, representing an employee, or any other labor management process excluding political activity. Members of the United Goodyear Firefighters Local 4005 may donate their vacation hours to this bank. Donation of vacation time is allowed twice (2x) per year.

- 1. Donation to this bank will be allowed 2x per year: July and December

2. Donating members must maintain a minimum of 24 hrs. in their personal vacation account at the time donation
3. The base year cap is 500 hours plus an allowance for annual growth based on percentage of increase in membership year over year. (For example: current membership equals 90; membership increases by 16 members which equals 18% growth; multiply 500 by 18% which would equal an increase in cap to 590 hours.)
4. Deputy Fire Chief will authorize time off specific to this bank
5. Constant Staffing responsible for back filling in accordance with Constant Staffing Policy
6. United Goodyear Firefighters must have used at least 48 hours of vacation in the current calendar year as donation will be based on accrual balance at the end of June and November
7. If the Labor Relations Banked Hours falls below the threshold of one-hundred fifty (150) hours at any time in the fiscal year another donation can be made

Article 6: Wages and Compensation

Step Increase:

FY 2015-2016

- A. Eligible members, with the exception of members at the maximum of their salary range, will receive an **average** increase of 6.0%. (See Appendix "A" for detail) The increase to be effective the first full pay period in July 2015. Eligible employees who have reached the maximum of their salary range as of June 30, 2015, and are not otherwise receiving a salary increase will receive a lump sum payment in the amount of 2.5% of their current base salary. The lump sum payment will be paid out in two installments to be received on July 10, 2015 and November 27, 2015.

FY 2016-2017

- B. Eligible members, with the exception of members at the maximum of their salary range, will receive an **average** increase of 4.3%. (See Appendix "B" for detail) The increase to be effective the first full pay period in July 2016. Eligible employees who have reached the maximum of their salary range as of June 30, 2016, and are not otherwise receiving a salary increase will receive a lump sum payment in the amount of 2.5% of their current base salary. The lump sum payment will be paid out in two installments to be received on July 8, 2016 and November 25, 2016

FY 2017-2018

- C. A market adjustment of 3.0% will be applied to the salary schedule effective the first full pay period of the fiscal year. Eligible members, with the exception of members at the maximum of their salary range as of June 30, 2017, and are not otherwise receiving a salary increase will receive an **average** increase of 5.0%. (See Appendix "C" for detail) The increase to be effective the first full pay period in July 2017. Eligible employees who

have reached the maximum of their salary range will receive a lump sum payment in the amount of 2.5% of their current base salary. The lump sum payment will be paid out in two installments to be received on July 7, 2017 and November 24, 2017.

Revenue Triggered Market Adjustment FY2015-2016, FY2016-2017 and FY2017-2018

If the City exceeds its year-over-year on-going General Fund revenue projections by four percent (4%) for contract year-1 fiscal 2015-2016 and contract year-2 fiscal 2016-2017 as stated in the budget revenue projections presented to City Council in or around April of each year, funding will be made available to fully or partially fund an increased market adjustment that brings our employees to the market average** based on market study conducted by Human Resources. Based upon availability of this funding source, the market adjustment would be scheduled for the final year of the contract. Funding will be made available for this purpose based on the percentage of actual revenue collections in excess of the budgeted level. If the budget projections over the two combined years is exceeded by 5.0% but less than 6.0%, an annualized 1.0% of salary will be available. If the projection is exceeded by 6.0% but less than 7.0%, an annualized 2.0% of salary will be available. If the projection is exceeded by 7.0% or more, an annualized 3.0% of salary will be available.

If the City does not reach 100% of the General Fund budget revenue projections through the first two years of the contract, at the option of management, the parties shall enter into a wage reopener for the 3rd year to discuss adjustments to the ongoing wages outlined in the MOU to address revenue shortfall. However, the City shall not enter into a wage reopener on any data points below 95% of market. Any adjustments that result in a reduction in ongoing wages or planned wage increases would require the approval of the City Council following the wage reopener discussion.

For the purposes of this analysis, on-going General Fund revenue excludes Construction Sales Tax.

**Market average to be determined by surveying the following municipalities identified as our “benchmark cities” (Avondale, Buckeye, Chandler, Gilbert, Glendale, Peoria, Phoenix, Scottsdale, Surprise and Tempe). Our range minimum, midpoint, and maximum salary will be compared to municipalities within one (1) standard deviation of the average of each data point (minimum, midpoint, and maximum salary). If the City is below 100% of the market average as determined above, an additional market adjustment up to 3.0% will be given subject to funding availability as outlined in paragraph one of this article.

FY 2015-2015, FY2016-2017, and FY2017-FY2018

- D. Holiday Compensation:** Members who are scheduled to work a City holiday (actual Holiday on the calendar, not the day observed by the City if different) will receive one and one half times their regular rate of pay for actual hours worked in addition to holiday pay.
- E. Retention Premium Pay:** Members working over 106 hours in the 14 day pay period ("Pay Period") shall be paid at the Retention Premium Pay rate of 1.5 times the member's hourly wage for all hours worked (including paid sick leave and paid vacation leave) up to 120 hours. Paid sick leave hours and paid vacation leave hours used by a member during the Pay Period will be included in the calculation of the 106 hours only but will only be included in the calculation for the purpose of Retention Premium Pay up to 120 hours. In order to receive overtime pay during the Pay Period, the employee must have actual hours worked (excluding paid sick leave and paid vacation leave) exceeding 120 hours.

Unpaid sick leave, unpaid vacation leave or any other leave hours, paid or unpaid, will not qualify for this purpose.

- F. Move Up Pay:** Members will be paid for temporarily working out of his/her assigned classification for anytime worked equal to or more than 4 consecutive hours. Members shall receive move up pay as follows: 5% increases will be paid for firefighter to engineer, engineer to captain, and captain to BC; a 10% increase will be paid for firefighter to captain. Members will be required to maintain all provided Continuing Education credits up to a maximum of 18 hours over two years for each position. The Fire Training Division will be responsible for tracking CE's.
- G. Specialty Pay:** Members shall receive specific Specialty Pay for successfully completing all of the required training and securing the following appropriate state or national certifications to utilize this training.

1. Hazardous Material Technician- When a member secures the proper certification as a Hazardous Material Technician the members wages shall be supplemented by payment of an additional hourly wage of \$1.00 per hour.

2. Paramedic Certification- When a member secures the proper certification necessary as a Paramedic the members wages shall be supplemented by payment of an additional hourly wage of \$2.25 per hour.

Article 7: Hours of Work

1. The daily work hours and weekly shift schedule of employees will be determined by the Fire Chief and will comprise work shifts of 48/96. This will not be a guarantee of any minimum number of hours.
2. Should the Department discontinue shifts of 48/96 on an employee wide basis, the United Goodyear Firefighters and the effected employees will be given sixty (60)

calendar days written notice prior to taking such action and after the Department has demonstrated to the United Goodyear Firefighters a business related need to eliminate shifts of 48/96 on an employee wide basis. The Fire Chief shall retain the final authority regarding changes to shift schedules.

Article 8: Alternative Work Schedule

It is the understanding of both the City Manager and United Goodyear Firefighters that due to the duties and responsibilities of sworn positions that the need for emergency services in which traditional work schedules and hours may not apply.

The work hours and schedule of United Goodyear Firefighters assigned to forty (40) hour assignments and all other United Goodyear Firefighters assigned to alternative/specialty assignments shall be at the discretion of the Fire Chief or designee.

Article 9: Benefits

A. Bereavement Leave:

1. An employee may be authorized to use up to two (2) days (not to exceed 48 hours) of City-paid funeral leave per occurrence to attend the funeral of an immediate family member. Two (2) additional days (not to exceed 48 hours) will be given for funerals requiring out of state travel. The definition of immediate family members is contained in Administrative Guideline #10.
2. An employee may be authorized to use up to one (1) day (not to exceed 24 hours) of City-paid funeral leave per occurrence to attend the funeral of any member of the employee's extended family. This day may only be utilized on the date of burial or memorial service. If additional time is needed, vacation leave may be used to extend funeral leave.

- B. Sick Leave Payout Upon Termination:** Members vested in the Public Safety Personnel Retirement System with a minimum of ten (10) years of continuous service with the City shall be compensated for accrued sick time up to a maximum of 480 hours of accrued sick leave for 40 hour work week employees and accrued sick time up to a maximum of 672 hours for 56 hour work week employees upon termination.

Members who do not meet these eligibility requirements will not receive any sick leave payout at the time of termination, and they forfeit all unused sick time.

C. Uniform Pay: Members will be paid a uniform allowance of \$424.75 four times a year.

Article 10: Post-Retirement Health Savings Trust Fund

1. The Union shall join the Arizona Firefighters Retiree Health Trust Fund, an Internal Revenue Code Section 501(c)(9) voluntary employee beneficiary association (the "Trust"), for the purpose of providing retiree health care benefits and other benefits to eligible Union members as the Trustees of the Trust may determine.
2. The Trust shall be managed and administered by a Board of Trustees appointed in accordance with the Trust document. The Union (as "Indemnitor") shall indemnify, defend and hold harmless the City (as "Indemnitee"), and its respective governing body, officers, officials, agents and employees, for, from and against any and all claims, loss, demands, suits, costs (including reasonable attorneys' fees and costs of litigation), liabilities, expenses, or damages (herein collectively referred to as "Claims") arising out of the administration and management or breach of fiduciary duty regarding the Trust. The damages which are subject of this indemnity shall include, but not be limited to, reasonable attorney fees, court costs, settlement expenses and litigation expenses related to liability described in this paragraph and/or related to any claim or action asserting liability against the Indemnitee or its governing body, officers, officials, agents and employees or volunteers. Such indemnification shall survive the expiration of this MOU and remain in place for such time as the Trust shall exist. The indemnification of the City by the Union shall not extend to any damages incurred as a result of the negligence or misconduct of the City with regard to the calculation, collection or deposit of Trust contributions.
3. Each eligible Unit Member will contribute \$12.50 per pay period into the Trust for the purpose of providing a monthly stipend for retirees to apply to the cost of their health insurance premiums and related expenses upon retirement. Unit Members covered by the MOU are required to participate in the Trust unless they are eligible to retire prior to July 1, 2020 AND they have opted out of Trust participation prior to July 1, 2015.
4. The City will contribute a matching contribution of \$12.50 per eligible Unit Member per pay period into the Trust as a benefit of employment.

Article 11: Shift Trade Policy

United Goodyear Firefighters members will be granted the opportunity to exchange shifts. Shift exchanges shall not qualify a member for overtime. All shift exchanges shall be in conformance with Fire Department's Shift Trade Policy 105.013. Shift members executing a trade will only fill the roles of the member they are trading with.

Article 12: Term of Memorandum

This Memorandum shall remain in full force and effect beginning July 1, 2015 through June 30, 2018.

IN WITNESS WHEREOF, the parties have set their hand this _____ day of _____ 2015.

CITY OF GOODYEAR

UNITED GOODYEAR FIREFIGHTERS LOCAL
4005

By:

By:

Brian Dalke, City Manager

Dan Freiberg
Lead Negotiator

Roric Massey, City Attorney

Stephen Gilman
Representative

Lyman Locket, Human Resources
Director
Lead Negotiator

Orion Godfrey
Representative

Tom Cole, Deputy Fire Chief
Negotiation Team Member

Rocky Piazza
Representative

Lauri Wingenroth, Budget &
Research Manager

Patrick Doyle
Representative

Negotiation Team Member

Sabrina Dezso, HR Business Partner
Negotiation Team Member

ATTEST:

Maureen Scott, City Clerk

APPENDIX A
Wage Tables
Fiscal Year 2015-2016

Firefighter

Current Step as of June 30, 2015	New Hourly Pay Rate after July 1, 2015 (without FLSA)	New Salary after July 1, 2015 (w/FLSA based on 3054 Hours)
2	\$16.70	\$51,002.88
3	\$18.21	\$55,625.92
4	\$19.31	\$58,978.30
5	\$20.66	\$63,090.41
6	\$21.39	\$65,326.59

Engineer

Current Step as of June 30, 2015	New Hourly Pay Rate after July 1, 2015 (without FLSA)	New Salary after July 1, 2015 (w/FLSA based on 3054 Hours)
1	\$21.38	\$65,287.77
2 and hired after 7/1/2007	\$22.46	\$68,592.92
2 and hired before 7/1/2004	\$22.73	\$69,409.50
3	\$23.61	\$72,108.60
4	\$23.61	\$72,108.60

Captain

Current Step	New Hourly Pay Rate after July 1, 2015 (without FLSA)	New Salary after July 1, 2015 (w/FLSA based on 3054 Hours)
1	\$24.79	\$75,714.04
2 and promoted to Captain after 7/1/2012	\$26.05	\$79,546.68
2 and promoted to Captain	\$26.54	\$81,061.86

between 7/1/2007 and 7/1/2012		
2 and promoted to Captain before 7/1/2007	\$28.77	\$87,856.86
3 and promoted to Captain before 7/1/2006	\$28.77	\$87,856.86
3	\$27.44	\$83,802.85
4	\$28.77	\$87,856.86
5	\$28.77	\$87,856.86

Newly hired Firefighters and newly promoted Engineers and Captains will follow the current Grade and Step Table.

New pay rates effective the first full pay period of July.

APPENDIX B

Wage Tables

Fiscal Year 2016-2017

Firefighter

Hourly Pay Rate as of July 1, 2015 (without FLSA)	New Hourly Pay Rate after July 1, 2015 (without FLSA)	New Salary after July 1, 2016 (w/FLSA based on 3054 Hours)
\$16.70	\$17.54	\$53,553.03
\$18.21	\$19.58	\$59,799.00
\$19.31	\$21.39	\$65,326.59
\$20.66	\$21.39	\$65,326.59
\$21.39	\$21.39	\$65,326.59

Engineer

Hourly Pay Rate as of July 1, 2015 (without FLSA)	New Hourly Pay Rate after July 1, 2015 (without FLSA)	New Salary after July 1, 2016 (w/FLSA based on 3054 Hours)
\$21.38	\$22.45	\$68,552.16
\$22.46	\$23.61	\$72,108.60
\$22.73	\$23.61	\$72,108.60
\$23.61	\$23.61	\$72,108.60

Captain

Hourly Pay Rate as of July 1, 2015 (without FLSA)	New Hourly Pay Rate after July 1, 2015 (without FLSA)	New Salary after July 1, 2016 (w/FLSA based on 3054 Hours)
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\$24.79	\$26.03	\$79,499.74
\$26.54	\$28.00	\$85,518.55
\$27.44	\$28.77	\$87,856.86
\$28.77	\$28.77	\$87,856.86

Newly hired Firefighters and newly promoted Engineers and Captains will follow the current Grade and Step Table.

New pay rates effective the first full pay period of July.

APPENDIX C

Wage Tables

Fiscal Year 2017-2018

Firefighter

Current Hourly Rate as of July 1, 2016 (without FLSA)	New Hourly Pay Rate after July 1, 2017 (without FLSA)	New Salary after July 1, 2017 (w/FLSA based on 3054 Hours)	Step
\$17.54	\$19.00	\$58,020.50	5
\$19.58	\$22.03	\$67,286.34	8
\$21.39	\$22.03	\$67,286.34	8

Engineer

Current Hourly Rate as of July 1, 2016 (without FLSA)	New Hourly Pay Rate after July 1, 2017 (without FLSA)	New Salary after July 1, 2017 (w/FLSA based on 3054 Hours)	Step
\$22.45	\$24.32	\$74,271.75	2
\$23.61	\$24.32	\$74,271.75	2

Captain

Current Hourly Rate as of July 1, 2016 (without FLSA)	New Hourly Pay Rate after July 1, 2017 (without FLSA)	New Salary after July 1, 2017 (w/FLSA based on 3054 Hours)	Step
\$26.03	\$28.20	\$86,131.96	3
\$28.00	\$29.63	\$90,492.46	4
\$28.77	\$29.63	\$90,492.46	4

Newly hired Firefighters and newly promoted Engineers and Captains will follow the current Grade and Step Table.

New pay rates effective the first full pay period of July.