



Agreement

by and between

Central Pierce Fire & Rescue

and

IAFF Local #726

Non-Uniformed Bargaining Unit

January 1, 2022 – December 31, 2024

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Union and the Union shall inform the District to stop deducting dues. Deductions will be transmitted to the Treasurer of the Union monthly. Upon issuance and transmission of payment to the Union, the District's responsibility shall cease with respect to deductions covered thereby. The Union and each employee authorizing the assignment of wages for payment of Union dues hereby undertake to indemnify and hold the District harmless from all claims, demands, suits or other forms of liability that may arise against the District for or on account of any deduction made from the wages of such employee.

- 2.3 The District agrees not to discriminate against any employee for, or because of, their membership in the Union. Such non-discrimination policy also applies to any activities conducted by a member of the Union on behalf of said Union.

ARTICLE 3 UNION BUSINESS

- 3.1 An employee may be granted time off, with pay, to attend seminars or conferences involving fire mechanic related union business, provided that the total scheduled time off for all such representatives shall not exceed twenty-four (24) hours per year collectively. Union leave shall be scheduled and approved the same as annual leave.
- 3.2 The District agrees to furnish and maintain a suitable board in a convenient place in the maintenance garage to be used by the Union. The Union shall limit its posting of notices and bulletins to such bulletin boards.
- 3.3 Up to two (2) members of the Union's recognized negotiation team shall be granted release time from duty with pay to attend negotiation sessions between the District and Union. Released individuals will return to duty upon completion of the negotiations.
- 3.4 In order to address issues of mutual concern between the District and Union, a committee shall be formed consisting of two (2) representatives of the Union and up to two (2) representatives of management. The committee shall meet at least semi-annually or more frequently if mutually agreed for the purpose of seeking resolutions on issues of common concern. Meetings shall be no longer than one (1) hour unless extended by mutual agreement of the District and Union.
- 3.5 Up to one (1) member of the bargaining unit shall be allowed to attend the monthly Executive Board Meeting.
- 3.6 Employees participating in such meetings set forth in 3.3, 3.4 and 3.5 will be allowed to do so without loss of pay if scheduled during said employee's regularly scheduled work time. If meetings or activities go beyond the employee's regularly scheduled work time, then the employee shall be on their own time, not paid by the District.

ARTICLE 4 PREVAILING RIGHTS

- 4.1 All rights and privileges held by the employee at the present time which are not included in this Agreement, shall remain in force unchanged and unaffected in any manner.

ARTICLE 5 MANAGEMENT RIGHTS

5.1 Any and all rights concerned with the management and operation of the Fire District are exclusively that of the District unless otherwise provided by the terms of this Agreement. The District has the authority to adopt rules and regulations including but not limited to dress, appearance, and work performance for the operation of the Fire District and the conduct of its Employees; provided such rules are not in conflict with this Agreement or with applicable law. The District has the right to discipline, temporarily lay off, or discharge employees for just cause, to assign work and determine duties and performance standards of employees, to determine, establish and/or revise the number of personnel to be assigned to work at any time, and to perform all other functions not otherwise expressly limited by this Agreement. The District agrees that departmental rules and regulations which affect working conditions and performance shall be subject to the Grievance Procedure.

Except as specifically modified by or treated in this Agreement, all policies, matters, questions and terms affecting employees in their employment relations with the District shall be governed by such rules, administrative guidelines, policies, and procedures as the District, from time to time, may implement. The District agrees that the Union will have an opportunity, prior to implementation, to provide comments and suggestions concerning the new departmental rules and regulations.

5.2 All rights and privileges held by the District at the present time, which are not included in this Agreement, shall remain in force unaffected in any matter.

ARTICLE 6 WAGES

6.1 Wages effective January 1, 2022, shall be increased by 5.8% and are represented in Appendix A.

6.2 Wages effective January 1, 2023 shall be increased by 6.75% and are represented in Appendix A

6.3 Wages effective January 1, 2024 shall be increased equal to 100% of the change in the Seattle/Tacoma/Bellevue CPI-W for the twelve (12) month period measuring June of 2022 to June of 2023 (with a minimum of three percent (3%) and a maximum of six percent (6%) increase

6.4 Special Certification Incentive Pay – Mechanics and Lead Mechanic – Upon the attainment of the following ASE/EVT certifications, employees will receive incentive pay as outlined below:

- Fire Apparatus Tech 1 – ½% of base salary per month
- Fire Apparatus Tech 2 – ½% of base salary per month
- Fire Apparatus Tech 3 – ½% of base salary per month
- Ambulance Tech 1 – ½% of base salary per month
- Ambulance Tech 2 – ½% of base salary per month
- Ambulance Tech 3 – ½% of base salary per month

Upon attainment of all six (6) certifications, employees will become entitled to receive a 4% overall certification incentive. Employees will be required to maintain the certifications to continue incentive pay.

If these certifications become a job requirement, the District and Union will determine an appropriate amount of time to obtain the certifications, the requirements will be added to the job description, and the incentive pay will be added to base salary.

The District and Union agree to meet and confer if a Level 4 is added to the Fire Apparatus Tech and Ambulance Tech certifications.

Prior to March 31, 2019, the District and Union agree to meet and negotiate appropriate certifications for Facility Maintenance employees. The total maximum benefit for the certifications shall not exceed four percent (4%) of base salary, per employee.

6.5 Longevity Pay – The District agrees to pay longevity to full-time and part-time employees on a monthly basis, according to the following schedule:

Completion of 5 years (61-120 months, increase @ completion of the 60th month)	2% of employee's monthly base salary
Completion of 10 years (121-180 months, increase @ completion of the 120th month)	4% of employee's monthly base salary
Completion of 15 years (181-240 months, increase @ completion of the 180th month)	6% of employee's monthly base salary
Completion of 20 years (241-300 months, increase @ completion of the 240th month)	8% of employee's monthly base salary
Completion of 25 years (301-360 months, increase @ completion of the 300th month)	10% of employee's monthly base salary
Completion of 30 years (361+ months, increase @ completion of the 360th month)	12% of employee's monthly base salary

6.6 Out of Classification Acting Pay - Shop When the lead mechanic position is absent for four (4) hours or more in a day, the District will fill the position from the established Lead Mechanic Eligibility List, or if no list exists or no one on the Eligibility List is on duty, then by seniority of qualified individuals. Acting pay shall be paid at the higher rate for any time worked, on an hour for hour basis.

6.7 Salary Step Plan

6.7.1 Salary Schedules

6.7.1.1 All positions shall recognize a three (3)-step salary schedule as outlined below:
Step A – New Hire/Probationary
Step B – 2nd Year
Step C – 3rd Year

Employees will move through the defined salary steps on an annual basis, based on their date of hire or rehire.

6.7.2 **Newly Hired or Rehired Employees**

Newly hired or rehired employees will begin at Step A of the pay range unless they qualify as a “lateral” candidate.

Candidates that have five (5) or more years of previous work experience in their respective fields shall be considered as lateral candidates and will be hired at Step B of the salary schedule within their job classification. Laterals shall advance to Step C after successfully completing their one (1) year probationary period. Date of hire will determine seniority and all accrual levels, i.e. vacation, longevity pay, etc.

6.7.3 **Promoted Employees**

At the time of promotion (defined as accepting a position in a higher pay range), employees will move to the first step in the range of the new class which results in an increase of at least 10%. Upon successful completion of a promotional trial service period, the employee's salary shall be increased to the next step of the new range and annually thereafter up to the top of the range. In no event shall a promoted employee's salary be less than the starting pay of the salary range for the new class, nor in excess of the highest step of the regular salary range for the new class.

6.7.4 **Demoted Employees**

Employees who voluntarily demote (defined as voluntarily applying for and accepting a position in a lower pay range) will be placed in the appropriate pay range for the new classification that results in the least amount of pay reduction, but not above the top of the new range. If an employee is not at the top step, their next step date will be one (1) year from the demotion date.

For example, an employee is currently at Step A and is eligible for Step B on November 15th but they voluntarily demote to a new position on August 1st. Their next step date will be reset to one (1) year later, August 1st, and each August 1st, thereafter until reaching the top step.

Employees who are involuntarily demoted as part of a reduction in force (i.e. layoffs) will be placed in the pay range for the new classification that is closest to their current rate of pay provided that if all pay steps in the demoted classification are lower than the demoted employee's current rate of pay, the demoted employee's pay shall be maintained (red-circled) until such time as the appropriate pay range encompasses their current rate of pay. Thereafter, they will be entitled to any wage increases as set forth in this Agreement.

6.8 Employees summoned for jury duty will be granted a sufficient leave of absence from employment.

6.9 An employee shall continue to receive normal wages for any period of required service as a witness in any judicial proceeding in which the employee is subpoenaed to appear as a result of, or related to, the performance of official duties with the District. All money received for witness fees, while on duty shall be surrendered to the District. Employees scheduled to work will

report for work when less than a scheduled work shift is required by such duties. Employees shall receive overtime if subpoenaed off duty to appear for work related proceedings.

ARTICLE 7 WORK WEEK, HOURS OF WORK

- 7.1 Work Week. The work week is defined as the period between 12:01 a.m., Sunday through 12:00 midnight the following Saturday.

- 7.2 Normal working hours shall be forty (40) hours per week, from 8 a.m. to 5 p.m., Monday through Friday, with an hour unpaid lunch. Employees may work a flexible schedule upon mutual agreement of the employee and the District. Normal flexible hours may range from 6 a.m. to 6 p.m., Monday through Friday.

ARTICLE 8 RETIREMENT, DEFERRED COMPENSATION AND MEDICAL EXPENSE REIMBURSEMENT PLAN (MERP)

- 8.1 Retirement - All eligible employees and the District shall participate in the Washington Public Employees Retirement System (PERS) to the extent provided for by Washington State Law.

- 8.2 Deferred Compensation - The VOYA, Decision Point and Washington State Employees 457 Deferred Compensation Plans shall be made available to employees of the bargaining unit, with the option to participate. Employees shall be governed by the requirements of the plan.

- 8.3 The District shall contribute four and one-half percent (4.5%) of the employee's base wage per month, or \$400, whichever is greater, per employee to the deferred compensation plan for the term of this Agreement with no employee matching required.

- 8.4 The District shall allow employees to contribute at the agreed upon amount of the bargaining unit per month, to the Washington State Council of Firefighters Medical Expense Reimbursement Plan. The District shall facilitate employee deductions through payroll deduction. It is acknowledged that the District's role is administrative only. The plan requires participation by all bargaining unit members.

ARTICLE 9 OVERTIME/CALLBACK

- 9.1 If an employee is required to work outside regularly scheduled hours, they shall be compensated at one and one half (1.5) overtime pay. These overtime hours shall be paid in quarter (1/4) hour increments.

- 9.2 Callback – Mechanics, Facilities and Grounds Maintenance
 - 9.2.1 Employees called back to work after hours or on a day off shall be paid overtime and receive a minimum of three (3) hours for each respective call back.
 - 9.2.2 Any employee called back to work while on a recognized holiday shall receive pay at two (2) times their hourly base rate.

9.3 Callback – Information Technology

9.3.1 On-Call Program – Information Technology will have coverage after hours by ways of an on-call program. All represented IT members shall be required to participate in the on-call program. The on-call program will consist of one (1) technician to be available by phone and the schedule will rotate on a weekly basis. On-call status is defined as when a member is required to be immediately available to be contacted by phone, and the District requires the member to be prepared to physically report immediately, if the need arises. On-call status will not be concurrent with work time.

9.3.1.1 In consideration of these duties, the District will pay a monthly premium to all IT members in the amount of \$125.00.

9.3.2 When there is a need for an on-call technician to respond by engaging with a user to troubleshoot an issue, the technician will be paid overtime wages (1.5 times) in fifteen (15) minute increments. Any time less than fifteen (15) minutes will be round up to the next fifteen (15) minutes (e.g. a twenty-two (22) minute engagement will be paid thirty (30) minutes of overtime).

9.3.3 When an employee is required to respond to a designated work location outside of their normally scheduled hours (e.g. reporting to a District location within the IT consortium to troubleshoot equipment), with supervisor approval, shall be paid overtime and receive a minimum of three (3) hours for each respective physical call back.

9.3.3.1 Any employee called back under this Article, while on a recognized holiday, shall receive pay at two (2) times their hourly base rate.

ARTICLE 10 TOOL ALLOWANCE

10.1 Employees in the Shop and Facility divisions are required to provide, at their own expense, a basic set of tools appropriate to perform the work required of their position. The employee shall submit and maintain on file, an updated inventory of all personal tools used on the job annually to the Assistant Chief of Logistics. Annually, a mutual date(s) will be set for a comprehensive tool inventory.

10.2 The District shall replace any tools which are lost because of fire or theft. The District will replace, upon redemption, with equal quality any tools broken in the course of maintaining department apparatus/equipment/facilities/grounds. Receipts for reimbursement of replacement tools shall be submitted to the Assistant Chief of Logistics for approval as needed. All tools purchased under this Agreement shall become property of the employee.

10.3 Each employee in the Shop and Facility divisions will be provided a yearly tool allowance in one (1) of the following amounts:

Full-time employees	\$400.00
Part-time employees	\$150.00

Allowance shall be paid in January of each year for current employees, and on the first paycheck for any new employee hired mid-year.

ARTICLE 11 UNIFORMS AND WORK BOOTS

- 11.1 **Shop Employees.** The District will provide required safety and protective equipment, appropriate coveralls and district t-shirts, sweatshirts and jackets as needed. The District shall also reimburse each employee up to \$350 annually for work boots. During the term of this Agreement, the Parties agree to work together to come up with options for apparel.
- 11.2 **Grounds/Facilities Employees.** The District will provide required safety and protective equipment, and district t-shirts, sweatshirts and jackets as needed. The District shall also reimburse each employee up to \$350 annually for work boots and coveralls. During the term of this Agreement, the Parties agree to work together to come up with options for apparel.
- 11.3 **Information Technology Employees.** Employees, on a voluntary basis, may wear articles embroidered with the Consortium’s name and logo that are available through the District “store”. The District agrees to pay for up to five (5) articles as well as one (1) jacket/rain jacket and sweatshirt upon hire, and up to two (2) additional articles per year. Jackets and sweatshirts will be replaced as needed.
- 11.4 **Prevention & Education Employees.** The District will provide five (5) polo shirts and five (5) pairs of black pants, as well as any articles needed to protect the employee in foul weather, to each employee upon hire, and will replace items as needed. These items will be procured through Central Stores.

ARTICLE 12 VACATION

12.1 The following vacation accrual schedule will be used to calculate hours earned and shall be awarded monthly:

	<u>Annually</u>		<u>Monthly</u>
1 year of service	80 hours	1 – 12 months	6.67 hours
Completion of 1 year (Increase at completion of 12th month)	120 hours	13 – 60 months	10 hours
Completion of 5 years (Increase at completion of 60th month)	160 hours	61 – 120 months	13.34 hours
Completion of 10 years (Increase at completion of 120th month)	180 hours	121 – 168 months	15 hours
Completion of 15 years (Increase at completion of 168th month)	200 hours	169 – 228 months	16.67 hours
Completion of 20 years (Increase at completion of 228th month)	265 hours	229 - 288 months	22.09 hours
Completion of 25 years (Increase at completion of 288th month)	280 hours	289 + months	23.34 hours

12.2 Employees may accumulate vacation time up to a maximum of two (2) year's accrual for forty (40) hour work-week employees. Unused vacation in excess of this amount shall be forfeited

except in the extreme and/or unusual circumstances approved by the District (i.e. extended periods of disability leave or vacation scheduling difficulties).

12.3 Selection of vacation shall be on a seniority basis. After an employee's vacation has been approved, it can only be changed by mutual consent. Vacation requests must be approved by the District.

12.4 For ease of vacation calculation only (not affecting seniority) employees' vacation will be calculated by using a vacation anniversary date as follows:

12.4.1 Persons hired from day one (1) to day fifteen (15) of a month will be assigned a vacation anniversary date of day one (1) of the month hired.

12.4.2 Persons hired from day sixteen (16) to the last day of the month will be assigned a vacation anniversary date of day one (1) of the month following the month hired.

ARTICLE 13 HOLIDAYS

13.1 The business offices of the District will be closed to the public, and employees are not to report to work on the following Washington State legal holidays:

New Years Day	January 1
Martin Luther King Jr.'s Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 th
Independence Day	July 4
Labor Day	1st Monday in September
Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November
Friday following Thanksgiving	Friday after Thanksgiving Day
Christmas Day	December 25

13.2 If the Washington State legal holiday falls on a Saturday, employees will be granted Friday off for the holiday. If the legal holiday falls on a Sunday, employees will be granted Monday off for the holiday.

13.3 Employees shall be awarded one-hundred twenty (120) holiday hours on an annual basis, to include holidays used on the above dates plus any floating holiday hours.

13.3.1 For 2022, employees may elect to receive a cash payment of base pay at the straight time rate for up to fifty-six (56) hours in lieu of holidays worked.

13.3.2 Beginning in 2023, employees may elect to receive a cash payment of base pay at the straight time rate for up to 120 hours in lieu of holidays worked. It is understood that selling back 120 hours of holiday time will require use of some other accrued leave when business offices are closed. However, it is understood that employees may

choose to work Martin Luther King Jr.'s Birthday, President's Day, Juneteenth, Independence Day and the Friday following Thanksgiving, with supervisory approval.

- 13.4 Each employee shall elect prior to November 1st of the prior year on forms provided by the District, the required cash payment and/or time off. The cash payment shall be paid to each employee, having made such an election, on the last pay date in the month of November of the year earned. For the additional 8 hours in 2022, they will be paid out in November of 2022.
- 13.5 Holiday hours must be used or cashed out by December 31st of each year.

ARTICLE 14 BEREAVEMENT LEAVE

- 14.1 Bereavement Leave – In the event of a death in the immediate family of an employee, the employee shall be granted thirty (30) hours off with pay. An additional ten (10) hours may be used at the discretion of the Fire Chief or his designee.
Effective January 1, 2023, in the event of a death in the immediate family of an employee, the employee shall be granted forty (40) hours off with pay.
- 14.2 Immediate family shall be defined as the spouse and children of the employee, parents or step parents, brother, sister, grandchildren, grandparents of the employee, and those of the employee's current spouse. Also covered is the loss of a child in the event the employee would have qualified for prenatal or postnatal medical leave or family leave to bond with the child, for the seven (7) days following the loss of a child.
- 14.3 Additional leave for covered relationships, or non-covered relationships, will be allowed with the use of accrued vacation leave or holiday leave.

ARTICLE 15 EMERGENCY LEAVE

- 15.1 In the event of an emergency in the immediate family of the employee that requires the presence of the employee, the employee shall be granted immediate leave with pay, said leave being deducted from the employee's appropriate accrued leave (vacation or holiday time bank) in the event the "emergency" does not qualify for sick leave.
- 15.2 The employee shall return to work within two (2) hours or call the supervisor within two (2) hours to give an update on the situation.
- 15.3 "Emergency" is defined as an event sudden in onset and unexpected, and which demands immediate action by the employee.

ARTICLE 16 SICK LEAVE/PAID FAMILY AND MEDICAL LEAVE PROGRAM

- 16.1 Full time employees assigned to a forty (40) hour week shall accrue paid sick leave at the rate of ten (10) hours for each full month of service up to a maximum accumulation of 1560 hours.

- 16.1.1 Effective January 1, 2023, paid sick leave accrual will increase to the rate of seventeen (17) hours for each full month of service.
- 16.2 In case of employees who are absent due to illness or injury for which they are receiving payment from State Industrial insurance, the District's obligation shall be limited to paying the difference between the employee's basic salary and the amount received from the State Fund. Sick leave shall be charged on a pro-rated basis in such cases until exhausted.
- 16.3 Sick leave shall be granted for the following reasons:
- 16.3.1 Personal illness or incapacity of the employee;
- 16.3.2 Health condition of the employee's child under the age of 18, which condition requires treatment or supervision. If an employee stays home to care for an ill child, that employee shall be required to return to work when spouse or other family member arrives home from work, and can assume care of the ill child.
- When other family members normally responsible for child care are incapacitated, other child care arrangements will need to be made. Sick leave usage will be denied for child care purposes, when children are not ill.
- 16.3.3 The District complies with the Federal Family and Medical Leave Act of 1993, and all applicable state laws relating to family or medical leave.
- 16.3.4 Scheduled doctor's appointments, which due to circumstances cannot be scheduled while off duty.
- 16.4 When an employee utilizes sick leave, they must notify their Supervisor immediately. Failure to do so may result in a denial of sick leave compensation.
- 16.5 The District agrees to buy back sick leave hours in excess of the employees' maximum accrual at the rate of 25% of the employees' base pay. Sick leave buy back will be paid in November of each year and shall be paid accordingly:

One hundred percent (100%) shall be contributed into the members HRA account. Upon severance of employment, the sick leave bank will be bought out at 25% of base salary for all accrued sick leave hours and shall be paid accordingly:

Mandatory Accrued Sick Leave Contribution

Effective January 1, 2023, for every employee who is represented by Local 726 / Non-Uniformed Bargaining Unit, the District shall, upon the employee's separation from the District and on behalf of the employee, irrevocably contribute on a pre-tax basis to any one, or a combination of the three (3) options, as designated by the employee, an amount equal in value to 50% of the payments that would otherwise be paid to the

employee for unused sick leave. The remaining 50% of the accrued sick leave payout entitled under the Agreement shall be paid directly to the employee upon separation.

Options –

- 1) The employee's HRA account.
- 2) The employee's MERP account
- 3) The employee's 457 Deferred Compensation plan

No Individual Employee Election. The employee shall not have the option to receive a payout in cash for the value of up to 50% the accrued sick leave contributed to any of the above options.

REMITTANCE OF CONTRIBUTIONS. The District shall remit the above accrued sick leave contributions directly to the designated plan(s) for the duration of the Agreement. Those contributions shall be remitted directly to the custodian of the selected plan option within 30 days of the date the payment would have been payable to the employee.

- 16.6 Sick leave shall not accrue during leaves of absence without pay, or layoffs.
- 16.7 On date of hire, employees shall have available to them forty (40) hours of sick leave. Monthly accrual will not begin until after employee has earned forty (40) hours of sick leave. If an employee terminates or is terminated before unearned sick leave hours are replaced, the unearned sick leave will be deducted from the final pay check.
- 16.8 Washington State Paid Family & Medical Leave - Eligible employees are covered by Washington's Family and Medical Leave Program, RCW 50A.04. Eligibility for leave and benefits is established by Washington law and is therefore independent of this Agreement. Premiums for benefits are established by law and are split between the Employee and Employer. Employees will pay through payroll deduction the full cost of the premiums associated with family leave benefits as determined by the State pursuant to RCW 50A.10.030. The District will pay the remaining premium amounts, as determined by the State.

ARTICLE 17 LIGHT DUTY

- 17.1 Employees on temporary disability or extended sick leave may be assigned light duty. Light duty positions shall be considered temporary in nature, and shall have a maximum cap of six (6) months. The six (6) month period will be extended by up to an additional six (6) months if the treating physician provides a positive prognosis for return to full duty within that time period. Light duty shall not affect previously scheduled leave.
- 17.2 Employees must provide a physician's release to work light duty assignments. All light duty assignments shall be job related and of a constructive nature. Work hours shall be mutually agreed upon prior to commencement of assigned duties.

ARTICLE 18 MEDICAL

18.1 The Union and District have entered into a Memorandum of Understanding (dated December 17, 2019) which covers healthcare benefits through December 21, 2022. While the financial obligations of the District and employee will be considered in the total cost of compensation affixed to this Agreement, the cost and other terms of Healthcare shall be negotiated pursuant to the MOU.

ARTICLE 19 WELLNESS

19.1 The District agrees to provide and maintain exercise equipment.

19.2 An employee will be allowed three (3) hours per week, no more than one (1) hour per day, for physical exercise. Exercise must be done at a District facility and the time of day must be approved by the employee’s supervisor.

ARTICLE 20 EDUCATIONAL REIMBURSEMENT

20.1 Central Pierce Fire & Rescue agrees to supply the necessary books and tuition/registration fees up to the current credit rate for the University of Washington (undergraduate program) for job related courses, as approved by the District. Payment shall only be made upon successful completion of approved classes, with a passing grade.

ARTICLE 21 GRIEVANCE PROCEDURE

21.1 Grievances are defined as disputes between the Employee (or Union) and the District to the interpretation or application of specific term(s) of this Agreement, or those disputes over discipline resulting in written reprimands, suspensions, demotions or terminations. Grievances shall be settled according to the following procedure.

21.2 In the grievance procedure, the aggrieved employee shall have the right as guaranteed by RCW 41.56.080 to represent them self or to be represented by a Union representative. In addition, the Union has the right, in its own capacity, to act as an aggrieved party in the grievance procedure. In the event the aggrieved party is an individual employee, the grievance procedure shall begin with Step 1. In the event the aggrieved party is the Union, the grievance procedure shall begin with Step 2, provided the Union initiates such proceedings by filing a written grievance within twenty (20) calendar days of the knowledge of the alleged grievance.

21.3 Any grievance not brought or appealed by the aggrieved employee (or Union) within the prescribed time limits shall be considered resolved on the basis of the District’s last response. A grievance not responded to by the District within the prescribed time limits shall permit the grievance to advance to the next step.

21.4 A grievance shall be submitted in writing and shall contain the following information:

- A. A statement of the grievance and the facts upon which it is based;
- B. The date or dates of the alleged violation;
- C. A statement of the specific provision(s) of the collective bargaining agreement alleged to have been violated;
- D. The manner in which the provision is alleged to have been violated;
- E. The specific remedy sought;
- F. The signature of the aggrieved employee, or in the case of a Union grievance, signed by the steward of record.

21.5 A grievance shall be processed in the following manner, except that time limits may be extended or waived by written mutual agreement of both parties.

STEP ONE

The grievant shall present the grievance to the immediate supervisor within twenty (20) calendar days of knowledge of the occurrence of the event giving rise to the grievance. The grievant shall meet and discuss the grievance with the supervisor who shall respond in writing, affirming or denying the grievance within twenty (20) calendar days of the meeting with the grievant.

STEP TWO

If the grievance is not resolved at Step One, the grievant shall submit it, in writing to the Fire Chief of the District or his designee within twenty (20) calendar days of the supervisor's written response. The Fire Chief shall, upon receipt, date the written form submitted. Within twenty (20) calendar days, or on a mutually agreed upon date, following receipt of the written form, the Fire Chief will schedule a meeting to discuss the issue(s). In attendance shall be one (1) person representing the Union, the grievant, the Fire Chief, and a person designated by the Fire Chief. Following discussion of the issue(s), the Fire Chief shall direct a written response to the grievant(s).

The Fire Chief shall respond in writing within twenty (20) calendar days from the mutually agreed upon date; provided, however, that if the Fire Chief is unavailable at the time the grievance is submitted to Step Two, the time limit for the Fire Chief's response shall be extended an additional twenty (20) calendar days.

STEP THREE

If the grievance is not resolved at Step Two, the grievant with the consent of the Union may, within twenty (20) calendar days from receipt of the response in Step Two, appeal the grievance to the Board of Commissioners by filing written notice with the District Secretary. The Board shall conduct a hearing and transmit its decision to the grievant and the Union within twenty (20) calendar days of the conclusion of the hearing.

STEP FOUR

If the grievance is not resolved to the satisfaction of the Union at Step Three, the Union may submit the matter to arbitration. Within twenty (20) calendar days of receipt of the Board's findings, the Union shall notify the Board in writing of its intent to arbitrate the issue. Within twenty (20) calendar days of the Union's request to arbitrate, a representative of the Union and of the District shall meet and attempt to agree on a neutral arbitrator. If unable to reach agreement, they shall request a list of seven (7) arbitrators from the Public Employment Relations Commission. Upon receipt of the list, the two (2) representatives shall meet within twenty (20) calendar days to alternately strike names until one (1) name remains. A coin toss shall determine who strikes first. This person shall serve as the sole arbitrator.

- 21.6 The arbitrator shall have no power or authority to add to, subtract from or in any manner modify the terms of this Agreement, nor to determine any issue other than that submitted. The decision of the arbitrator shall be in writing setting forth the arbitrators reasoning.
- 21.7 The arbitrator's decision should be issued to the parties within thirty (30) calendar days after the hearing.
- 21.8 Expenses and compensation for the arbitrators' service and the proceedings shall be shared equally between the parties; provided, however, each party shall be solely and completely responsible for all costs of preparing and presenting its own case. If either party desired a record of the proceeding, it shall solely bear the cost of such recording, unless both parties agree to share the record and equally share the cost.
- 21.9 If an employee is given a directive by a supervisor which the employee believes to be in conflict with any provisions of this Agreement, the employee shall comply with the directive at the time it is given, and thereafter exercise their right to grieve the matter. The employee's compliance with such directive will not prejudice the employee's complaint with such a grievance, and such compliance will not affect the resolution of the grievance.

ARTICLE 22 PART-TIME AND TEMPORARY EMPLOYEES

- 22.1 Part-time employees shall receive benefits under this Agreement as listed below:
- Hourly wage equal to qualifications (Step A/Probationary, Step B or C)
 - A vacation allowance based on four (4%) percent of the total hours worked in the preceding calendar year, with a cap of 100 hours
 - Longevity will be paid on a monthly basis, according to the schedule in Article 6.5
 - Deferred compensation contribution as outlines in Article 8.3
 - Tool allowances as outlined in Article 10.3
 - No eligibility for holidays
- 22.2 Temporary Employees – The District and the Union shall mutually agree to the need for temporary employees, the process to secure them and their wages and benefits, prior to placement. Temporary employees are hired for a limited period not to exceed three (3) months, unless mutually agreed to extend.

ARTICLE 23

POSTING OF JOBS, PROBATIONARY PERIODS AND LEAD MECHANIC TESTING

23.1 Posting of Jobs. It is the desire and intent of the District to fill job vacancies with qualified applicants from within the District before hiring new employees, providing the employees who apply have the required qualifications for the particular job.

23.1.1 **All positions within the bargaining unit with the exception of Lead Mechanic (see 23.3 for that process).** Job postings for new, vacant or promotional opportunities will first be posted internally:

- a. When the District receives any number of internal applicants who meet the qualifications based on the job announcement, the District shall hold the testing and interview process for those internal applicants.
- b. Positions shall be filled through an impartial selection process, which could include, but not be limited to: online application; letter of interest; assessment of skills and abilities; seniority; and a scored interview.
- c. Any qualified internal candidate(s) who pass the Assessment Center process(es) will be afforded a Chief’s Interview. If an internal applicant is not chosen after the Chief’s Interview, they will be provided an opportunity to hear from the Chief why they were not chosen. The decision of the Chief is final and not subject to the grievance process.

23.1.2 If there are no internal qualified bargaining unit applicants, the District may consider external applicants in its selection process which will be conducted in accordance with 23.1.1 (b) above

23.1.3 The Fire Chief, at their sole discretion, may appoint any of the candidates who have successfully passed the selection process to the available position.

23.2 Probationary Periods.

23.2.1 New/Re Hires – A newly hired or rehired employee shall serve a one (1) year probationary period.

23.2.2 Promotions and Voluntary Demotions – Employees promoted or who voluntarily demote are subject to a one (1) year probationary period.

- a. During such time, the District may reduce a promoted employee to their previous position without recourse to the Grievance Procedure.

23.3 Lead Mechanic Testing/Eligibility List.

23.3.1 The District may create an internal Promotional Eligibility List for Lead Mechanic. The testing process may include

- a. Online Application
- b. Oral Board Panel – 50% of final ranking
 - i. The panel shall be comprised of:

1. The Assistant Chief – Logistics, or designed;
 2. One (1) Lead Mechanic, if not available then another management representative;
 3. Two (2) shop representatives;
 4. One (1) outside representative.
 5. Any additional representatives will be only added by mutual agreement of both parties.
- c. Chief's Interview – 50% of final ranking
- 23.3.2 Candidates must achieve a minimum score of seventy (70%) percent in both interview processes. Candidates not achieving these minimums will not be placed on the Promotional List.
- 23.3.3 The Promotional Eligibility List shall remain in place for two (2) years, but may be extended or abolished sooner by mutual agreement of both parties.
- a. A candidate may decline a promotional opportunity without affecting their standing on the list.

ARTICLE 24 SENIORITY, LAYOFF, RECALL AND BUMPING

- 24.1 The District and the Union agree to maintain two (2) separate seniority lists. One (1) list will contain full-time employees, and one (1) list will contain part-time employees.
- Where two (2) or more employees are hired on the same date, seniority shall be determined as follows:
 - If employees are hired from the same testing process, the seniority will be determined by their final score; or
 - If hired from different testing processes, by the flip of a coin
 - Employees on leave of absence for more than twelve (12) months shall not accumulate seniority during such absence.

- 24.2 In the case of personnel reduction, part-time employees shall be laid off before full-time employees.

If full-time employees are laid off, the employee with the least seniority shall be laid off first. No new employee shall be hired (in that classification) until the full-time employee has been given the opportunity to return to work. Seniority is not determined by rank.

- 24.3 Bumping - When an employee is identified for a layoff, they shall be permitted to move into a job or classification which they currently hold or has previously held, provided the employee meets the minimum qualifications for the job. In doing so, they may "bump" the least senior employee in that job or classification within the bargaining unit. Bumping may only occur within the same bargaining unit.

An employee who bumps into a new position as an alternative to layoff and who fails to perform the functions of the new position during probation will be placed on the reinstatement list for the position that they were originally identified to be laid off from. Such employees will only be eligible for reinstatement to the position from which they would have originally been laid off

from. Failure to pass probation for reasons other than performing the functions of the new position may result in termination in accordance with Article 26.

24.4 **Recall** – Employees who have been laid off, or transferred as an alternative to layoff, are eligible for reinstatement for a period of a maximum of thirty-six (36) months following the date of layoff or transfer.

- The names of persons laid off will be placed on a reinstatement list.
- When a vacancy occurs in the same job classification for which there exists a reinstatement list, the District will fill the vacancy using that list with the understanding that employees must meet the required minimum qualifications for the position to which they would be reinstated.
- If there is more than one (1) employee on the reinstatement list eligible for a vacancy in a particular job class, the District will use seniority in determining who shall be offered reinstatement.

24.5 Eligibility for reinstatement ends if:

- The employee refuses to accept an offer of reinstatement to a position in the same classification as that from which they were laid off; or
- The employee fails to respond to an offer of reinstatement within fourteen (14) calendar days following the date the offer is made; or
- The employee requests in writing to be removed from the reinstatement list; or
- The employee resigns or retires.

24.6 Employees on leave of absence or laid off for more than twenty-four (24) months will be subject to the same medical examination, background investigation and drug screening as a new hire employee.

ARTICLE 25 DRIVER'S LICENSES

25.1 Commercial Driver's License (Shop Personnel). The parties recognize that the Federal Highway Administration (FHWA) has established regulations for employees required to have a Commercial Driver's license (CDL).

All employees in applicable positions are expected to obtain and maintain a commercial driver's license with such endorsement as necessary to operate vehicles assigned to their work unit.

The District will provide:

25.1.1 Reimbursement for fees to maintain the license and endorsement(s), provided that is the employee incurs additional charges because they fail any part of the exam, those charges shall be the employee's responsibility.

25.1.2 The required medical/physical examination shall be paid for by the District when performed through a provider of the District's choice. The District agrees to pay for up to two (2) physicals within a two (2) year period.

25.1.2.1 An employee wishing to use their own physician when the District offers a paid examination with its contracted provider will be reimbursed for the examination, up to the amount paid under the District's contract with their current provider. This reimbursement applies strictly to out-of-pocket expenses and will require a receipt to be presented for reimbursement.

25.1.3 All employees required to maintain a Commercial Driver's License shall be subject to all rules and regulation issued by the federal government including requirements for drug testing.

25.2 All Personnel. For those employees who must drive vehicles to carry out their job as determined by the District, if any employee has his driver's license (or CDL for those employees required to have a CDL) revoked or suspended for one hundred twenty (120) days or less, then the District will make a reasonable effort to reassign the employee to jobs not requiring driving. If such reassignment is not practical, the employee shall be suspended without pay. The employee may elect to take other appropriate available leave (accrued Vacation or Holiday time) in lieu of suspension without pay.

If the employee's driver's license (or CDL for those employees required to have a CDL) is revoked or suspended for more than one hundred twenty (120) days, then the District will attempt to make a reasonable effort to reassign the employee. In the event the District determines that no such reassignment will be made, the Union and the District will address these scenarios on a case-by-case basis.

If an employee has been discharged from employment with the District for the loss of their required driver's license and/or CDL and is actively appealing the basis for the loss through the justice system, the District will consider them eligible for reinstatement to their former position if their appeal is successful and their required driver's license and/or CDL is reinstated within one (1) year from the date of loss. An employee receiving reinstatement to their former position will return with the seniority and accrual rates that they had at the time they were discharged. Only employees who fit this specific criterion will be given this consideration. Any employee who is bumped due to an incumbent returning under these conditions will be laid off pursuant to Article 23.

25.3 If an employee in a job that requires a driver's license (or CDL for those employees required to have a CDL) has their license revoked or suspended for medical reasons, the District will make a reasonable effort to reassign the employee to duties which do not require a driver's license (or CDL for those employees required to have a CDL) and for which the employee is qualified. If the District is not able to find existing work to which the employee can be assigned, then the employee may be separated from employment in accordance with public laws, this contract and District policies.

ARTICLE 26 TERMINATION / RESIGNATION/LEAVE BUY-OUT

26.1 Should the Employee voluntarily resign employment, the employee shall give the District advance written notice of not less than fourteen (14) days. In the event of failure to comply

with the notice provisions of this section, the resignation shall be deemed a quit, and employee shall forfeit all accrued leave. If an employee gives required notice and the District elects to have the employee leave prior to the fourteen (14) days, the employee shall be paid for the remainder of the fourteen (14) days and shall receive their accrued leave buy-outs.

26.2 Employees shall be paid for any unused accumulation of vacation, sick leave and any unused accumulation of holiday hours on a pro-rated basis when they are permanently separated from employment, unless discharged for gross misconduct.

26.2.1 Gross misconduct is defined as deliberate acts of violence, financially defrauding the district, murder, sexual assault, embezzlement, under the influence of illegal drugs or alcohol at work or stealing from District employees.

ARTICLE 27 REQUESTING LEAVE (VACATION OR PERSONAL FLOATING HOLIDAYS)

27.1 Employees shall submit a written request for leave at least 24 hours in advance of requested time off. The District reserves the right to deny leave (vacation or holiday) requests if such leave would interrupt services provided to staff or the public, or if submitted less than 24 hours in advance.

ARTICLE 28 WORK RESPONSIBILITY

SHOP

28.1 The Union is solely responsible for the maintenance, repair, equipping (where it requires the fastening to and/or modifying of the as built condition of the vehicle), modification and improvement to, and the scheduling for same of, all described District property below:

- All vehicles, self-propelled or not
- All equipment assigned to said vehicles excluding as listed in 28.2
- Stationary generators

28.2 The Union concedes the following to be work commonly performed by others with the possible exception of scheduling same:

- Warranty work
- Major body repair
- Large tire repair/replacement
- Saws
- Fire hose
- SCBA bottles/equipment
- Cots

28.3 No work as described in 28.1 shall be performed by anyone outside the Union without the Union's consent. Any suggestion for outsourcing work, regardless of origin (District or Union), shall be reviewed by the Union with consideration to all facets of safety and cost efficiency, tempered by: the fleet's operational status, current shop schedule, project(s) deadline(s),

related tooling and expertise. These considerations will be outlined for presentation to the District as an explanation of the Union's decision (Mutually agreed upon procedure shall be established and adhered to).

28.4 Work as described in 28.1 may be outsourced regardless of Union consent if:

- In the event the Union refusal results in the endangerment of people/property due to an inability to field an emergency vehicle to a normally assigned station by mutual agreement. An example of this would be that no reserve apparatus of the type needed are available.
- In the event that a vehicle type has no like reserve, and the Union is capable of performing the required work to return said vehicle to service, outsource consideration is no longer valid.
- In the event the District deems that a piece of equipment needs to be outsourced, contrary to the Union's denial, a meeting between the District and Union shall be convened within ten (10) days to discuss the event. Should a mutual understanding not be accomplished, the Union shall utilize the appropriate process (grievance, Unfair Labor Practice, etc.) for resolution.

INFORMATION TECHNOLOGY

28.5 The Union is solely responsible for the maintenance, repair, modification, and improvement to, and the scheduling for same of, all described District property, data, and configurations below:

- All end-user computing devices.
- Network and server infrastructure including routers, switches, firewalls, wireless LAN, telecommunication systems, VPN, servers, digital storage, and data backups.
- Domain user accounts, permissions, application access, and supported software.

28.6 The Union concedes the following work commonly performed by others with the possible exception of scheduling same:

- ISP Carrier equipment work
- Cabling
- Professional services pertaining to initial configuration and deployment of new core infrastructure hardware or software
- Security cameras and physical access control devices
- Specialized vendor equipment such as fuel pumps, cardiac monitors, HVAC systems

28.7. No work described in 28.5 shall be performed by anyone outside the Union without the Union's consent. Any suggestion for outsourcing work, regardless of origin (District or Union), shall be reviewed by the Union with consideration to all facets of safety, impact to critical services, and cost efficiency, tempered by: IT infrastructure operational status, current IT schedule, project(s) deadline(s), related resources and expertise. These considerations will be outlined for presentation to the District as an explanation of the Union's decision (Mutually agreed upon procedure shall be established and adhered to).

- 28.8 Work as described in 28.5 may be outsourced regardless of Union consent if:
- In the event the Union refusal results in prolonged and severe impact on Tier 1 functionality. Tier 1 is defined as Critical 911 or Core Business Functionality that affects the entire user base.
 - Anything added into Tier 1 has to be mutually agreed upon
 - In the event the Union is unable to perform the work due to lack of available resources or expertise and the need for the completion of the work is of a severe and urgent nature.

In the event the District deems that work needs to be outsourced, contrary to the Union's denial, a meeting between the District and Union shall be convened within ten (10) days to discuss the event. Should a mutual understanding not be accomplished, the Union shall utilize the appropriate process (grievance, Unfair Labor Practice, etc.) for resolution.

ARTICLE 29 SUPPLEMENTAL AGREEMENT

- 29.1 This Agreement may be amended, provided both parties concur. Supplemental agreements may be completed through negotiations at any time during the life of this Agreement. Either party may notify the other party in writing of its desire to negotiate. Supplemental agreements thus completed will be signed by the responsible Union and District Officials.
- 29.2 The Union agrees that it will not condone or cause any slowdown or mass sick call during the term of this Agreement.

ARTICLE 30 SAVINGS CLAUSE

- 30.1 If any provision of this Agreement or the application of such provision should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article.

ARTICLE 31 TERM

- 31.1 This Agreement and all attachments hereto shall be in full force and effect from January 1, 2022 through December 31, 2024 and shall continue in effect if renewed or extended by mutual agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

Mathew Holm
Mathew Holm (Nov 29, 2022 08:11 PST)

Chairman, Board of Commissioners

Aaron James
Aaron James (Dec 4, 2022 08:05 PST)

Aaron James, Union President
IAFF Local 726

Steve Stringfellow
Steve Stringfellow (Nov 29, 2022 10:33 PST)

Commissioner

Bill Sullivan
Bill Sullivan (Dec 30, 2022 14:55 PST)

Commissioner

Richard Coleman
Richard Coleman (Dec 3, 2022 10:19 PST)

Commissioner

Dale Mitchell
Dale Mitchell (Dec 4, 2022 06:24 PST)

Commissioner

Reviewed and approved, as to form:

Dustin Morrow
Dustin Morrow (Dec 4, 2022 08:32 PST)

Dustin Morrow, Fire Chief

Tanya Robacker
Tanya Robacker (Dec 19, 2022 11:31 PST)

Tanya Robacker, Finance Director

Suzi E. Washo
Suzi E. Washo (Dec 19, 2022 11:32 PST)

Suzi E. Washo, Human Resources Director

Appendix A – Pay Ranges

2022 Salary Schedule adjusted by 5.8% effective 1-1-2022

Position	Monthly Salary	Annual Salary	40 Hr/Wk Hourly
Shop Division			
Mechanic, Probationary	\$ 6,893	\$ 82,716	\$ 39.77
Mechanic, Journeyman	\$ 7,928	\$ 95,136	\$ 45.74
Mechanic, Lead	\$ 8,909	\$ 106,908	\$ 51.40
Mechanic, Part-time	\$ -	\$ -	\$ 45.74
Maintenance Division			
Facilities Lead			
Step A	\$ 7,248	\$ 86,976	\$ 41.82
Step B	\$ 7,466	\$ 89,592	\$ 43.07
Step C	\$ 7,690	\$ 92,280	\$ 44.37
Step D	\$ 7,921	\$ 95,052	\$ 45.70
Step E	\$ 8,159	\$ 97,908	\$ 47.07
Facilities Maintenance Technician			
Step A	\$ 6,679	\$ 80,148	\$ 38.53
Step B	\$ 6,880	\$ 82,560	\$ 39.69
Step C	\$ 7,087	\$ 85,044	\$ 40.89
Step D	\$ 7,300	\$ 87,600	\$ 42.12
Step E	\$ 7,519	\$ 90,228	\$ 43.38
Landscape & Maintenance Worker			
Step A	\$ 5,150	\$ 61,800	\$ 29.71
Step B	\$ 5,305	\$ 63,660	\$ 30.61
Step C	\$ 5,465	\$ 65,580	\$ 31.53
Step D	\$ 5,629	\$ 67,548	\$ 32.48
Step E	\$ 5,798	\$ 69,576	\$ 33.45

2022 Salary Schedule adjusted by 5.8% effective 1-1-2022

Position	Monthly Salary	Annual Salary	40 Hr/Wk Hourly
Information Technology Division			
Network Systems Specialist			
Systems Administrator	Monthly	Annual	Hourly
Step A	\$ 6,968	\$ 83,616	\$ 40.20
Step B	\$ 7,317	\$ 87,804	\$ 42.21
Step C	\$ 7,683	\$ 92,196	\$ 44.33
Step D	\$ 8,068	\$ 96,816	\$ 46.55
Step E	\$ 8,472	\$ 101,664	\$ 48.88
IT Technician			
	Monthly	Annual	Hourly
Step A	\$ 6,162	\$ 73,944	\$ 35.55
Step B	\$ 6,347	\$ 76,164	\$ 36.62
Step C	\$ 6,538	\$ 78,456	\$ 37.72
Step D	\$ 6,735	\$ 80,820	\$ 38.86
Step E	\$ 6,938	\$ 83,256	\$ 40.03
Prevention & Education Division			
Public Educator			
	Monthly	Annual	Hourly
Step A	\$ 6,031	\$ 72,372	\$ 34.79
Step B	\$ 6,333	\$ 75,996	\$ 36.54
Step C	\$ 6,650	\$ 79,800	\$ 38.37
Step D	\$ 6,983	\$ 83,796	\$ 40.29
Step E	\$ 7,333	\$ 87,996	\$ 42.31

2023 Salary Schedule adjusted by 6.75% and moved to a 3-step plan effective 1-1-2023

Position	Monthly Salary	Annual Salary	40 Hr/Wk Hourly
Shop Division			
Mechanic			
Step A	\$ 6,994	\$ 83,928	\$ 40.35
Step B	\$ 7,694	\$ 92,328	\$ 44.39
Step C	\$ 8,464	\$101,568	\$ 48.83
Lead Mechanic			
Step A	\$ 7,860	\$ 94,320	\$ 45.35
Step B	\$ 8,646	\$103,752	\$ 49.88
Step C	\$ 9,511	\$114,132	\$ 54.87
Part-Time Mechanic			
Step A			\$ 40.35
Step B			\$ 44.39
Step C			\$ 48.83
Maintenance Division			
Facilities Lead			
Step A	\$ 7,200	\$ 86,400	\$ 41.54
Step B	\$ 7,920	\$ 95,040	\$ 45.69
Step C	\$ 8,712	\$104,544	\$ 50.26
Facilities Maintenance Technician			
Step A	\$ 6,632	\$ 79,584	\$ 38.26
Step B	\$ 7,296	\$ 87,552	\$ 42.09
Step C	\$ 8,026	\$ 96,312	\$ 46.30
Landscape & Maintenance Worker			
Step A	\$ 5,114	\$ 61,368	\$ 29.50
Step B	\$ 5,626	\$ 67,512	\$ 32.46
Step C	\$ 6,189	\$ 74,268	\$ 35.71

2023 Salary Schedule adjusted by 6.75% and moved to a 3-step plan effective 1-1-2023

Position	Monthly Salary	Annual Salary	40 Hr/Wk Hourly
Information Technology Division			
Network Systems Specialist			
Systems Administrator	Monthly	Annual	Hourly
Step A	\$ 7,473	\$ 89,676	\$ 43.11
Step B	\$ 8,221	\$ 98,652	\$ 47.43
Step C	\$ 9,044	\$ 108,528	\$ 52.18
IT Technician	Monthly	Annual	Hourly
Step A	\$ 6,120	\$ 73,440	\$ 35.31
Step B	\$ 6,732	\$ 80,784	\$ 38.84
Step C	\$ 7,406	\$ 88,872	\$ 42.73
Prevention & Education Division			
Public Educator			
	Monthly	Annual	Hourly
Step A	\$ 6,469	\$ 77,628	\$ 37.32
Step B	\$ 7,116	\$ 85,392	\$ 41.05
Step C	\$ 7,828	\$ 93,936	\$ 45.16

Information Technology Division - 2021			
Network Systems Specialist			
Systems Administrator		Monthly	Annual
			Hourly
Step A	\$ 6,586	\$ 79,032	\$ 38.00
Step B	\$ 6,916	\$ 82,992	\$ 39.90
Step C	\$ 7,262	\$ 87,144	\$ 41.90
Step D	\$ 7,626	\$ 91,512	\$ 44.00
Step E	\$ 8,008	\$ 96,096	\$ 46.20

IT Technician		Monthly	Annual	Hourly
Step A	\$	5,824	\$ 69,888	\$ 33.60
Step B	\$	5,999	\$ 71,988	\$ 34.61
Step C	\$	6,179	\$ 74,148	\$ 35.65
Step D	\$	6,365	\$ 76,380	\$ 36.72
Step E	\$	6,556	\$ 78,672	\$ 37.82

Appendix B – Migration from 5-Step to 3-Step Salary Plan in 2023 Details

In order to facilitate the movement of all personnel from 5-step pay ranges to 3-step pay ranges, the Parties have agreed to the following implementation schedule:

Name	Classification	1-1-2022 Step	Mid-Year 2022 Change Date	Mid-Year 2022 Step	1-1-2023 Step	Next Step Date	Mid-Year 2023 Step
ANDERSON, SEAN	Journeyman Mechanic	Only 1 Step			C		
BONE, BRIDGETT	IT Technician	D			C		
BUTLER, BRANDON	Facilities Lead	D			C		
CLAIBOURN, JUSTIN	Journeyman Mechanic	Only 1 Step			C		
DEYETTE, ZACKARY	IT Technician	A			B	5/16/2024	
DICKSON, ADAM	Probationary Mechanic	Only 1 Step			B	2/22/2023	C
GITHENS, MITCHELL	Probationary Mechanic	Only 1 Step			B	1/24/2023	C
KETTER, KYLE	Landscape & Maintenance Worker	D			C		
LE, ALEXANDER	IT Technician	E			C		
NYLANDER, KEITH	Probationary Mechanic	Only 1 Step			B	4/4/2023	C
PHA, URA	Network Systems Specialist	C			B	1/31/2023	C
RAMIREZ-MONTALVO, JOSE LUIS	Facilities Maintenance Technician	A			B	6/6/2023	C
RESECK, BRENDON	Lead Mechanic	Only 1 Step			C		
RISLEY, PATRICK	Part-Time Mechanic	Only 1 Step			C		
RUTHFORD, JEFFREY	Systems Administrator	D			B	1/24/2023	C
SEABURG, COLTON	IT Technician	E			C		
SIMANJUNTAK, SAM	Systems Administrator	B	11/15/2022	C	B	11/15/2023	C
THOMPSON, COURTNEY	Public Educator	A			B	1/18/2023	C
WORKMAN, BRYAN	Journeyman Mechanic	Only 1 Step			C		











Local 726 Non-Uniformed Contract 2022-2024 FINAL 11282022

Final Audit Report

2022-12-19


Created:	2022-11-29
By:	Suzi E. Washo (swasho@centralpiercefir.org)
Status:	Signed
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 Email viewed by djudymitch@yahoo.com

2022-12-04 - 2:22:44 PM GMT

 Signer djudymitch@yahoo.com entered name at signing as Dale Mitchell

2022-12-04 - 2:23:58 PM GMT

 Document e-signed by Dale Mitchell (djudymitch@yahoo.com)

Signature Date: 2022-12-04 - 2:24:00 PM GMT - Time Source: server

 Document emailed to president726@iaff726.org for signature

2022-12-04 - 2:24:01 PM GMT

 Email viewed by president726@iaff726.org

2022-12-04 - 4:04:25 PM GMT

 Signer president726@iaff726.org entered name at signing as Aaron James

2022-12-04 - 4:05:20 PM GMT

 Document e-signed by Aaron James (president726@iaff726.org)


Signature Date: 2022-12-04 - 4:05:22 PM GMT - Time Source: server

 Document emailed to dmorrow@centralpierrefire.org for signature

2022-12-04 - 4:05:23 PM GMT

 Email viewed by dmorrow@centralpiercefire.org

2022-12-04 - 4:31:49 PM GMT

 Signer dmorrow@centralpiercefire.org entered name at signing as Dustin Morrow

2022-12-04 - 4:32:40 PM GMT

 Document e-signed by Dustin Morrow (dmorrow@centralpiercefire.org)


Signature Date: 2022-12-04 - 4:32:42 PM GMT - Time Source: server

 Document emailed to trobacker@centralpiercefire.org for signature

2022-12-04 - 4:32:44 PM GMT

 Email viewed by trobacker@centralpiercefire.org


2022-12-14 - 11:47:42 PM GMT

 Suzi Washo (swasho@centralpiercefire.org) added alternate signer finance@centralpiercefire.org. The original signer trobacker@centralpiercefire.org can still sign.

2022-12-19 - 7:19:02 PM GMT

 Document emailed to finance@centralpiercefire.org for signature

2022-12-19 - 7:19:02 PM GMT

 Email viewed by finance@centralpiercefire.org

2022-12-19 - 7:29:57 PM GMT

 Signer finance@centralpiercefire.org entered name at signing as Tanya Robacker


2022-12-19 - 7:31:28 PM GMT

 Document e-signed by Tanya Robacker (finance@centralpiercefire.org)

Signature Date: 2022-12-19 - 7:31:31 PM GMT - Time Source: server

 Document emailed to Suzi Washo (swasho@centralpiercefire.org) for signature

2022-12-19 - 7:31:31 PM GMT

 Email viewed by Suzi Washo (swasho@centralpiercefire.org)

2022-12-19 - 7:32:16 PM GMT

 Signer Suzi Washo (swasho@centralpiercefire.org) entered name at signing as Suzi E. Washo

2022-12-19 - 7:32:29 PM GMT

 Document e-signed by Suzi E. Washo (swasho@centralpiercefire.org)

Signature Date: 2022-12-19 - 7:32:31 PM GMT - Time Source: server

 Agreement completed.

2022-12-19 - 7:32:31 PM GMT