

**HARRISBURG CITY AND
I.A.F.F.
2018 - 2022
FIRE BUREAU
BASIC LABOR AGREEMENT**

**Section No. 8
Exhibit No. 43**

RESOLUTION NO. 70- 2018

Moved by: Wendell R. D. Williams

A Resolution of the Council of the City of Harrisburg ratifying the 2018-2022 Basic Labor Agreement between the City of Harrisburg and the Local Union No. 428, International Association of Firefighters ("IAFF").

WHEREAS, the City of Harrisburg ("City"), in fulfillment of its obligation to provide for the health, safety and welfare of its citizenry established a Bureau of Fire made up of paid professionals to protect life and property in and beyond our municipal borders; and

WHEREAS, Local Union No. 428, International Association of Firefighters ("IAFF" or "the Union"), has been the long time public labor organization the enjoys the exclusive right to collectively bargain for those sworn firefighters who serve our community in the employ of the City; and

WHEREAS, the existing labor agreement between the City and the Union expired on December 31, 2017; and

WHEREAS, the City and the Union now have successfully negotiated new terms for a five (5) year labor agreement to cover the years 2018 through 2022; and

WHEREAS, the Union membership has voted to ratify the new terms of the contract, which included an annual 2% base wage increase; a reduction of financial benefits paid for securing duplicate health insurance coverage; increases in certain incentive and supplemental annual payments for additional required technical services of fire equipment; and numerous operational and definitional updates; and

WHEREAS, on or about February 8, 2018, the members of Local 428 of the IAFF voted to ratify the new terms for a period of five (5) years, expiring on December 31, 2022; and

WHEREAS, the City and Union collectively undertook an extensive redrafting of the prior agreements and the amendments thereto, as well as a review of the 33 separate

Memorandums of Understanding on operational issues and have now integrated the remaining commitments therefrom in to an modernized Basic Labor Agreement; and

WHEREAS, the Basic Labor Agreement between the City of Harrisburg and Union covering the years 2018 through 2022 has been now presented to the Council for ratification and approval, the form of which is attached hereto as Exhibit A.

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED BY THE COUNCIL OF THE CITY OF HARRISBURG, that the 2018-2022 Basic Labor Agreement between the City of Harrisburg and Local Union No. 428, International Association of Firefighters (IAFF), is hereby ratified.

I second this resolution

Ben Jallas

| YEAS | | NAYS |
|------|--------------|------|
| | MR. ALLATT | |
| | MS. DANIELS | |
| | MS. GREEN | |
| | MR. JOHNSON | |
| | MR. MADSEN | |
| | MR. MAJORS | |
| | MS. WILLIAMS | |
| Yeas | <u>7</u> | |
| Nays | <u>0</u> | |

Passed by City Council July 3, 2018
Wanda R. Williams

President of City Council

Attest

[Signature]
City Clerk

- ☒ Approved
☐ Returned to City Council with objections

Exhibit A

[FORM OF]

Basic Labor Agreement

Between

Local Union No. 428, I.A.F.F.

AND

The City of Harrisburg

2018-2022

TABLE OF CONTENTS

| | | |
|------------------|---|----|
| ARTICLE 1..... | General | 1 |
| ARTICLE 2..... | Union Recognition | 1 |
| ARTICLE 3 | Union Security | 2 |
| ARTICLE 4..... | Check-Off | 2 |
| ARTICLE 5..... | Term of Agreement..... | 2 |
| ARTICLE 6..... | Compensation | 3 |
| ARTICLE 7..... | Schedules..... | 6 |
| ARTICLE 8 | Vacations | 6 |
| ARTICLE 9..... | Holidays..... | 7 |
| ARTICLE 10 | Separation Pay | 9 |
| ARTICLE 11 | Recall to Duty | 9 |
| ARTICLE 12 | Court Time, Off-Duty Schooling or Drill..... | 11 |
| ARTICLE 13..... | Clothing and Equipment Allowances..... | 12 |
| ARTICLE 14..... | Meal Allowance..... | 14 |
| ARTICLE 15..... | Insurance | 14 |
| ARTICLE 16..... | Health Care Coverages..... | 15 |
| ARTICLE 17..... | Surviving Spouses and Children | 19 |
| ARTICLE 18..... | Duplicate Coverage | 20 |
| ARTICLE 19..... | Life Insurance | 20 |
| ARTICLE 20 | Training Manuals..... | 20 |
| ARTICLE 21 | Probation and Apprenticeship | 21 |
| ARTICLE 22 | Bona Fide Vacancy | 22 |
| ARTICLE 23 | Seniority..... | 22 |
| ARTICLE 24 | Promotions and Vacancy Assignments | 22 |
| ARTICLE 25 | Reduction in Work Force..... | 25 |
| ARTICLE 26 | New Positions..... | 25 |
| ARTICLE 27..... | Sickness and Injury | 25 |
| ARTICLE 28..... | Bereavement Leave | 28 |
| ARTICLE 29..... | Exchange of Days Off..... | 28 |
| ARTICLE 30 | Official Duties Outside City Limits | 28 |
| ARTICLE 31..... | Grievance and Arbitration..... | 29 |
| ARTICLE 32 | Safety and Health | 30 |
| ARTICLE 33 | Management and Union Rights, Working Rules and Discipline | 30 |
| ARTICLE 34 | Reporting Days Off..... | 35 |
| ARTICLE 35 | Protection of Property and Equipment..... | 35 |
| ARTICLE 36 | Strikes, Lockouts and Slowdowns..... | 35 |
| ARTICLE 37 | Pension | 35 |
| ARTICLE 38 | Vesting Rights | 37 |
| ARTICLE 39 | Work Rules | 38 |
| ARTICLE 40 | Discrimination | 38 |
| ARTICLE 41 | Applicable Law | 38 |
| ARTICLE 42 | Severability | 38 |
| ARTICLE 43 | Leaves of Absence for Union Business | 38 |
| ARTICLE 44 | Headings | 39 |
| ARTICLE 45 | PAC Contributions..... | 39 |

TABLE OF CONTENTS (cont'd)

| | | |
|-----------------|--|-----|
| Exhibit A | Schedule (A, B, C, D Platoons) | A-1 |
| Exhibit B..... | Drug Policy | B-1 |
| Exhibit C..... | 2018 Pay and Premium Pay Scales..... | C-1 |
| Exhibit D | 2019 Pay and Premium Pay Scales..... | D-1 |
| Exhibit E..... | 2020 Pay and Premium Pay Scales..... | E-1 |
| Exhibit F | 2021 Pay and Premium Pay Scales..... | F-1 |
| Exhibit G | 2022 Pay and Premium Pay Scales..... | G-1 |
| Exhibit H | Memorandum of Understanding, Arbitration Procedures Of Heart and Lung Act Disputes..... | H-1 |
| Exhibit I..... | Memorandum of Understanding, Acting Fire Chief | I-1 |
| Exhibit J..... | Memorandum of Understanding, JTSB..... | J-1 |
| Exhibit K | Memorandum of Understanding, Promotional Testing, 2017-2019 | K-1 |
| Exhibit L..... | OT Call Direction Inter-Office, 12-12-2006..... | L-1 |

AGREEMENT

BETWEEN the City of Harrisburg, Pennsylvania, its DEPARTMENT OF PUBLIC SAFETY and its BUREAU OF FIRE, hereinafter collectively called "the City."

AND

LOCAL UNION #428, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS AFL-CIO, CLC, Harrisburg, Pennsylvania, hereinafter called "the Union."

ARTICLE 1 **General**

Section 1 – Purpose of Agreement

The City and the Union, in order to increase the general efficiency of the Bureau of Fire, hereinafter sometimes called "Fire Bureau," to maintain the existing harmonious relationship between the City and its employees in the Fire Bureau, and to promote the morale, rights, and well-being of the employees of the Fire Bureau, hereby enter into this Agreement.

Section 2 – Public Employees

The Fire Bureau and the individual members of the Union are to regard themselves as public employees and are to be governed by the highest honor and integrity in all their public and personal conduct in order that they may merit the respect and confidence of the general public.

Section 3 – "Day" Definitions

| | | |
|----------------|---|---|
| Calendar | - | Consecutive days as listed on the calendar. |
| Business | - | Days that the Fire Chief's Office is open. |
| Working | - | Days the Platoon works. |
| Actual Working | - | Days the individual member works. |

ARTICLE 2 **Union Recognition**

The City hereby recognizes the Union as the sole and exclusive representative of all members of the Fire Bureau, excepting the Fire Chief and Deputy Chiefs (including Union and nonmembers), for the purpose of bargaining with respect to wages, hours of work, and working conditions. The bargaining unit shall consist of all members of the Fire Bureau for whom the Union is the exclusive bargaining agent. Whenever the male gender is used in this Agreement, it shall be construed to include male and female employees, and whenever the term "spouse" is used in this Agreement, it shall be construed to include Life Partners as defined in Ordinance 13-2008 and codified in the Harrisburg Code, Chapter 4-200.

ARTICLE 3
Union Security

Section 1 – Dues and Contributions – Present Employees

Each member of the bargaining unit who, on the date of this Agreement, is a member of the Union in good standing shall, after the date of this Agreement, be required to pay to the Union during the term of this Agreement either Union dues as specified by the Union, from time to time, or, if such employee ceases to be a member of the Union during the term of this Agreement, to continue paying to the Union, in lieu of Union dues, a service charge in an amount equal to such Union dues or a contribution toward the expenses of the Union in conducting negotiations, contract administration, and similar matters.

Section 2 – Dues and Contribution – New Employees

Each member hired in the bargaining unit on or after the date of this Agreement shall, for the term of this Agreement, pay to the Union the dues specified by the Union, from time to time, or, in lieu of such Union dues, a service charge in the amount equal to such Union dues as a contribution toward the expenses of the Union in conducting negotiations, contract administration, and similar matters.

ARTICLE 4
Check-Off

Upon the written authorization of any employee in the bargaining unit, whether a member of the Union or otherwise, the City agrees to deduct from the wages of such employee the sum certified by the Union as initiation fees, assessments, and monthly Union dues, when the employee is a member of the Union, or, when the employee is not a member of the Union but is obligated to make payment of a service charge to the Union as provided in this Agreement, a sum equal to monthly Union dues; and the City agrees, at regular intervals, not less frequently than quarterly, to deliver the total sum thus withheld to the duly authorized Union treasurer. If any employee at the time of payment of wages to him, does not have sufficient wages coming to him to pay the full amount of the check-off assignment due at that time, no amount shall be withheld from the employee for that period. The Union agrees to indemnify and hold harmless the City of and from any and all claims, suits, or actions which may be filed against the City by an employee claiming illegal, unauthorized, or improper check-off or withholding of Union dues or other charges.

ARTICLE 5
Term of Agreement

The term of this Agreement shall be for five (5) years, commencing on, January 1, 2018, and ending December 31, 2022.

ARTICLE 6
Compensation

Section 1 – Compensation – Effective Date

All increases in salary and increments based upon years of service completed shall take effect on January 1st of each year, no matter when the anniversary shall be.

Section 2 – Compensation – Base Salary

Salaries for the established work period, averaging forty-two (42) hours per week, will be effective July 1, 2018 through December 31, 2022, and will be paid bi-weekly. Compensation on base salary shall be as follows:

| | |
|----------------------------|----------------|
| Commencing July 1, 2018 | 2.00% increase |
| Commencing January 1, 2019 | 2.00% increase |
| Commencing January 1, 2020 | 2.00% increase |
| Commencing January 1, 2021 | 2.00% increase |
| Commencing January 1, 2022 | 2.00% increase |

The definition of base salary will be base, plus incentive, plus rank differential.

Effective January 1, 2013, the step increments for new hires shall be:

- Year 1 – Eighty-five percent (85%) of base salary of a Firefighter;
- Year 2 – Ninety percent (90%) of base salary of a Firefighter;
- Year 3 – Ninety-five percent (95%) of base salary of a Firefighter;
- Year 4 – One hundred percent (100%) of base salary of a Firefighter.

See attached Annual Pay and Premium Pay Scales, Exhibits “C” through “G”.

Section 3 – Incentive Pay

Incentive pay for Firefighters who achieve Driver/Operator status shall be in accordance with the salary for a Driver/Operator with 0-3 Years of Service, unless a Firefighter fails to obtain Driver/Operator status in the first year (s)he is eligible to obtain such, in which event that Firefighter will receive a flat annual amount of two thousand dollars (\$2,000.00) when (s)he achieves Driver/Operator status. Incentive pay shall be added to base pay, on a prorated basis, effective on the date on which the Firefighter obtains Driver/Operator status.

Firefighters hired on or after January 1, 2000 must maintain EMT certification as a condition of their employment. The City will provide sixteen (16) hours per platoon of in-house EMT training during daylight hours per year. For every year the City does not provide sixteen (16) hours of in-house EMT training, employees affected by this provision of the Agreement will have an additional year to secure their EMT certification. If a Firefighter's EMT certification expires

because of the City's failure to provide sixteen (16) hours of in-house training per platoon during daylight hours in any given year, the Firefighter will be given sufficient time off to obtain the necessary training and to take the test and will be compensated in accordance with the provision of Article 12, Section 1. In addition, the City will pay for any costs or fees associated with the test.

Section 4 – Premium Time

Employees may be required to work assigned hours in excess of forty (40) hours per week. For such work they shall be paid one and one-half (1-½) times the rate of pay for all hours in excess of forty (40). Sick leave shall be excluded for Premium Time purposes. All employees shall be permitted no greater than one hundred four (104) Premium Times hours per year.

Section 5 – Overtime

Employees may be required to work assigned hours in excess of forty-two (42) hours. For such work they shall be paid one and one-half (1-½) times the rate of pay for all hours in excess of forty-two (42).

Section 6 – Long Term Disability

Any employee who is on sick leave for more than thirty (30) consecutive calendar days, with confirmation from a physician confirming injury or illness, such member shall receive Premium Time pay covered under Article 6, Section 4 of this Agreement, retroactive to the first day of said sick leave.

Section 7 – Longevity Pay

For the term of this Agreement, the calculation of Longevity Pay will be one percent (1%) of base pay for every year of service over three (3) completed years, up to a maximum of thirteen percent (13%).

For those employees hired on or after April 22, 2014, Longevity Pay shall not be paid.

Section 8 – Working Out of Classification

Providing that a Firefighter is assigned by the Fire Chief or a Deputy Fire Chief to perform and does perform in a rank above that which (s)he holds, (s)he shall be paid at the rate for the rank so assigned for all such assignments beginning with the date first assigned and for all such assignments thereafter for one (1) year.

Section 9 – Supplemental Payments

All supplemental payments made under this Agreement shall be paid by separate check to each member, including but not limited to: college credit compensation, SCBA mechanic compensation, JTSB member compensation, small engine mechanic compensation, hose and appliance mechanic compensation, and PPE technician compensation.

- (A) **College Credit Compensation:** Firefighters will receive a flat rate of tuition reimbursement in accordance with the following scale:

| | |
|--------------------|------------|
| Associate's Degree | \$300.00 |
| Bachelor's Degree | \$600.00 |
| Master's Degree | \$1,000.00 |

All degrees must be from an accredited institution. Degrees may be in any field of study. Firefighters are compensated for the highest degree they have obtained. For example, a Firefighter with an Associate's Degree either in the same field or another field and a Master's Degree will be compensated \$1,000.00, not \$1,300.00. Firefighters will only be compensated for one (1) degree regardless of the number of degrees they obtain.

- (B) **SCBA Mechanic Compensation:** No less than four (4) Fire Bureau employees qualified by the manufacturer as SCBA service personnel, and approved by the Fire Chief, shall be entitled to an additional seven hundred fifty dollars (\$750.00) compensation annually. The Fire Chief shall make the final determination as to which employee(s) are to receive said compensation.
- (C) **JTSB Member Compensation:** No less than seven (7) Fire Bureau employees, appointed by the Union President, on the Joint Training and Safety Board (JTSB) shall be entitled to an additional two hundred fifty dollars (\$250.00) compensation annually.
- (D) **Small Engine Mechanic Compensation:** No less than four (4) Fire Bureau employees qualified as small engine service personnel, recommended by the Union and approved by the Fire Chief, shall be entitled to an additional seven hundred fifty dollars (\$750.00) compensation annually.
- (E) **Hose and Appliance Mechanic Compensation:** No less than four (4) Fire Bureau employees qualified by the manufacturer(s) as hose and appliance service personnel, recommended by the Union and approved by the Fire Chief, shall be entitled to an additional seven hundred fifty dollars (\$750.00) compensation annually.
- (F) **PPE Technician Compensation:** No less than eight (8) Fire Bureau employees qualified by the manufacturer as cleaning and inspection personnel, recommended by the Union and approved by the Fire Chief, shall be entitled to an additional two hundred fifty dollars (\$250.00) compensation annually. The Fire Chief shall make the final determination as to which employee(s) are to receive said compensation. Compensation shall be paid during the first pay period in April of each year.

ARTICLE 7
Schedules

Section 1 – Schedule (A, B, C, D Platoons)

The day shift shall begin at 0730 and shall end at 1600. The night shift shall begin at 1600 and shall end at 0730.

See Exhibit “A”

Section 2 – Schedule (E Platoon)

E Platoon shall be defined as any bargaining unit member who regularly works Monday through Friday.

The Fire Inspector, Fire Safety and Prevention Officer, and other Fire Bureau members, including light duty, assigned to the “Office Staff” shall work a 42-hour schedule as follows:

Monday through Thursday - 0730 to 1630 with one half hour off for lunch, and
Friday - 0730 to 1600 with one half hour off for lunch.

The Fire Safety and Prevention Officer shall be permitted to work a flexible schedule, not to exceed forty-two (42) hours per week, with the authorization of the Fire Chief or one of the Deputy Chiefs.

ARTICLE 8
Vacations

Section 1 - Vacation Accrual

Permanent full-time employees hired prior to April 22, 2014, shall qualify for vacation leave as follows:

- A. Employees with less than five (5) completed years of service shall be entitled to vacations during each year of twelve (12) working days.
- B. Employees with five (5) to fifteen (15) completed years of service shall be entitled to vacations during each year of sixteen (16) working days.
- C. Employees with greater than fifteen (15) completed years of service shall be entitled to vacations during each year of twenty (20) working days.

Permanent full-time employees hired on or after April 22, 2014, shall qualify for vacation leave as follows:

- A. Employees with less than five (5) completed years of service shall be entitled to vacations during each year of eight (8) working days.

- B. Employees with five (5) to fifteen (15) completed years of service shall be entitled to vacations during each year of twelve (12) working days.
- C. Employees with greater than fifteen (15) completed years of service shall be entitled to vacations during each year of sixteen (16) working days.

Vacation accrual shall be accumulated on a monthly basis and commence when the employee is appointed as a probationary Firefighter.

Section 2 – Vacation Selection – Firefighters

Selection of vacation shall be based upon department seniority by Platoon. All vacations shall be taken between January 1 and December 31 of each year, and vacation days shall not be carried over from year to year, except for cause shown with management approval. Vacation shall begin immediately following employee's regularly scheduled day off.

Employees regularly assigned to E Platoon in the Fire Bureau shall be permitted to select vacation by days as opposed to tours.

Section 3 – Vacation Selection – Officers

Officers shall pick vacations by Platoons among the Officers of each Platoon and shall receive priority in vacation selection according to rank and time in grade. All Battalion Chiefs shall receive priority over all Captains and all Captains shall receive priority over all Lieutenants within their Platoons. No more than one (1) Officer per Platoon shall be granted vacation at any given time.

Section 4 – Vacation – Total

The allowable number of employees on vacation at any given time shall be three (3):

- A. One (1) Officer and two (2) Firefighters;
- B. Three (3) Firefighters, if no Officer is off.

Section 5 – Master List

Upon consideration of selections of vacations, in accordance with this Article, a master list of vacations shall be prepared by the Fire Chief, and shall be posted in all fire stations, and unless objection is filed promptly to such vacation list, it shall be deemed to be the final vacation list for that year.

ARTICLE 9 **Holidays**

Employees shall be entitled to eleven (11) holidays in each calendar year, to be selected as heretofore provided; however, each employee shall be entitled to select at least four (4) of such holidays on days of his choice. The first employee on each platoon to request a holiday will

automatically receive the holiday. All other requests for holidays will be approved at the discretion of the Fire Chief. Employees will be notified at least seventy-two (72) hours prior to the holiday, if at all possible, whether or not his request has been approved.

Employees shall be notified of the position they are in the book at the time they request a day off, provided the request is made during a reasonable timeframe. Battalion Chiefs and Captains shall be considered separate from Firefighters and Lieutenants, and approval of their leave requests shall not conflict with the guaranteed day-off provision for other Firefighters and Lieutenants.

The Fire Chief may direct any employees to reduce, within thirty (30) calendar days of such directions, the number of holidays accrued to not more than four (4) holidays, and after such notice such employee shall notify the Fire Chief within four (4) calendar days of dates selected.

Any employee who works on any of the holidays listed below shall be compensated at a rate equal to twice the employee's straight time hourly wage or one-half compensatory day at the employee's option. (Employees shall be granted, at their option, either one and one-half [1½] days or one [1] day plus double time [2.0] provided they work the holiday.)

The following is a list of holidays:

1. New Year's Day
2. Martin Luther King Day
3. Presidents' Day
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Veterans Day
9. Thanksgiving Day
10. Christmas Day
11. Member's Birthday

NOTE: All holidays shall be observed on the traditional day.

Staff members of E Platoon working Monday through Friday are required to take off work on the following holidays:

1. New Year's Day
2. Martin Luther King Day
3. Memorial Day
4. Independence Day
5. Labor Day
6. Thanksgiving Day
7. Christmas Day

Staff members of E Platoon working Monday through Friday shall be required to work on all other

AFSCME or Fire Bureau holidays that fall Monday through Friday. Employees regularly assigned to E Platoon in the Fire Bureau shall be given one (1) personal day to be issued separate from holidays covered in this Agreement, which shall be granted upon request of the member.

ARTICLE 10

Separation Pay

Section 1 – Sick Pay

Retiring employees, and employees who are separated from the payroll for any reason other than discharge for just cause, shall be entitled to separation pay consisting of one-half (½) day's pay based on a ten (10) hour day at the employee's current straight time hourly rate of pay for each accrued sick leave, up to a maximum of two hundred (200) days.

Section 2 – Vacations and Holidays

Employees who are separated from the payroll for any reason whatsoever shall be entitled to separation pay, in addition to the pay, if any, due pursuant to Section 1 hereinabove, consisting of one (1) full day's pay for each day of accrued vacation and/or holiday, based on a ten (10) hour day at the employee's current regular straight time hourly rate of pay.

Section 3 – Payments

Payment of all separation pay will be made by the City within thirty (30) calendar days after the last date of employment of such employee. In the event of the death of an employee, the widow or estate of such employee shall be entitled to receive such separation pay as would have been due to such employee at the date of death.

Section 4 – Onboarding

Effective for Firefighters hired on or after January 1, 2018, if a Firefighter resigns his or her position before his or her fifth employment anniversary, the Firefighter shall reimburse the City of Harrisburg five thousand dollars (\$5,000.00) as liquidated damages representing the cost of the Municipal Fire Academy.

ARTICLE 11

Recall to Duty

Section 1 – Fire Ground Recall

When an off-duty Firefighter is present at a fire and is ordered by a superior to perform duties at the fire, it is hereby understood that the recall provisions of this Agreement are put into effect. Said Firefighter shall not be relieved from duty after carrying out said order until proper permission is secured from the officer in charge.

Section 2 – Off Duty Recall

Employees recalled to duty at times when they are not regularly on duty shall be paid for the actual hours worked at one and one-half times (1½) the regular rate, for not less than four (4) hours. No pyramiding of overtime will be allowed under this, or any other circumstances. At the beginning of an employee's regular shift, recall pay will cease, and the employee will be paid an additional half time (0.5) for any time remaining in the recall period up to four (4) hours. This section shall also apply at any time an off-duty employee is ordered to perform duties at the scene of a fire by a superior officer. Employees accepting off-duty recall are considered on-duty, and are subject to applicable Rules and Regulations, excluding work uniforms.

Section 3 – Multi-Alarm Call Back

The following conditions shall constitute a Multi-Alarm Call Back:

- A. Initial Incident: At an incident in the City of Harrisburg where a Second Alarm is requested, or three (3) or more mutual aid apparatus are dispatched to the scene, excluding Air Wagons and Haz-Mat* units, the City shall recall seven (7) Firefighters and one (1) Officer.
- B. Incident concurrent with initial incident, with all City units utilized at initial incident: If mutual aid apparatus assigned to concurrent incident request assistance, the City shall recall seven (7) Firefighters and one (1) Officer.
- C. Incident concurrent with initial incident, with a reduced response of City apparatus: Excluding the mutual aid apparatus initially dispatched on this concurrent incident, if assistance is requested that results in additional mutual aid apparatus being dispatched to the scene of either incident, excluding air wagons and Haz-Mat* units, the City shall recall seven (7) fire fighters and one (1) Officer.
- D. Third Alarm: If, at an initial incident, a Third Alarm is requested; or at a concurrent incident, if mutual aid apparatus assigned to the concurrent incident requests assistance equivalent to a Third Alarm, the City shall recall seven (7) Firefighters and one (1) Officer, or call out for "All Hands," as appropriate.

*[Haz-Mat] at the time of this agreement shall mean primarily the Dauphin County Haz-Mat initial response units. If, in the future, Harrisburg changes Haz-Mat status, this section shall be renegotiated. Reference SOG #110.03.

ARTICLE 12
Court Time, Off-Duty Schooling or Drill

Section 1 – Schooling/Drill

Whenever any employee is asked or directed by the Fire Chief to attend any drill or schooling during off-duty hours, he shall be compensated at his regular rate of pay for not less than two (2) hours.

If the hours for such training will run less than three (3) hours into a work shift the employee is scheduled to work, relief will be provided for the employee until such time as he can report for duty, following completion of training. If the hours will be three (3) hours or greater, the employee will be given the shift off. Any Firefighter required to relieve another Firefighter who is in training will be compensated at the rate of double-time (2.0) for all hours worked.

No less than seven (7) calendar days prior to the date that late relief is required, the Firefighter projected to be affected by the late relief shall be notified. The City is free to choose the method of notification. Firefighters who are not notified at least seven (7) days prior to the date relief is required will be given one-half ($\frac{1}{2}$) a holiday on the books, unless the late notification was the result of late changes in scheduling for time off not previously scheduled.

If a Firefighter is not asked or directed to attend such schooling or training, but desires to attend, he shall submit a request to the Fire Chief's Office for approval. Once approved, if the Firefighter is on duty at the time of the training, he will be given sufficient time off to attend the training, or detailed on duty within the City limits, at the discretion of the Fire Chief. The Firefighter shall be in attendance at the training during all training hours. If the Firefighter is not on duty at the time of training, the tuition only will be paid, and no further compensation will be received.

Notification of training or schooling by the Fire Chief's Office will be posted at the stations and all work areas.

Section 2 – Court Time

Time necessarily spent by members of the Fire Bureau in court of any kind (including Magistrate's Court) for a matter related to a City governmental proceeding, other than a personal matter in which the employee is either plaintiff or defendant, shall be considered time on duty for which the employee shall receive pay at the applicable rate; and when the time is during off-duty hours, a minimum of three (3) hours at one and one-half (1.5) times the regular rate of pay shall be paid.

Section 3 – On-Duty Schooling, Drill, or Training

Regularly scheduled schooling, drill or training shall be prohibited on Sundays and Holidays.

ARTICLE 13
Clothing and Equipment Allowances

Section 1 – Clothing

All new appointees to the Fire Bureau, before performing duties with fire suppression force, shall be supplied by the City with all clothing and equipment necessary to perform their duties as soon as they can be made available. Duties may be performed as long as employees are adequately protected to perform their functions. All new trainees will be issued the following items before starting their training cycle: a fire coat; fire pants; one (1) pair knee boots; helmet with life ring; two (2) Nomex work pants; two (2) buttoned collared work shirts; two (2) pairs of mittens/gloves; one (1) sweat-shirt; two (2) pair of sweat pants; and two (2) pair of sweat shorts to be the color and style determined by career class at Harrisburg Area Community College.

The following items are to be provided upon successful completion of the Career Fire Academy: a fire coat; fire pants; one (1) pair knee boots; helmet with life ring; four (4) Nomex work pants; two (2) buttoned collared work shirts; two (2) polo work shirts; two (2) pairs of shoes – one (1) dress and one (1) working; one (1) tie; four (4) pair of socks; one (1) belt; two (2) pairs of work gloves/mittens; seven (7) shoulder patches; five (5) blue T-shirts; and one (1) dress work jacket.

Within six (6) months from the date of appointment in the Bureau of Fire, all new employees will be issued a full-dress uniform and one (1) dress coat badge. The City will provide replacement gear for new hires in the first year of their employment.

For the term of this Agreement, the annual clothing allowance for members of A, B, C, & D Platoons shall be five hundred dollars (\$500.00) annually.

Members shall receive turnout gear on a five (5) year rotating basis. Each member shall have two (2) complete sets of turnout gear at all times.

Members of E Platoon may elect to receive a five hundred dollar (\$500.00) annual clothing allowance and have their turnout gear replaced, or they may elect to receive a seven hundred dollar (\$700.00) annual clothing allowance, in which event their turnout gear will not be replaced by the City. E Platoon members selecting the \$700.00 option must have approved turnout gear and, if not, must provide such at their own expense, if they return to a firefighting position on A, B, C, or D platoon.

Members who do not receive new turnout gear in any year of a 5-year rotation will have two hundred fifty dollars (\$250.00) annually credited to an allotment account. If the member retires prior to receiving one (1) set of new turnout gear, the accumulated amount up to one thousand two hundred fifty dollars (\$1,250.00) will be paid to the member as separation pay, prorated as follows:

1st Year - \$250.00
2nd Year - \$500.00
3rd Year - \$750.00
4th Year - \$1,000.00

5th Year - \$1,250.00

All protective clothing must be underwriter approved. The City and the Union will approve content of all clothing allotment.

The full annual clothing and equipment allowance shall be credited to the employee account as of January 1 of each year. On or before January 1 of each year, the City shall provide employees a clothing and equipment check list. Providing the lists are returned by January 31, the City shall make every reasonable effort to have all items requested by the Firefighter received by him no later than July 1. Lists not returned by January 31 or items requested after January 31 will be ordered by the City as soon as reasonably possible for receipt in due course. At the time of termination of employment, for whatever reason, the employee shall forfeit all rights to any balance of his allowance, whether ordered or not. Upon separation of employment, firefighters will return their most recent set of turnout gear to the City of Harrisburg without compensation.

The City of Harrisburg will open gear purchases to multiple vendors.

The City shall quartermaster all turnout pants, coats, boots, hoods, suspenders, gloves (maximum of two [2] pair per year) and helmets on an item for item basis. Quartermaster shall mean that the City shall be responsible for the replacement of the above-named items in the event that they shall become damaged during the performance of duty, at no cost to the individual member. Nomex trousers damaged while member is on duty shall be replaced by the City. The City shall not be obligated to replace items, except as noted above, which may be required by reason of normal wear.

A receipt shall be signed for all clothing and equipment issued, with a copy to the employee and a copy maintained by the City.

Annually, the JTSB will inspect the personal protective clothing of all Firefighters directly involved in suppression activities and make a determination as to whether or not professional cleaning is warranted due to the accumulation of contaminants acquired as a result of normal use. If the JTSB provides reasonable justification for such, the City will pay for the cost of cleaning.

Section 2 – Specification Compliance

All clothing, before being issued, shall be checked by the City and the Union to assure that all specifications have been met. Any clothing that does not meet specification will be immediately returned to the vendor for correction at the vendor's expense as per bid specifications.

Section 3 – Replacement

Members of the Fire Bureau shall be reimbursed for the replacement of normal and necessary personal effects (not to exceed \$350.00 per pair of glasses and not to exceed \$50.00 for wrist watches) that have been lost or damaged in the performance of their duties; provided, however, such loss or damage is not caused by the carelessness or negligence of the individual and provided

that a receipt for the article replaced is provided to the Fire Chief. Rings, valuables and similar items will not be replaced by the City.

All clothing and equipment damaged during performance of duties shall be replaced by employer within sixty (60) business days from notification without charge against the employee's yearly allowance. City shall supply employee with signed receipt of purchase order within twenty (20) business days of notification. If City fails to replace turnout gear within prescribed time, employee will be assigned to a temporary non-fire-fighting assignment until replacement is issued.

Section 4 – New Issue

In the event the City requires employees to wear new types of work clothing, the City will provide the same to the employee subject to an equitable adjustment in the clothing allowance to reflect the reduced need of employees to furnish the same from their clothing allowance. In the event any employee has previously purchased any such new type(s) of working clothing and has worn and continues to wear the clothing for work, the City will reimburse such employee for the cost thereof, provided the new type(s) of clothing have been approved by the Health and Safety Committee.

ARTICLE 14 **Meal Allowance**

The meal allowance during emergencies declared by the Mayor or his designee, when employees are required to be held over or recalled to duty for such emergencies, will be as follows: Breakfast-\$5.00; Lunch-\$7.00; and Dinner-\$9.00 or a total cost of \$21.00. If appropriate, bulk purchases of food shall be made based upon the number of employees at each fire station.

ARTICLE 15 **Insurance**

All insurance benefits of any type provided by the City under this Agreement are so provided subject to the terms and conditions of the particular policies and law in force at the time when these terms and conditions are utilized. These policies are incorporated herein and made a part of this Agreement. Within five (5) days of the execution of this contract, the City shall provide proof of compliance with all agreed insurance coverage; and further agrees to provide notice of any changes in policies during the contract term.

At least once a year, a committee of Firefighters will meet with representatives of the City of Harrisburg and its insurance broker to discuss new trends in health care as well as the effect of any changes to health care plans.

ARTICLE 16
Health Care Coverages

PART A: CURRENT EMPLOYEE COVERAGE

Section 1 – General Coverage and Contribution

City shall provide basic health insurance coverage for each employee and the employee's immediate family members in accordance with the current practice of those providing such coverage, as follows:

1. During the term of this Agreement and in accordance with the modifications in coverages the City and the Union agreed upon in 2014, all employees shall contribute to the premium cost of medical and hospital insurance as follows: \$40 per biweekly pay (26 pays per year) for single coverage; \$90 per biweekly pay (26 pays per year) for coverage of 2 or more persons. All employee contributions shall be by payroll deductions and shall be on a pre-tax basis.
2. The City may at any time change the basic health care plan provided hereunder to PEBTF coverage.
3. During the term of this Agreement and in accordance with the modifications in coverages the City and the Union agreed upon in 2014, if the City's increases in its medical and health insurance COBRA rates exceed six percent (6%) over the prior year's rates, the City and the Union shall negotiate changes in the design of the health care plans to reduce the amount of the City's increases in its share of the costs of monthly contributions. For purposes of calculating increases in costs, the COBRA rates established by the City's Third Party Administrator(s) shall be used, and the annual increase shall be determined based on the effective date of the plan year. In calculating the six percent (6%) increase, the percentage shall be based on the amount paid by the City and shall not include employee contributions. In the event the City and the Union are unable to reach agreement on plan design changes, the plan design changes shall be subject to an expedited interest arbitration procedure. Either party may request the appointment of a neutral arbitrator selected pursuant to the arbitration step of the grievance procedure. The decision of the arbitrator on this issue shall be issued within forty-five (45) calendar days of the notice of submission to arbitration.

Section 2 – Medical Coverage

During the term of this Agreement, the annual basic health care plan provided to all active employees shall be PPO Blue – 90%/70% Co-insurance; \$250/\$500 In-Network Deductible; \$20/\$40 Office Visits (OV) Co-pay; \$100 Emergency Room (ER) Co-pay; \$500/\$1000 Out-of-Pocket (OOP) Maximum.

Section 3 – Dental Coverage

The City shall provide dental coverage from a provider of its choice, provided that there is no loss of benefit currently enjoyed by the Union.

Orthodontics - 100% UCR with \$2,500.00 lifetime cap per dependent. Coverage shall include adults and children. Seventy-five percent (75%) payment of prosthetics and crown inlay/onlay restoration and periodontics.

Section 4 – Vision Coverage

The City shall provide vision coverage from a provider of its choice provided that there is no loss of benefit currently enjoyed by the Union.

Section 5 – Prescription Drug Coverage

The City shall provide prescription drug coverage from a provider of its choice, provided that there is no loss of benefit currently enjoyed by the Union.

During the term of this Agreement and in accordance with the implemented coverage modifications adopted by the City and the Union in 2014, prescription co-payments for all employees shall be as follows:

| | |
|-------------------------|------|
| Generic | \$25 |
| Brand Restricted | \$50 |
| Brand | \$75 |

Brand restricted means no generic substitute is available or the physician stipulates that the brand is medically necessary.

Where and when available, employees shall be required to purchase generic prescriptions and shall be required to select mail order delivery.

Section 6 – Hearing Aid Coverage

For the term of this Agreement, the City will pay the cost of hearing aid coverage for Firefighters to annual maximum aggregate amount of \$10,000, which would be allocated at five hundred dollars (\$500.00) per Firefighter. Requests for coverage must be made in writing to the Benefits Coordinator by March 1. Coverage will be approved on a seniority basis. Firefighters may avail themselves of this benefit once every three (3) years provided that, at the time of any subsequent request, there are sufficient funds remaining in the annual ten thousand dollars (\$10,000.00) allocation to finance the subsequent request after the benefit has been extended to all Firefighters who did not previously participate in the program. The coverage is for the Firefighter only.

PART B: POST RETIREMENT COVERAGE AND BENEFITS

Section 1 – Protection of Current Retiree Benefits

The City and the Union confirm an ongoing commitment of the City to continue to provide post-retirement health care benefits to current retirees in accordance with the terms of coverage

available at the time of a Firefighter's retirement. The intent of this Agreement is to maintain as is the rights and obligations of current Retirees. On matters relating to post-retirement health care, it is agreed that the terms of coverage of the specific City health care plan enjoyed by a Retiree as of December 31, 2017 will continue. The right to an existing benefit is not to be diminished and no additional benefit is to be afforded, except in accordance with any previously scheduled change under the specific plan that has been made available and providing actual coverage to a Retiree and, if applicable, any person otherwise eligible because of the Retiree's right to benefits. The rights and benefits shall be afforded consistent with the terms of the last collective bargaining agreement, including ratified amendments thereto.

The City and the Union shall create a study committee to consider and advise with regard to cost-saving measures in the area of post-retirement medical benefits.

Section 2 – Continuation of Benefits: Pre-1993 Retirees

During the term of this Agreement and in accordance with the coverage modifications adopted by the City and the Union in 2014, pre-1993 retirees who continue to collect a City pension under the City's fire pension plan shall be entitled to continue to receive the benefits package available for all Firefighters retiring after January 1, 1987, and prior to January 1, 1993. The City will continue to provide pre-1993 Retirees supplemental coverage, major medical, and prescription coverage unless prescriptions are provided by another agency. This benefit has been and will continue to be provided for the retired member only.

Section 3 – Continuation of Benefits: 1993 to 2013 Retirees

During the term of this Agreement and in accordance with the coverage modifications adopted by the City and the Union in 2014, Firefighters who retired on or after January 1, 1993, and no later than December 31, 2013, who collect a City pension under the City's Firefighters' Pension Plan (formerly described as the Fire Pension Plan, so known upon the merger of the City's former Fire Pension Plans A & B) shall each continue to be provided, free of charge, the then-current health insurance benefits the City provided the bargaining unit employee, his/her spouse, and dependents at the time of retirement, for the life of each and the eligibility of surviving dependents. When that Firefighter and spouse become eligible for Medicare, the City shall then provide to each supplemental coverage reimbursement for Medicare Part B, major medical, and prescription, unless prescriptions are provided by another agency.

Section 4 – Health Insurance: Pre-2002 Retiree-Paid Options

Firefighters who retired prior to 2002 and later exercised the option for any retiree-paid coverages under Article 14, Section 4 of the 2002–2016 Collective Bargaining Agreement, as amended, and who did so prior to April 22, 2014, shall continue to be afforded the retiree-paid option under any such terms of such programs as previously agreed by the parties.

Section 5 – Continuation of Benefits: 2014 Nonrevocable Retirement Option

During the term of this Agreement and in accordance with the coverage modifications adopted by the City and the Union in 2014, Firefighters who retired on or after April 22, 2014 and no later than December 31, 2017, under a nonrevocable 2014 notice of the Firefighter's intent to retire and who collect a City pension under the City's Firefighters' Pension Plan (formerly described as the Fire Pension Plan, so known upon the merger of the City's former Fire Pension Plans A & B), shall each continue to be provided, free of charge, the then-current health insurance benefits the City provided the bargaining unit employee, his/her spouse, and dependents at the time of retirement, for the life of each and the eligibility of surviving dependents. When that Firefighter and spouse become eligible for Medicare, the City shall then provide to each supplemental coverage reimbursement for Medicare Part B, major medical, and prescription, unless prescriptions are provided by another agency.

Section 6 – Other Post-Retirement Health Care Benefits

During the term of this Agreement and in accordance with the coverage modifications adopted by the City and the Union in 2014, all current employees hired before April 22, 2014, who retire thereafter shall receive post-retirement health care benefits as follows:

1. New Retirees and their dependents shall receive post-retirement health care coverage under the same health plan provided to active employees, which coverage may be modified to the extent the coverage for active employees is modified. All conditions and restrictions applied to current employees, such as co-payment amounts, prescription restrictions or changes in plan design or coverage, shall be applied to retirees receiving post-retirement health care coverage.
2. Retirees must be receiving their pension benefit and must remit an amount equal to a percentage of their pension in accordance with the following table. The remittances shall be paid monthly in advance by direct payment to the City; if payment is not timely received by the City in advance, then the health care coverage shall immediately cease.

| Coverage Type | % Pension Contribution |
|-------------------|------------------------|
| Single | 2% |
| 2 persons | 3% |
| 3 persons | 4% |
| 4 or more persons | 5% |

3. Retirees must meet all current eligibility and other requirements set forth in this Agreement. All conditions and restrictions set forth in this Agreement and the collective bargaining agreement in effect on April 22, 2014, shall continue to apply.

4. Retirees and their dependents shall not be eligible for post-retirement health care benefits if the retiree or dependent has available health insurance coverage elsewhere at a reasonably comparable benefit level and at the same or lower cost, including for example available coverage through a spouse or other employer.
5. Retirees and their dependents shall be entitled to receive post-retirement health care under this Agreement only until the date said retiree reaches the age of Medicare eligibility. Following the attainment of Medicare eligibility, retirees shall be entitled to receive only cash reimbursement in an amount not to exceed \$250 per month for supplemental insurance purchased by the retiree, increasing up to a maximum of \$350 per month reimbursement under the following schedule.

Maximum monthly reimbursement schedule

| | |
|--------------------|-------|
| Through 12/31/2016 | \$250 |
| 2017 | \$260 |
| 2018 | \$270 |
| 2019 | \$280 |
| 2020 | \$290 |
| 2021 | \$300 |
| 2022 | \$310 |
| 2023 | \$320 |
| 2024 | \$330 |
| 2025 | \$340 |
| 2026 | \$350 |

Section 7 – Phase Out of Post-Retirement Health Care Benefits

In accordance with the coverage modifications adopted by the City and the Union in 2014, employees hired after April 22, 2014, shall not be eligible to receive post-retirement health care benefits.

ARTICLE 17
Surviving Spouses and Children

Whenever any member of the Firefighters' Pension Fund becomes entitled to receive a pension from said fund, and upon the death of said member, the City shall set up an administrative procedure to allow the member's surviving spouse to contribute the monies needed for full coverage to the City in order that the member's surviving spouse be covered by the City's current health insurance plans. The City will only act as a "pass through" agent. If a member dies in the line of duty, the City shall maintain coverage for his/her surviving spouse and/or eligible surviving children under the same eligibility terms as provided in the plan.

ARTICLE 18
Duplicate Coverage

Effective July 1, 2018, bargaining unit members that do not participate in the City's health insurance coverage shall receive - on a prorated monthly basis - thirty percent (30%) of the equivalent premium of the City's health insurance plan to which (s)he would otherwise be eligible.

In accordance with the federal and state laws on the provision of employer health insurance coverages, an employee opting out of the City insurance coverage may thereafter opt in for City health insurance coverages during any annual Open Enrollment period or within 30 days of the loss of insurance that results from a qualifying status change, such as the birth or adoption of a child, a change of a spouse's employment/benefits, the death of a spouse or dependent, marriage, divorce, legal separation or the loss of eligibility as a result of a reduction in hours.

ARTICLE 19
Life Insurance

The City agrees to pay one hundred percent (100%) of the premium cost of life insurance for each employee in the face amount of seventy-five thousand dollars (\$75,000) with "double indemnity." Moreover, each member of the bargaining unit shall be afforded the opportunity to purchase up to an additional twenty-five thousand dollars (\$25,000) in life insurance, as a continuance of the same policy with "double indemnity" at the same premium rates as paid by the City. Firefighters will be afforded the opportunity to purchase such additional \$25,000 in life insurance on a quarterly basis, which premiums will be paid through bi-weekly payroll deduction. It is understood that such opportunity for Firefighters to purchase an additional \$25,000 in life insurance is contingent on meeting the requirements of the City's carrier which may include, but which is not limited to, a requirement for a physical and/or the completion of an affidavit concerning the state of the Firefighter's health at the time the additional benefit is sought. It is further understood that, due to unacceptable risk, the City's insurer may decline to issue supplemental coverage, and that, in such circumstance, the City is not obligated to guarantee the additional coverage.

Whenever any member of the Firemen's Pension Fund becomes entitled to receive a pension from said fund, the City shall provide a fully paid-up life insurance certificate of five thousand dollars (\$5,000.00).

ARTICLE 20
Training Manuals

A current edition of IFSTA Essentials shall be provided in each fire station, as well as any other manuals required for promotional examinations.

A current copy of the Life Safety Code, and Fire Bureau Standard Operating Guidelines shall be maintained in each station.

Training manuals, as required for the Apprenticeship Program, shall be provided to individual Apprentice Firefighters.

ARTICLE 21

Probation and Apprenticeship

Section 1 – Terms of Probation

All original appointments to positions in the Fire Bureau, upon completion of the initial training period of not less than eight (8) weeks, shall be for a probationary period of one (1) year of active duty. For the purposes of this section active duty shall not include light duty assignments. Leave with or without pay for any reason which is in excess of leave granted by the terms of this Agreement shall not be counted toward fulfillment of the probationary period. In instances where an employee is on light duty or uses leave in excess of that granted by the terms of this Agreement, the probationary period will be extended until the employee completes one (1) year of active duty. During such probationary period, the appointee shall not be denied any rights or benefits that the appointee would otherwise be entitled to under this Agreement. At any time during the probationary period, the appointee may be dismissed. When the conduct or capacity of the probationer has not been satisfactory to the City, the probationer shall be notified in writing that he will not receive permanent appointment, whereupon his employment shall cease; otherwise, his retention in the service shall be equivalent to his having achieved permanent employee status, and seniority rights shall accrue as set forth in Article 23, Section 2.

Section 2 – Commencement of Pension Contributions

Contributions to the pension fund will not commence until after the completion of the initial training period.

Section 3 – Commencement of Salary

Employees shall be brought to Year 1 salary status, as defined in Article 6, Section 2, upon successful completion of the Municipal Fire Academy.

Section 4 – Terms of Apprenticeship

All new employees shall begin an apprenticeship period which shall consist of thirty-six (36) months from their seniority date, which is herein defined as the date that the trainee successfully completes the Municipal Fire Academy. Apprenticeship shall be governed by the document as agreed to entitled *National Apprenticeship and Training for Firefighter*.

A Firefighter may be eligible to test for Driver/Operator after he has completed three (3) years in the Apprenticeship program. All Firefighters successfully passing required testing for Driver/Operator shall be advanced to Driver/Operator immediately. The City shall test for Driver/Operator once annually. Driver/Operator shall not be a condition of Apprentice employment.

ARTICLE 22
Bona Fide Vacancy

When three (3) bona fide vacancies occur in the bargaining unit, the City shall make a bona fide endeavor to fill such vacancies within a reasonable time not to exceed sixty (60) business days.

ARTICLE 23
Seniority

Section 1 – Seniority List

There shall be established by the Fire Chief within the Fire Bureau a seniority list comprised of all employees in the bargaining unit, which shall be maintained at all times on a current basis and shall be posted each year from January 1 until December 31, in each fire station, and at headquarters in conspicuous places, and a copy thereof shall be mailed to the Secretary of the Union. Objections to the seniority list at any time shall be reported to the Fire Chief within ten (10) business days after it shall have been determined that such objection exists, or, in any event, on or before February 15 of each year, or said seniority list shall stand determined, or as posted.

Section 2 – Commencement and Duration of Seniority

Seniority rights shall be determined as of the date of commencement of the probationary period, as set forth in this Agreement, and, with respect to employees whose employment commenced on the same date, in accordance with the Civil Service rankings of such employees. Employees who have been granted leave of absence for military duty, for education or other instruction in connection with their duties as employees in the Fire Bureau, or for illness or accident, and who then return to active duty in the Fire Bureau will be credited with the time of such leave of absence toward seniority rights, and their seniority shall be determined from the date of their original commencement of employment in the bargaining unit. A member of the bargaining unit who resigns or whose employment is terminated for any reason other than that set forth above, and who thereafter is re-employed in the Fire Bureau, shall lose seniority rights accrued to the date of termination of employment, and the seniority of any such employee shall be determined as of the date of re-employment in the Fire Bureau.

ARTICLE 24
Promotions and Vacancy Assignments

Section 1 – Promotions

All promotions in the Fire Bureau shall be made within the ranks of the paid members of the Fire Bureau and shall be made by competitive examinations administered by the appropriate Civil Service Board, and, to the extent practicable, examinations shall test applicants relating to materials taken from an approved fire service manual prescribed for use in the Fire Bureau at least six (6) months prior to the date of examination. The final score for promotional examinations shall be determined by adding seniority points to the score from the written test. Any individual who fails to score at least seventy percent (70%) on the written examination will not be eligible for

promotion. The City will interview candidates for promotion but will not utilize oral examinations as a graded component in the promotion process. Seniority points shall be determined in the following manner:

One (1) full point for each of the first ten years of service and one-half (1/2) point for each year of service after ten (10) years.

Civil Service promotional examinations shall be held no less frequently than biannually. To the extent practicable, a member of the Civil Service Board shall be present when written tests are being conducted, and Union shall have the right to designate a monitor to be present.

All promotional exams shall be given every other year, and that the resultant promotional list shall remain in effect for two (2) years, or until a new examination is given and a new list created, whichever occurs first. An employee shall be eligible to take promotional examinations in the month of November of the year prior to his year of eligibility. He shall then be eligible for promotion at any time during the years the promotional list is valid.

A Firefighter shall have at least six (6) completed years of service, and certification as a Driver/Operator, to be eligible for promotion to Lieutenant.

A Lieutenant shall have at least two (2) years of service in grade to be eligible for promotion to Captain.

A Captain shall have at least two (2) completed years of service in grade to be eligible for promotion to Battalion Chief.

For promotional testing through December 31, 2019, see MOU #31, attached hereto as Exhibit K.

All eligible candidates shall be notified of the test at least sixty (60) calendar days prior to the date of the exam.

Section 2 – Vacancy Assignments

Whenever a vacancy occurs in any position in the Fire Bureau in any fire station, fire prevention unit, fire headquarters or any other section or division in the Fire Bureau said vacancy shall be filled by seniority bidding among those eligible for assignment in such vacancy. When any such vacancy occurs, the Fire Chief shall post the list in each fire station indicating the vacancy to be filled and any member desiring to bid for such vacancy shall submit his bid in writing to the Fire Chief within ten (10) calendar days after the posting of the vacancy. The bid shall include the name of the bidder, his seniority, present assignment and the assignment being requested. The bid shall be awarded within ten (10) calendar days after the bidding period is closed. The Fire Chief shall assign an employee or employees to fill any temporary vacancy or vacancies as they shall occur, without regard to seniority. A temporary vacancy is one which does not exceed sixty (60) working days in duration resulting from the granting of leave of absence to the person holding such position as a permanent assignment. At the end of sixty (60) working days, if such vacancy still exists, it shall be filled by seniority bidding.

A successful bidder shall have thirty (30) actual working days to qualify. If the employee fails to qualify, he shall be returned to his former position. The employee must be told in writing within five (5) business days after the qualification period as to why he was not qualified.

Section 3 – Unfilled Vacancies

Vacancies which remain unfilled by bidding in accordance with the provisions of this Article shall, when necessary, be filled by assignment thereto of a member of the Fire Bureau who is lowest in seniority on the platoon having the most personnel.

Section 4 – Qualified Bidders

Immediately upon qualification for a vacancy, the successful bidder's previous position shall be posted for bids. Successful bidders shall be transferred within thirty (30) calendar days.

Section 5 – Qualifications for Appointment, Promotions, Vacancies, and Assignments

No employee shall be appointed to any position, promoted to any position, assigned to fill any vacancy, or assigned to any position other than a temporary assignment, for which he is not qualified by reason of training, experience or ability. Whenever any employee believes that his rights to any such appointment, promotion, vacancy or assignment, by reason of seniority or otherwise, has been denied, he shall have the right to complain in writing to the Fire Chief concerning the denial thereof. In such event, the Fire Chief shall present written statements of the promotion, vacancy or assignment. Such decision by the Fire Chief may constitute a grievable item, which may be processed in accordance with the grievance procedure provided in this Agreement.

Apprentice Firefighters may not participate as members of organized Special Teams, either administered or sponsored by the Fire Bureau, until they have successfully completed requirements of the Harrisburg Bureau of Fire Apprenticeship Program.

Apprentice Firefighters may not participate in elective training until they have completed training programs required in the Apprenticeship Agreement.

Apprentice Firefighters shall not work in the Driver/Operator #1 positions on aerial apparatus. Apprentice Firefighters shall not work in the Driver/Operator #2 position on tractor-drawn aerial apparatus. Apprentice Firefighters with less than one (1) year of completed service shall not work in the Driver/Operator #2 position on all other aerial apparatus.

Section 6 – Super Bidding by Seniority

An employee whose position has been abolished shall have the right to move into any position held by any employee having less seniority, and for which he can be fully qualified within thirty

(30) actual working days. Any employee thus bumped from a position shall have the same rights with respect to any position held by any employee with less seniority than he has.

Any member of the Fire Bureau who is moved out of their bidded position for a period in excess of fifty-nine (59) actual working days shall be entitled to a super bid.

Section 7 – Bidding for Officers

Seniority for bidding these positions shall be calculated from the day of appointment to Lieutenant, Captain, and Battalion Chief. That is, time in rank, with rank receiving priority.

ARTICLE 25 **Reduction in Work Force**

In the event reductions in force are contemplated, the City shall, thirty (30) calendar days prior to implementation of said reduction, furnish economic justification to the Union in the form of supportive costs and income figures. Reductions in the work force in the bargaining unit shall be accomplished in compliance with the provisions of the Act of Nov. 24, 2015, P.L. 242, No. 67, §1, 11 Pa.C.S. §14408. Seniority rights shall prevail. Any and all removals shall be from the members last appointed – the Firefighter(s) serving the shortest time shall be removed first.

ARTICLE 26 **New Positions**

During the duration of this Agreement, in the event that City desires to create any new bargaining unit positions other than those specifically provided in this Agreement, the City agrees to meet and negotiate with the Union as to the requirements, rate of pay, and schedule for the position(s).

ARTICLE 27 **Sickness and Injury**

Section 1 – Light Duty

Whenever a member of the Fire Bureau is incapacitated and unable to perform his/her duties as a Firefighter, (s)he may be assigned to duties of a lighter nature, with the approval of his/her attending physician, at the Fire Chief's discretion. Members of the Fire Bureau assigned to light-duty will continue to receive all benefits to which they are entitled under this Agreement or applicable law. Five (5) light duty positions will be maintained in the Fire Bureau.

When the five (5) Light-Duty positions are filled, if another Firefighter sustains an injury and (s)he requests a Light-Duty assignment, the following procedures will apply:

- a. Firefighters injured while on duty will be given preference for Light-Duty Positions.
- b. If a Firefighter was injured while off duty, (s)he will be granted a ninety (90) day Light-Duty assignment

- c. In situations where the five (5) Light-Duty positions are filled and another Firefighter is injured on duty, the Union and Management will mutually agree how to address the situation.

Section 2 – Hospital and Medical Expenses

City shall pay the reasonable hospital, medical, and surgical expenses incurred by any employee of the Fire Bureau who is injured in the performance of his duty, upon its receipt of the associated physician's report.

Firefighters injured on duty will be allowed to obtain treatment from the nearest appropriate medical facility which may include facilities or physicians identified on the City's Designated Health Care Provider List. Additional treatment options, such as those that are offered on the Designated Health Care Provider List, are not mandatory and in no way affect any rights to which a Firefighter may be entitled under the Heart and Lung Act. In addition, a Firefighter may choose additional treatment with a provider of his/her choice, paid for by the City, once the Firefighter has been seen at the nearest medical treatment facility or by a physician or facility identified on the City's Designated Health Care Provider List, provided that a copy of the physician's report is forwarded to the City within five (5) business days.

Section 3 – IOD

Firefighters injured in the performance of their duties as a Firefighter for the City of Harrisburg are subject to the applicable provisions of the Heart and Lung Act and the Workers' Compensation Act, if applicable. If any provision of this agreement conflicts with the provisions of the Heart and Lung and Workers' Compensation acts, as amended, the provisions of the Heart and Lung and Workers' Compensation acts shall apply.

Any Firefighter on IOD status must execute all Workers' Compensation forms required by the Pennsylvania Department of Labor and Industry. Any Firefighter dissatisfied with a determination of the City with regard to the Firefighter's Heart and Lung status may file a grievance and be heard by an arbitrator to be selected in accordance with the arbitration provisions of this Agreement.

Any firefighter who is on IOD status in excess of two (2) consecutive working days must provide a doctor's certification to the Fire Chief within five (5) business days of each doctor's visit. Such certification must indicate if the Firefighter is to remain off duty, is released to light duty, or is released to full duty - including the date on which the release is effective.

Section 4 – Sick Leave

A Firefighter on sick leave must provide a one (1) hour call-back prior to beginning his next daylight tour of duty and a two (2) hour call-back prior to the start of his night tour of duty.

All employees in the Fire Bureau shall be entitled to sick leave of twenty-one (21) days in any one year without diminution of salary and shall be entitled to accumulate sick leave up to a maximum of two hundred (200) days. Sick leaves in excess of four (4) consecutive working days shall be

granted only when a signed certification from the attending physician is submitted to the Fire Chief upon the return to work of such employee. The Battalion Chief or his designee shall call every person on sick leave unless medical documentation supporting the absence has been submitted. Any person who leaves home while on sick leave must notify the dispatcher prior to leaving home.

The City reserves the right to have the Fire Chief or his designee visit, at any time, any employee reporting off duty and claiming either sick leave or injury. The City further reserves the right to have a physician of its choice visit and examine or to transport the employee to a physician of the City's choice to examine the employee reporting off duty and claiming either sick leave or injury. The cost of such examination is to be borne by the City. The City further reserves the right to require a physician's certificate for absences of less than four (4) consecutive working days should a pattern of sick leave show suspected malingering, especially with regards to taking sick leave prior to or after normal days off. All suspected malingerers will be officially notified of such practices. Should any employee be found by appropriate process to be a malingerer, a three (3) day suspension without pay shall be given by the Fire Chief for the first offense. Second and subsequent offenses shall carry disciplinary action at the discretion of the Fire Chief in accordance with Civil Service Law.

Each member of the bargaining unit with one (1) year or more of employment with the City shall be entitled to utilize a maximum of forty (40) days sick leave in addition to that which is earned and accumulated, provided that such employee may utilize advance sick leave only in the event such employee is hospitalized or furnishes a written certificate from a physician that such employee is seriously ill and unable to work. As sick leave is earned in any succeeding months, the same shall be charged against that sick leave used in advance. At the time of termination of employment of any member of the bargaining unit, any used but unearned sick leave shall be repaid by such employee to the City in cash and the City shall be entitled to deduct such sum from the final compensation of each employee.

Section 5 – Sick Leave Buy Back

A Firefighter must have a minimum of sixty (60) days accumulated sick leave prior to being eligible for any sick leave buy back.

The option of each Firefighter to sell back unused sick days shall be limited to unused sick leave accumulated from January 1 through December 31 of each year. For the term of this Agreement, the buyback of unused sick leave shall be in accordance with the following schedule:

| <u>Unused Sick Leave</u> | <u>Buy Back</u> |
|---------------------------------|------------------------|
| 21 Days | 14 Days |
| 20 Days | 13 Days |
| 19 Days | 12 Days |
| 18 Days | 11 Days |
| 17 Days | 9 Days |
| 16 Days | 8 Days |
| 15 Days | 7 Days |
| 14 Days | 5 Days |
| 13 Days | 3 Days |

The City must be notified of a Firefighter's intention to sell back by January 15 of the year following the buy-back year. Sick Leave Buy Back shall be payable during the first pay period in March of the year following the buy-back year.

ARTICLE 28

Bereavement Leave

In the event of the death of a mother, father, legal guardian, step-children, step-parents, spouse, or child of the employee, such employee will be entitled to a leave of absence with pay from and

including the day of death and including the day of the funeral.

In the event of the death of a brother, sister, father-in-law, mother-in-law, grandparent, or grandchild, the employee will be entitled to a leave of absence with pay for the day of such death and the day of the funeral (up to two [2] days), whether such employee be working on a day or night shift. The Fire Chief or a Deputy Fire Chief may grant an additional leave of absence in the event of the death of any of the aforementioned classes of persons, not exceeding two (2) days, in cases involving extensive travel out of town.

ARTICLE 29

Exchange of Days Off

The Fire Chief or his designee may grant the request of any two employees of the Fire Bureau to exchange days off. However, the approval of such a request shall not cause any overtime pay to be expended by the City.

ARTICLE 30

Official Duties Outside City Limits

Section 1 – General

When any employee is ordered to render services or perform official duties, including schooling, outside the City of Harrisburg, the City shall continue to be liable and responsible to the employee on the same basis as if the employee were performing said services or duties within the City Limits.

Section 2 – Contracting of Fire Suppression Services

The City of Harrisburg agrees to keep the Union abreast of any proposed agreements with other municipalities to provide other municipalities with fire suppression services.

ARTICLE 31
Grievance and Arbitration

Section 1 – Step 1

If any employee believes that (s)he has a justifiable grievance, which shall be defined as any dispute arising under this Agreement relating to the interpretation or application of the terms and conditions of this Agreement, (s)he shall file a grievance with the Fire Chief within twenty (20) business days of the occurrence. The Fire Chief shall convene a hearing within fifteen (15) business days after his receipt of the grievance and issue a written decision within five (5) business days of the first step hearing date. If the position of Fire Chief is vacant, the Grievance Committee may proceed to Step 2.

Section 2 – Step 2

If the grievance is not settled at Step 1 the Grievance Committee shall submit a resume of the problems to the Mayor within fifteen (15) business days of the Fire Chief's response. The Mayor or his designee shall have twenty (20) business days from the date of receiving the resume to make a formal response or schedule a hearing. The Hearing Officer shall respond in writing to the grievance within ten (10) business days of the hearing date. The City and the Union agree to reveal all witnesses and evidence that will be relied upon in arbitration at the second step. To the extent new evidence or witnesses become known after the Second Step Hearing has been held, and prior to the arbitration date, the City and the Union agree to make the other party aware of the new information and provide the informed party with the opportunity to evaluate the new information and respond to it. If the decision tendered by the Mayor or his designee is unsatisfactory to the grieving party, the dispute must be submitted to arbitration in accordance with the arbitration procedures of this Agreement within fifteen (15) business days after receipt of the Step 2 decision.

Section 3 – Disputes

Any disputes arising under this Agreement relating to interpretation or application of the terms and conditions of this Agreement shall be subject to arbitration in accordance with the arbitration provisions of this Agreement, and any award made pursuant to any such arbitration shall be final and binding upon the City and the Union and shall not be subject to appeal or review except as otherwise provided by law.

Section 4 – Arbitration

Whenever, either under the grievance procedure or any other part of this Agreement providing for arbitration, either party desires to submit such matter to arbitration, the moving party shall submit such matter to the American Arbitration Association within fifteen (15) business days of the Second Step decision. The arbitrator shall be chosen from a list of five (5) arbitrators submitted by the American Arbitration Association. Each party shall strike names alternately from the list, commencing with the party seeking arbitration, and the last name remaining shall be the arbitrator. The expenses of the arbitrator shall be borne equally by the City and the Union. In no event shall the arbitrator have jurisdiction or authority to add to, subtract from, or modify in any way any

provisions of this Agreement. Any award made pursuant to any arbitration action shall be final and binding upon the City and the Union and shall not be subject to appeal or review except as provided by law.

ARTICLE 32 **Safety and Health**

Section 1 – Joint Committee

The City and the Union shall cooperate fully in all matters relating to the safety, health, and sanitation affecting employees. The City shall furnish all special safety equipment. The City and the Union agree to form a joint Safety and Health Advisory Committee, to be comprised of three (3) members appointed by the Union and three (3) members appointed by the City, for the purpose of developing and recommending required safety, health, and sanitation standards for employees in the Fire Bureau.

Section 2 – Committee Funds

The City will set aside four thousand dollars (\$4,000.00) dollars of its annual Fire Bureau budget to maintain permanent station equipment, such as dishwashers, fans, plumbing, and other similar items. The Health and Safety Committee shall submit to the Fire Chief a request for the repair of any such equipment when, in the opinion of a majority of the Health and Safety Committee, such is required. The Fire Chief shall meet with the Health and Safety Committee to discuss any such repairs if he feels such a meeting is necessary. In no event will the City be required to expend sums in excess of those set aside in the annual budget. In the event of conflicting claims, that is, when the cost of maintenance exceeds the amount of monies available, the Health and Safety Committee shall decide which permanent station equipment shall be maintained or repaired with the budgeted amount.

Section 3 – Aerial Apparatus Testing

The City and the Union agree that all aerial devices shall be certified by an independent agent by December 31st of each year in accordance with NFPA standards or the apparatus shall be placed out of service.

ARTICLE 33 **Management and Union Rights, Working Rules and Discipline**

Section 1 – Management

The management of the Fire Bureau and the direction of the working force is the responsibility of the City, including the right to hire, assign, or transfer within the Fire Bureau; promote, retain, discipline, or discharge for proper cause; maintain efficient operations; relieve employees from duty because of lack of work; determine and regulate the methods, processes, and means of performance; schedule of work force on the existing shifts; introduce new or improved methods or facilities; and extend, limit, or curtail its operations, when in its sole discretion it may deem it

advisable to do so, provided this will not be used for the purpose of discrimination against the Union or any employee, or to avoid any of the provisions of this Agreement, applicable law, and past practices presently in effect.

Section 2 – Work Rules

The Fire Chief may promulgate rules and regulations for the operation of the Fire Bureau and the conduct of its employees. New rules, or changes in rules, shall be accomplished through formal meetings and discussions between the City and the Union. Notice of the promulgation of any rule and regulation shall be given to the Union at least ten (10) calendar days prior to its effective date. Mutual consent is not required.

Section 3 – Appendices and Amendments

All appendices and memorandums of understanding concerning this Agreement shall be numbered (or lettered), dated, and signed by the responsible parties and shall be subject to all the provisions of this Agreement.

Section 4 – Prevailing Rights

All rights, privileges, and working conditions enjoyed by the employees at the present time, which are not included in the Agreement, shall remain in full force, unchanged and unaffected in any manner, during the term of this Agreement unless changed by mutual consent.

Section 5 – Manpower

No station will be left with less than two (2) members. An employee may leave his station only with permission from a superior officer. The superior officer shall arrange for a replacement as expeditiously as possible.

Diminution of manpower to less than two (2) members per station will not be on a scheduled basis.

No piece of equipment, excluding passenger vehicles, deployed to a fire shall have less than two (2) Firefighters unless the NFPA Handbook provides for a lesser number with regard to such piece of equipment. Two (2) pieces of apparatus (i.e., wagons) in service will have no less than three (3) paid Firefighters assigned to them at all times.

For the term of this Agreement, the City shall at all times maintain a minimum manpower complement actually working on each shift of not less than fifteen (15) Firefighters and/or Lieutenants and one (1) Command Officer, with Captains being counted towards 15. Notwithstanding the foregoing, the City shall not be obligated to fill the sixth (6th) or greater vacancy on each shift to satisfy the requirements of this section when there are more than five (5) vacancies on that shift attributable to sick leave. The City shall exert every reasonable effort not to encumber the ready availability of apparatus through their involvement in, or assignment to, non-suppression activities.

The City and the Union agree that all three (3) fire stations have at least one (1) supervisor on duty.

Section 6 – Discipline

No employee shall be disciplined or discharged without just cause. The Fire Chief shall have the right to discipline or recommend the discharge of employees for just cause. Disciplinary action taken by the Fire Chief with respect to any employee which is not subject to appeal or other review pursuant to law, including official reprimand which is made part of the personnel record of employee, shall be subject to the grievance procedures established in this Agreement.

A hearing shall be held to investigate the charges prior to the imposition of discipline or discharge. At least five (5) calendar days before the hearing, the employee and the Union shall be notified in writing of the charges, and the time and place of the hearing. The employee shall have the right to be accompanied and represented by the Union and/or legal counsel. This paragraph shall not apply to verbal reprimands.

The employee, Union, or City may request a transcript be made of the hearing at their own cost.

The discharge provisions of this section do not apply to probationary employees.

Section 7 – Reprimands

To the extent practicable, individual disciplinary interviews, reprimands, or evaluations of work performance shall be held in private, provided that the supervisors and officers of the Fire Bureau shall have the right and responsibility to conduct after-fire critiques in group form.

Section 8 – Personnel Files

Employees shall receive notice that disciplinary action has been taken or that adverse material has been placed in their personnel files. Notice shall also be given to the Union. Record of suspension for any reason shall be removed from the employee's personnel file four (4) years after the date said suspension was given, provided that no other disciplinary action of the same type has been imposed during that four (4) year period.

Section 9 – Inspection of Personnel Files

Each employee shall have the right to inspect his/her personnel file, upon request during normal office working hours.

Section 10 – Pending Investigations

Material relating to pending investigations shall not be placed in personnel files until completion of the investigation.

Section 11 – Uniform

Members must be in full work uniform and at the location(s) designated in writing by the Fire Chief at the beginning of their tour of duty.

Section 12 – Parking

The City shall provide, without cost to employees, adequate parking space adjacent to all fire stations.

Section 13 – Non-Emergency Duties

Members of the bargaining unit will not be required to perform non-emergency duties outdoors when the Fire Chief or a designee thereof determines that the equipment may be adversely affected by the severity of the elements.

Members of the bargaining unit will not be required to perform non-emergency duties when it would be hazardous to their health and safety as determined by the Fire Chief or a designee thereof. In addition, non-emergency duties will not be required to be performed if, as determined by the Fire Chief or a designee thereof, the state of preparedness in that station would be adversely affected.

Outdoor training will not be conducted on any day on which the temperature:

1. falls to 32 degrees, or less;
2. reaches 90 degrees, or more;
3. is more than 32 degrees but 32 degrees or less if affected by the wind chill factor;
4. is less than 90 degrees but 90 degrees or more if affected by the heat index.

At such times training may be moved indoors, if feasible.

Section 14 – Maintenance

Repairs to Fire Bureau apparatus, tools, equipment, and buildings will be performed by Firefighters, civilians, or independent contractors at the Fire Chief's discretion.

Bargaining unit members will perform routine inspection, cleaning, maintenance and upkeep to hand and powered tools, small engines, hose and appliances, and stations and apparatus.

Personnel shall not be required to perform repairs between the hours of 1600 and 0730 or on Sundays and Holidays, unless an emergency repair would be necessary for equipment, tools, or apparatus. Emergency repair is defined as the repair of a critical piece of equipment, tool, or apparatus, which could not be readily replaced, and without such, emergency service would be significantly hampered. Traditional station cleaning (housework), daily apparatus and equipment inspections, as well as post-use cleaning and re-servicing of tools, equipment, and apparatus are not included as part of the Section. This language shall not prohibit members from voluntarily repairing tools or equipment between 1600 and 0730 and on Sundays and Holidays.

Training, as necessary, shall be provided by the City. Tools and equipment necessary for performance of these duties will be maintained by the City in each fire station, and such shall not include tools normally maintained on apparatus.

Examples of the type of work bargaining-unit members will be required to perform under this section are:

- Traditional station cleaning, maintenance, repair, and upkeep.
- Cleaning, maintenance, and repair of hose and water appliances.
- Cleaning, maintenance, and repair of hand tools.
- Cleaning, maintenance, and repair of powered tools.
- Cleaning, maintenance, and repair of small engines.
- Cleaning, maintenance, and repair of ground ladders, not including those repairs which require a certification.
- Calibration and minor repairs to electronic tools and equipment.
- Replacement of bulbs on apparatus and portable lighting systems.
- Minor repairs, body work, and detailing of apparatus.
- Mounting of equipment on apparatus.
- Cleaning, maintenance, and repair to SCBA's and related systems, as directed through the Mask Service Division.
- Routine lubrication on pump valves, hinges, handles, etc.
- Lubrication of aerial waterways and booms.
- Daily, weekly, monthly, and annual apparatus and equipment inspection, maintenance, and testing.

Bargaining-unit personnel will not be required to perform state inspections; scheduled-fleet maintenance; tire maintenance, repairs, and changing; repairs to engines, drive trains, steering, and braking systems; and major repairs to all of the following: firefighting and hydraulic systems, body, frame and suspension systems, electrical systems.

Additional maintenance duties outside the scope of this section, and self-help projects outside the scope of traditional station repair and upkeep will be mutually agreed to by both the City and the Union.

Section 15 – Personal History Files

The City shall maintain a complete personnel file for every bargaining unit member, to include such information as next of kin, religion, all family members, spouse's work number, and who to notify in case of injury or death. The Union shall provide to the City a complete form showing what areas of history are to be maintained. Each individual is responsible for notification of changes which shall be directed to the Office of the Fire Chief.

Section 16 – Emergency Mobile Communications Unit

Whenever the Harrisburg Fire and Police Emergency Mobile Communications Unit is placed into service and communications via the fire radio is required, a qualified career Firefighter shall man the radio in the vehicle. This section shall not prevent the Mayor or other qualified personnel from using the radio.

Section 17 – Drug Policy (Exhibit B)

All bargaining unit members shall be subject to all of the provisions of the City of Harrisburg Bureau of Fire Drug and Alcohol Policy as negotiated by the parties.

ARTICLE 34 **Reporting Days Off**

Any employee who is unable to report to work because of emergency or other justifiable cause, in order to receive time off with pay for any day(s) lost, either by reason of accrued sick leave, vacation, or other leave of absences with pay, must notify the Fire Bureau's designee on a recorded line, giving the reason for failure to report to work at least one (1) hour prior to the scheduled starting time of a day tour and at least two (2) hours prior to the start of a night tour, except in the event of emergency, in which event notification shall be given as soon as possible. It shall be the duty of the designee to immediately notify the Officer in charge at the time. This provision shall not be interpreted so as to condone repeated absences from work on the part of any employee.

ARTICLE 35 **Protection of Property and Equipment**

It shall be the duty of each employee of the Fire Bureau having custody of any equipment and property of the City to see that it is properly cared for and maintained in a clean condition and that it is returned to its proper place of storage upon completion of use thereof.

ARTICLE 36 **Strikes, Lockouts and Slowdowns**

There shall be no strikes, sit-downs, slowdowns, or lockouts during the term of this Agreement.

ARTICLE 37 **Pension**

Section 1 – Pension Management

For the term of this agreement, all members of the Fire Bureau shall be enrolled in the Pennsylvania Municipal Retirement System (PMRS). All members of the Fire Bureau shall be governed by the terms and conditions of the contract between the City and PMRS.

At any time during the term of this Agreement should any part of the PMRS contract change, the City shall provide complete copies of the amended contract to all members.

A Study Committee shall be established, funded by the Pension Fund, to consider and advise as to whether the Fire Fighters Pension should withdraw from PMRS and establish its own fund.

Section 2 – Financial Status

The Union urges the City to take whatever measures necessary to improve the financial status of the Firefighters' Pension Fund.

Section 3 – Repayment of Pension Contributions Before Retirement

Upon termination of any member of the Fire Bureau, all monies accrued within the Pension Fund shall be turned over to said member within thirty (30) calendar days from date of termination; provided, however, should a member so elect, he may leave such monies on deposit with the Pension Fund indefinitely.

If a member of the Fire Bureau elects to withdraw all monies accrued within the Pension Fund in accordance with this Section, these monies will be subject to any credits or offsets provided by the PMRS contract; Heart and Lung Act, as amended; Workers' Compensation Act, as amended; and any other state or federal law.

Section 4 – Pension Computation

Fire Pension Fund A Plan and B Plan pensions shall be computed as follows:

BASE + INCENTIVE + LONGEVITY + RANK DIFFERENTIAL + PREMIUM PAY
(as defined in Article 6, Section 4)

Section 5 – B-Plan Widow's Pension

For the term of this Agreement, the surviving spouse benefit for B-Plan members shall be one hundred percent (100%).

In the event that a Firefighter should remarry after their official retirement date, the Firefighter's spouse at the time of death shall receive the surviving spouse benefit.

Section 6 – Non-Monetary Benefits

The City and the Union agree to meet and negotiate language which addresses non-monetary benefits that may be available in the Firefighters' Pension Plan as a result of any enactments in state or federal law. This agreement shall not be construed as an agreement to reopen this Agreement to provide for this language.

Section 7 – Monetary Benefits

Effective January 1, 2002, Fire Pension Plans A & B will be merged to provide the following benefits for all members of the Fire Pension Plan:

- Eligible for Retirement at 50 years of age and 20 years of service.
- 100% vesting after 10 years of service.
- Service increment of 1.25% for every year of service over 20 years (no cap).
- Final Salary - the annualized basic compensation rate, including longevity payments, rank differential pay, incentive pay and premium overtime pay, as defined in this Agreement, but excluding shift differential, overtime pay, terminal leave pay, payments for off-duty schooling or drill or court time, clothing and equipment allowances, meal allowances, educational incentive payments, acting officer pay, bonuses, payments in lieu of dependents' health insurance costs, severance pay, and other special forms of compensation, at the time an application for a benefit is filed with PMRS, or for the highest consecutive five (5) of the ten (10) years prior to retirement, whichever is higher.
- Eligible for disability retirement after four (4) years of service.

Firefighters who retire after January 2, 2005 will be:

- Eligible for a COLA at the rate of one half of the negotiated percentage or flat monetary increase received by active members, with a lifetime cap of 10%.

Firefighters hired after April 22, 2014, shall not be eligible for the cost of living adjustment (COLA) increase otherwise provided under this Article.

Section 8 – Purchase of Accrued Pre-Employment Military Service

The Firefighters' Pension Fund shall be amended to provide that on or after April 22, 2014, an eligible employee may purchase military service accrued prior to the commencement of City employment to the maximum extent permitted by law. Authorization for the requisite Pension Fund amendment that authorizes this option shall be contingent upon (a) the completion of an actuarial study showing that no increased costs would be incurred or paid by the City and (b) approval by PMRS.

ARTICLE 38 **Vesting Rights**

Section 1

For the term of this Agreement, employees of the Fire Bureau who are members of the Firefighters' Pension Fund shall be vested after ten (10) years of active service. If a member leaves City service after vesting but before (s)he is eligible for a retirement benefit, such member shall not receive any payments from the fund until (s)he has attained at least the age of fifty (50) years. Benefits shall be calculated as of the date of separation from City service. The member's account shall not accrue

interest, nor shall the member be required to pay any fees or contributions during the period from the date of separation until benefits begin.

Section 2

In the event a member of the Fire Bureau elects to retire after twenty (20) years active service and dies prior to the date (s)he actually becomes eligible for pension payments under the above provisions, their widow shall receive the same benefits as the retired member would have received if (s)he had attained the age of fifty (50) years.

ARTICLE 39 **Work Rules**

Within thirty (30) business days of the date this Agreement is issued the City shall provide to the Union a complete copy of all work rules in effect or which were withdrawn, amended or revised. These rules shall include the date of issuance and where different, the effective date. This item requires no change to Article 33, Section 2, "Work Rules".

ARTICLE 40 **Discrimination**

Both the City and the Union agree not to discriminate against any employee on the basis of race, color, religion, national origin, sex, sexual preference/orientation, marital status, age, union membership, or political affiliation.

ARTICLE 41 **Applicable Law**

Any and all terms and conditions of this Agreement are subject to applicable civil service laws, the Heart and Lung Act, the Workers' Compensation Act, and other applicable laws of the Commonwealth of Pennsylvania.

ARTICLE 42 **Severability**

If any provision of this Agreement, or the application thereof to any person or circumstance, is held invalid, the remainder of this Agreement or the application of any such provision to any other person or circumstance shall not be affected thereby, and the provisions of this Agreement are hereby declared to be severable.

ARTICLE 43 **Leaves of Absence for Union Business**

Employees shall be entitled to leaves of absence with pay to attend to Union business as follows:

- A. A total not to exceed thirty (30) days of leave of absence, plus the accumulation of unused days not to exceed fifty (50) days, with pay per year for purposes of attending an IAFF biennial convention, Pennsylvania AFL-CIO biennial convention or an IAFF sponsored seminar, or Union internal affairs, provided employee is the Union President or his designee, and adequate notice is given to the Fire Chief.
- B. Union officers not exceeding three (3) to attend all regularly scheduled local meetings, not more frequently than monthly, such time to begin sixty (60) minutes prior to the commencement of the meeting and to last until sixty (60) minutes after the close of such meeting. This provision will not result in the payment of overtime. Union officers shall respond to multiple alarm fires.
- C. Three (3) Union officers to attend scheduled meetings between City and its representatives and Union relating to City-Union business.
- D. At no time shall more than three (3) Union members be off duty with leave of absence under this Article.
- E. A Union day provided under this Article shall not have any effect on Article 9 and shall not be considered a holiday so long as the Union official requesting the day(s) does so at least two (2) calendar weeks in advance.

ARTICLE 44 **Headings**

Any headings preceding the text of the several Articles, Sections, and Sub-sections hereof are inserted solely for the convenience of reference and shall not constitute a part of this Agreement nor shall they affect its meaning, construction, or effect.

ARTICLE 45 **PAC Contributions**

On a voluntary basis, the City of Harrisburg will deduct Political Action Committee (PAC) contributions from Firefighters' paychecks. The specific PAC(s) must be identified by the Firefighters who choose to contribute.

THE REMAINDER OF THIS PAGE IS INTENTIONALLY LEFT BLANK.

[Signatures on the following page]

SIGNATURE PAGE

CITY OF HARRISBURG

IAFF LOCAL #428

Eric Papenfuse
Mayor

William J. Skinner
President, Local 428

C. Marc Woolley
Business Administrator

Jason R. Lloyd
First Vice President

Brian D. Enterline
Fire Chief

Michael AK Stender, Jr.
Second Vice President

Charlie DeBrunner
City Controller

Michael J. Bruetsch
Secretary

Neil A. Grover, Esquire
City Solicitor

Approved:

Wanda R.D. Williams,
President
Harrisburg City Council

Date: _____

Date: _____

Pay Scales

2018 Firefighter Pay Scales
Salary Effective 1/1/2018 thru 6/30/18
Based on 2017 Firefighter Pay Scales

| Rank | Years of Service | Base | Longevity Percentage | Longevity | Salary | Hourly Rate |
|---------------------------------------|------------------|-------------|----------------------|------------|-------------|-------------|
| PF1 | 0-1 | \$45,510.73 | | | \$45,510.73 | \$21.88 |
| PF2 | 2 | \$48,187.83 | | | \$48,187.83 | \$23.17 |
| PF3 | 3 | \$50,864.94 | | | \$50,864.94 | \$24.45 |
| FF1 | 0-3 | \$53,542.04 | | | \$53,542.04 | \$25.74 |
| FF2 | 0-3 | \$53,542.04 | | | \$53,542.04 | \$25.74 |
| Post 2013 Hires (no Longevity) | | | | | | |
| D/O | | \$57,212.55 | | | \$57,212.55 | \$27.51 |
| Pre 2013 Hires | | | | | | |
| D/O | 0-3 | \$57,212.55 | | | \$57,212.55 | \$27.51 |
| D/O | 4 | \$57,212.55 | 1% | \$572.13 | \$57,784.67 | \$27.78 |
| D/O | 5 | \$57,212.55 | 2% | \$1,144.25 | \$58,356.80 | \$28.06 |
| D/O | 6 | \$57,212.55 | 3% | \$1,716.38 | \$58,928.92 | \$28.33 |
| D/O | 7 | \$57,212.55 | 4% | \$2,288.50 | \$59,501.05 | \$28.61 |
| D/O | 8 | \$57,212.55 | 5% | \$2,860.63 | \$60,073.18 | \$28.88 |
| D/O | 9 | \$57,212.55 | 6% | \$3,432.75 | \$60,645.30 | \$29.16 |
| D/O | 10 | \$57,212.55 | 7% | \$4,004.88 | \$61,217.43 | \$29.43 |
| D/O | 11 | \$57,212.55 | 8% | \$4,577.00 | \$61,789.55 | \$29.71 |
| D/O | 12 | \$57,212.55 | 9% | \$5,149.13 | \$62,361.68 | \$29.98 |
| D/O | 13 | \$57,212.55 | 10% | \$5,721.25 | \$62,933.80 | \$30.26 |
| D/O | 14 | \$57,212.55 | 11% | \$6,293.38 | \$63,505.93 | \$30.53 |
| D/O | 15 | \$57,212.55 | 12% | \$6,865.51 | \$64,078.05 | \$30.81 |
| D/O | 16 & over | \$57,212.55 | 13% | \$7,437.63 | \$64,650.18 | \$31.08 |
| Post 2013 Hires (no Longevity) | | | | | | |
| LT. | | \$61,800.65 | | | \$61,800.65 | \$29.71 |
| Pre 2013 Hires | | | | | | |
| LT. | 4 | \$61,800.65 | 1% | \$618.01 | \$62,418.65 | \$30.01 |
| LT. | 5 | \$61,800.65 | 2% | \$1,236.01 | \$63,036.66 | \$30.31 |
| LT. | 6 | \$61,800.65 | 3% | \$1,854.02 | \$63,654.67 | \$30.60 |
| LT. | 7 | \$61,800.65 | 4% | \$2,472.03 | \$64,272.67 | \$30.90 |
| LT. | 8 | \$61,800.65 | 5% | \$3,090.03 | \$64,890.68 | \$31.20 |
| LT. | 9 | \$61,800.65 | 6% | \$3,708.04 | \$65,508.69 | \$31.49 |
| LT. | 10 | \$61,800.65 | 7% | \$4,326.05 | \$66,126.69 | \$31.79 |
| LT. | 11 | \$61,800.65 | 8% | \$4,944.05 | \$66,744.70 | \$32.09 |
| LT. | 12 | \$61,800.65 | 9% | \$5,562.06 | \$67,362.71 | \$32.39 |
| LT. | 13 | \$61,800.65 | 10% | \$6,180.06 | \$67,980.71 | \$32.68 |
| LT. | 14 | \$61,800.65 | 11% | \$6,798.07 | \$68,598.72 | \$32.98 |
| LT. | 15 | \$61,800.65 | 12% | \$7,416.08 | \$69,216.72 | \$33.28 |
| LT. | 16 & over | \$61,800.65 | 13% | \$8,034.08 | \$69,834.73 | \$33.57 |
| Post 2013 Hires (no Longevity) | | | | | | |
| CAPT. | | \$63,635.90 | | | \$63,635.90 | \$30.59 |
| Pre 2013 Hires | | | | | | |
| CAPT. | 9 | \$63,635.90 | 6% | \$3,818.15 | \$67,454.05 | \$32.43 |
| CAPT. | 10 | \$63,635.90 | 7% | \$4,454.51 | \$68,090.41 | \$32.74 |
| CAPT. | 11 | \$63,635.90 | 8% | \$5,090.87 | \$68,726.77 | \$33.04 |
| CAPT. | 12 | \$63,635.90 | 9% | \$5,727.23 | \$69,363.13 | \$33.35 |
| CAPT. | 13 | \$63,635.90 | 10% | \$6,363.59 | \$69,999.49 | \$33.65 |
| CAPT. | 14 | \$63,635.90 | 11% | \$6,999.95 | \$70,635.85 | \$33.96 |
| CAPT. | 15 | \$63,635.90 | 12% | \$7,636.31 | \$71,272.20 | \$34.27 |
| CAPT. | 16 & over | \$63,635.90 | 13% | \$8,272.67 | \$71,908.56 | \$34.57 |
| Post 2013 Hires (no Longevity) | | | | | | |
| B.C. | | \$66,021.71 | | | \$66,021.71 | \$31.74 |
| Pre 2013 Hires | | | | | | |
| B.C. | 9 | \$66,021.71 | 6% | \$3,961.30 | \$69,983.01 | \$33.65 |
| B.C. | 10 | \$66,021.71 | 7% | \$4,621.52 | \$70,643.23 | \$33.96 |
| B.C. | 11 | \$66,021.71 | 8% | \$5,281.74 | \$71,303.44 | \$34.28 |
| B.C. | 12 | \$66,021.71 | 9% | \$5,941.95 | \$71,963.66 | \$34.60 |
| B.C. | 13 | \$66,021.71 | 10% | \$6,602.17 | \$72,623.88 | \$34.92 |
| B.C. | 14 | \$66,021.71 | 11% | \$7,262.39 | \$73,284.09 | \$35.23 |
| B.C. | 15 | \$66,021.71 | 12% | \$7,922.60 | \$73,944.31 | \$35.55 |
| B.C. | 16 & over | \$66,021.71 | 13% | \$8,582.82 | \$74,604.53 | \$35.87 |

2018 Firefighter Hourly/Premium Time Scales

Salary Effective 1/1/2018 thru 6/30/18

Based on 2017 Firefighter Pay Scales

| Rank | Years of Service | Salary | Hourly Rate | P.T. Rate | Biweekly | 1 Week P.T. | 2 Week P.T. |
|---------------------------------------|------------------|-------------|-------------|-----------|----------|-------------|-------------|
| PF1 | 0-1 | \$45,510.73 | \$21.8802 | 32.8202 | 1,750.41 | 1,816.05 | 1,881.69 |
| PF2 | 2 | \$48,187.83 | \$23.1672 | 34.7508 | 1,853.38 | 1,922.88 | 1,992.38 |
| PF3 | 3 | \$50,864.94 | \$24.4543 | 36.6814 | 1,956.34 | 2,029.71 | 2,103.07 |
| FF1 | 0-3 | \$53,542.04 | \$25.7414 | 38.6120 | 2,059.31 | 2,136.53 | 2,213.76 |
| FF2 | 0-3 | \$53,542.04 | \$25.7414 | 38.6120 | 2,059.31 | 2,136.53 | 2,213.76 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| D/O | | \$57,212.55 | \$27.5060 | 41.2590 | 2,200.48 | 2,283.00 | 2,365.52 |
| Pre 2013 Hires | | | | | | | |
| D/O | 0-3 | \$57,212.55 | \$27.5060 | 41.2590 | 2,200.48 | 2,283.00 | 2,365.52 |
| D/O | 4 | \$57,784.67 | \$27.7811 | 41.6716 | 2,222.49 | 2,305.83 | 2,389.17 |
| D/O | 5 | \$58,356.80 | \$28.0562 | 42.0842 | 2,244.49 | 2,328.66 | 2,412.83 |
| D/O | 6 | \$58,928.92 | \$28.3312 | 42.4968 | 2,266.50 | 2,351.49 | 2,436.48 |
| D/O | 7 | \$59,501.05 | \$28.6063 | 42.9094 | 2,288.50 | 2,374.32 | 2,460.14 |
| D/O | 8 | \$60,073.18 | \$28.8813 | 43.3220 | 2,310.51 | 2,397.15 | 2,483.79 |
| D/O | 9 | \$60,645.30 | \$29.1564 | 43.7346 | 2,332.51 | 2,419.98 | 2,507.45 |
| D/O | 10 | \$61,217.43 | \$29.4315 | 44.1472 | 2,354.52 | 2,442.81 | 2,531.11 |
| D/O | 11 | \$61,789.55 | \$29.7065 | 44.5598 | 2,376.52 | 2,465.64 | 2,554.76 |
| D/O | 12 | \$62,361.68 | \$29.9816 | 44.9724 | 2,398.53 | 2,488.47 | 2,578.42 |
| D/O | 13 | \$62,933.80 | \$30.2566 | 45.3850 | 2,420.53 | 2,511.30 | 2,602.07 |
| D/O | 14 | \$63,505.93 | \$30.5317 | 45.7975 | 2,442.54 | 2,534.13 | 2,625.73 |
| D/O | 15 | \$64,078.05 | \$30.8068 | 46.2101 | 2,464.54 | 2,556.96 | 2,649.38 |
| D/O | 16 & over | \$64,650.18 | \$31.0818 | 46.6227 | 2,486.55 | 2,579.79 | 2,673.04 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| LT. | | \$61,800.65 | \$29.7118 | 44.5678 | 2,376.95 | 2,466.08 | 2,555.22 |
| Pre 2013 Hires | | | | | | | |
| LT. | 4 | \$62,418.65 | \$30.0090 | 45.0135 | 2,400.72 | 2,490.74 | 2,580.77 |
| LT. | 5 | \$63,036.66 | \$30.3061 | 45.4591 | 2,424.49 | 2,515.41 | 2,606.32 |
| LT. | 6 | \$63,654.67 | \$30.6032 | 45.9048 | 2,448.26 | 2,540.07 | 2,631.88 |
| LT. | 7 | \$64,272.67 | \$30.9003 | 46.3505 | 2,472.03 | 2,564.73 | 2,657.43 |
| LT. | 8 | \$64,890.68 | \$31.1974 | 46.7962 | 2,495.80 | 2,589.39 | 2,682.98 |
| LT. | 9 | \$65,508.69 | \$31.4946 | 47.2418 | 2,519.56 | 2,614.05 | 2,708.53 |
| LT. | 10 | \$66,126.69 | \$31.7917 | 47.6875 | 2,543.33 | 2,638.71 | 2,734.08 |
| LT. | 11 | \$66,744.70 | \$32.0888 | 48.1332 | 2,567.10 | 2,663.37 | 2,759.64 |
| LT. | 12 | \$67,362.71 | \$32.3859 | 48.5789 | 2,590.87 | 2,688.03 | 2,785.19 |
| LT. | 13 | \$67,980.71 | \$32.6830 | 49.0246 | 2,614.64 | 2,712.69 | 2,810.74 |
| LT. | 14 | \$68,598.72 | \$32.9802 | 49.4702 | 2,638.41 | 2,737.35 | 2,836.29 |
| LT. | 15 | \$69,216.72 | \$33.2773 | 49.9159 | 2,662.18 | 2,762.01 | 2,861.85 |
| LT. | 16 & over | \$69,834.73 | \$33.5744 | 50.3616 | 2,685.95 | 2,786.67 | 2,887.40 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| CAPT. | | \$63,635.90 | \$30.5942 | 45.8913 | 2,447.53 | 2,539.32 | 2,631.10 |
| Pre 2013 Hires | | | | | | | |
| CAPT. | 9 | \$67,454.05 | \$32.4298 | 48.6447 | 2,594.39 | 2,691.68 | 2,788.97 |
| CAPT. | 10 | \$68,090.41 | \$32.7358 | 49.1037 | 2,618.86 | 2,717.07 | 2,815.28 |
| CAPT. | 11 | \$68,726.77 | \$33.0417 | 49.5626 | 2,643.34 | 2,742.46 | 2,841.59 |
| CAPT. | 12 | \$69,363.13 | \$33.3477 | 50.0215 | 2,667.81 | 2,767.86 | 2,867.90 |
| CAPT. | 13 | \$69,999.49 | \$33.6536 | 50.4804 | 2,692.29 | 2,793.25 | 2,894.21 |
| CAPT. | 14 | \$70,635.85 | \$33.9595 | 50.9393 | 2,716.76 | 2,818.64 | 2,920.52 |
| CAPT. | 15 | \$71,272.20 | \$34.2655 | 51.3982 | 2,741.24 | 2,844.04 | 2,946.83 |
| CAPT. | 16 & over | \$71,908.56 | \$34.5714 | 51.8571 | 2,765.71 | 2,869.43 | 2,973.14 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| B.C. | | \$66,021.71 | \$31.7412 | 47.6118 | 2,539.30 | 2,634.52 | 2,729.74 |
| Pre 2013 Hires | | | | | | | |
| B.C. | 9 | \$69,983.01 | \$33.6457 | 50.4685 | 2,691.65 | 2,792.59 | 2,893.53 |
| B.C. | 10 | \$70,643.23 | \$33.9631 | 50.9446 | 2,717.05 | 2,818.94 | 2,920.83 |
| B.C. | 11 | \$71,303.44 | \$34.2805 | 51.4208 | 2,742.44 | 2,845.28 | 2,948.12 |
| B.C. | 12 | \$71,963.66 | \$34.5979 | 51.8969 | 2,767.83 | 2,871.63 | 2,975.42 |
| B.C. | 13 | \$72,623.88 | \$34.9153 | 52.3730 | 2,793.23 | 2,897.97 | 3,002.72 |
| B.C. | 14 | \$73,284.09 | \$35.2327 | 52.8491 | 2,818.62 | 2,924.32 | 3,030.02 |
| B.C. | 15 | \$73,944.31 | \$35.5501 | 53.3252 | 2,844.01 | 2,950.66 | 3,057.31 |
| B.C. | 16 & over | \$74,604.53 | \$35.8676 | 53.8013 | 2,869.40 | 2,977.01 | 3,084.61 |

2018 Firefighter Pay Scales

Salary Effective 7/1/2018 thru 12/31/18

Prorated 2% annual increase, commencing July 1, 2018

| Rank | Years of Service | Base | Longevity Percentage | Longevity | Salary | Hourly Rate |
|---------------------------------------|------------------|-------------|----------------------|------------|-------------|-------------|
| PF1 | 0-1 | \$46,420.95 | | | \$46,420.95 | \$22.32 |
| PF2 | 2 | \$49,151.59 | | | \$49,151.59 | \$23.63 |
| PF3 | 3 | \$51,882.24 | | | \$51,882.24 | \$24.94 |
| FF1 | 0-3 | \$54,612.88 | | | \$54,612.88 | \$26.26 |
| FF2 | 0-3 | \$54,612.88 | | | \$54,612.88 | \$26.26 |
| Post 2013 Hires (no Longevity) | | | | | | |
| D/O | | \$58,356.80 | | | \$58,356.80 | \$28.06 |
| Pre 2013 Hires | | | | | | |
| D/O | 0-3 | \$58,356.80 | | | \$58,356.80 | \$28.06 |
| D/O | 4 | \$58,356.80 | 1% | \$583.57 | \$58,940.37 | \$28.34 |
| D/O | 5 | \$58,356.80 | 2% | \$1,167.14 | \$59,523.94 | \$28.62 |
| D/O | 6 | \$58,356.80 | 3% | \$1,750.70 | \$60,107.50 | \$28.90 |
| D/O | 7 | \$58,356.80 | 4% | \$2,334.27 | \$60,691.07 | \$29.18 |
| D/O | 8 | \$58,356.80 | 5% | \$2,917.84 | \$61,274.64 | \$29.46 |
| D/O | 9 | \$58,356.80 | 6% | \$3,501.41 | \$61,858.21 | \$29.74 |
| D/O | 10 | \$58,356.80 | 7% | \$4,084.98 | \$62,441.78 | \$30.02 |
| D/O | 11 | \$58,356.80 | 8% | \$4,668.54 | \$63,025.34 | \$30.30 |
| D/O | 12 | \$58,356.80 | 9% | \$5,252.11 | \$63,608.91 | \$30.58 |
| D/O | 13 | \$58,356.80 | 10% | \$5,835.68 | \$64,192.48 | \$30.86 |
| D/O | 14 | \$58,356.80 | 11% | \$6,419.25 | \$64,776.05 | \$31.14 |
| D/O | 15 | \$58,356.80 | 12% | \$7,002.82 | \$65,359.62 | \$31.42 |
| D/O | 16 & over | \$58,356.80 | 13% | \$7,586.38 | \$65,943.18 | \$31.70 |
| Post 2013 Hires (no Longevity) | | | | | | |
| LT. | | \$63,036.66 | | | \$63,036.66 | \$30.31 |
| Pre 2013 Hires | | | | | | |
| LT. | 4 | \$63,036.66 | 1% | \$630.37 | \$63,667.03 | \$30.61 |
| LT. | 5 | \$63,036.66 | 2% | \$1,260.73 | \$64,297.39 | \$30.91 |
| LT. | 6 | \$63,036.66 | 3% | \$1,891.10 | \$64,927.76 | \$31.22 |
| LT. | 7 | \$63,036.66 | 4% | \$2,521.47 | \$65,558.13 | \$31.52 |
| LT. | 8 | \$63,036.66 | 5% | \$3,151.83 | \$66,188.49 | \$31.82 |
| LT. | 9 | \$63,036.66 | 6% | \$3,782.20 | \$66,818.86 | \$32.12 |
| LT. | 10 | \$63,036.66 | 7% | \$4,412.57 | \$67,449.23 | \$32.43 |
| LT. | 11 | \$63,036.66 | 8% | \$5,042.93 | \$68,079.59 | \$32.73 |
| LT. | 12 | \$63,036.66 | 9% | \$5,673.30 | \$68,709.96 | \$33.03 |
| LT. | 13 | \$63,036.66 | 10% | \$6,303.67 | \$69,340.33 | \$33.34 |
| LT. | 14 | \$63,036.66 | 11% | \$6,934.03 | \$69,970.69 | \$33.64 |
| LT. | 15 | \$63,036.66 | 12% | \$7,564.40 | \$70,601.06 | \$33.94 |
| LT. | 16 & over | \$63,036.66 | 13% | \$8,194.77 | \$71,231.43 | \$34.25 |
| Post 2013 Hires (no Longevity) | | | | | | |
| CAPT. | | \$64,908.61 | | | \$64,908.61 | \$31.21 |
| Pre 2013 Hires | | | | | | |
| CAPT. | 9 | \$64,908.61 | 6% | \$3,894.52 | \$68,803.13 | \$33.08 |
| CAPT. | 10 | \$64,908.61 | 7% | \$4,543.60 | \$69,452.22 | \$33.39 |
| CAPT. | 11 | \$64,908.61 | 8% | \$5,192.69 | \$70,101.30 | \$33.70 |
| CAPT. | 12 | \$64,908.61 | 9% | \$5,841.78 | \$70,750.39 | \$34.01 |
| CAPT. | 13 | \$64,908.61 | 10% | \$6,490.86 | \$71,399.48 | \$34.33 |
| CAPT. | 14 | \$64,908.61 | 11% | \$7,139.95 | \$72,048.56 | \$34.64 |
| CAPT. | 15 | \$64,908.61 | 12% | \$7,789.03 | \$72,697.65 | \$34.95 |
| CAPT. | 16 & over | \$64,908.61 | 13% | \$8,438.12 | \$73,346.73 | \$35.26 |
| Post 2013 Hires (no Longevity) | | | | | | |
| B.C. | | \$67,342.14 | | | \$67,342.14 | \$32.38 |
| Pre 2013 Hires | | | | | | |
| B.C. | 9 | \$67,342.14 | 6% | \$4,040.53 | \$71,382.67 | \$34.32 |
| B.C. | 10 | \$67,342.14 | 7% | \$4,713.95 | \$72,056.09 | \$34.64 |
| B.C. | 11 | \$67,342.14 | 8% | \$5,387.37 | \$72,729.51 | \$34.97 |
| B.C. | 12 | \$67,342.14 | 9% | \$6,060.79 | \$73,402.93 | \$35.29 |
| B.C. | 13 | \$67,342.14 | 10% | \$6,734.21 | \$74,076.35 | \$35.61 |
| B.C. | 14 | \$67,342.14 | 11% | \$7,407.64 | \$74,749.78 | \$35.94 |
| B.C. | 15 | \$67,342.14 | 12% | \$8,081.06 | \$75,423.20 | \$36.26 |
| B.C. | 16 & over | \$67,342.14 | 13% | \$8,754.48 | \$76,096.62 | \$36.58 |

2018 Firefighter Hourly/Premium Time Scales

Salary Effective 7/1/2018 thru 12/31/18

Prorated 2% annual increase, commencing July 1, 2018

| Rank | Years of Service | Salary | Hourly Rate | P.T. Rate | Biweekly | 1 Week P.T. | 2 Week P.T. |
|---------------------------------------|------------------|-------------|-------------|-----------|----------|-------------|-------------|
| PF1 | 0-1 | \$46,420.95 | \$22.3178 | 33.4766 | 1,785.42 | 1,852.37 | 1,919.33 |
| PF2 | 2 | \$49,151.59 | \$23.6306 | 35.4459 | 1,890.45 | 1,961.34 | 2,032.23 |
| PF3 | 3 | \$51,882.24 | \$24.9434 | 37.4151 | 1,995.47 | 2,070.30 | 2,145.13 |
| FF1 | 0-3 | \$54,612.88 | \$26.2562 | 39.3843 | 2,100.50 | 2,179.26 | 2,258.03 |
| FF2 | 0-3 | \$54,612.88 | \$26.2562 | 39.3843 | 2,100.50 | 2,179.26 | 2,258.03 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| D/O | | \$58,356.80 | \$28.0562 | 42.0842 | 2,244.49 | 2,328.66 | 2,412.83 |
| Pre 2013 Hires | | | | | | | |
| D/O | 0-3 | \$58,356.80 | \$28.0562 | 42.0842 | 2,244.49 | 2,328.66 | 2,412.83 |
| D/O | 4 | \$58,940.37 | \$28.3367 | 42.5051 | 2,266.94 | 2,351.95 | 2,436.96 |
| D/O | 5 | \$59,523.94 | \$28.6173 | 42.9259 | 2,289.38 | 2,375.23 | 2,461.09 |
| D/O | 6 | \$60,107.50 | \$28.8978 | 43.3468 | 2,311.83 | 2,398.52 | 2,485.21 |
| D/O | 7 | \$60,691.07 | \$29.1784 | 43.7676 | 2,334.27 | 2,421.81 | 2,509.34 |
| D/O | 8 | \$61,274.64 | \$29.4590 | 44.1884 | 2,356.72 | 2,445.09 | 2,533.47 |
| D/O | 9 | \$61,858.21 | \$29.7395 | 44.6093 | 2,379.16 | 2,468.38 | 2,557.60 |
| D/O | 10 | \$62,441.78 | \$30.0201 | 45.0301 | 2,401.61 | 2,491.67 | 2,581.73 |
| D/O | 11 | \$63,025.34 | \$30.3006 | 45.4510 | 2,424.05 | 2,514.95 | 2,605.86 |
| D/O | 12 | \$63,608.91 | \$30.5812 | 45.8718 | 2,446.50 | 2,538.24 | 2,629.98 |
| D/O | 13 | \$64,192.48 | \$30.8618 | 46.2927 | 2,468.94 | 2,561.53 | 2,654.11 |
| D/O | 14 | \$64,776.05 | \$31.1423 | 46.7135 | 2,491.39 | 2,584.81 | 2,678.24 |
| D/O | 15 | \$65,359.62 | \$31.4229 | 47.1343 | 2,513.83 | 2,608.10 | 2,702.37 |
| D/O | 16 & over | \$65,943.18 | \$31.7035 | 47.5552 | 2,536.28 | 2,631.39 | 2,726.50 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| LT. | | \$63,036.66 | \$30.3061 | 45.4591 | 2,424.49 | 2,515.41 | 2,606.32 |
| Pre 2013 Hires | | | | | | | |
| LT. | 4 | \$63,667.03 | \$30.6091 | 45.9137 | 2,448.73 | 2,540.56 | 2,632.39 |
| LT. | 5 | \$64,297.39 | \$30.9122 | 46.3683 | 2,472.98 | 2,565.71 | 2,658.45 |
| LT. | 6 | \$64,927.76 | \$31.2153 | 46.8229 | 2,497.22 | 2,590.87 | 2,684.51 |
| LT. | 7 | \$65,558.13 | \$31.5183 | 47.2775 | 2,521.47 | 2,616.02 | 2,710.58 |
| LT. | 8 | \$66,188.49 | \$31.8214 | 47.7321 | 2,545.71 | 2,641.18 | 2,736.64 |
| LT. | 9 | \$66,818.86 | \$32.1245 | 48.1867 | 2,569.96 | 2,666.33 | 2,762.70 |
| LT. | 10 | \$67,449.23 | \$32.4275 | 48.6413 | 2,594.20 | 2,691.48 | 2,788.77 |
| LT. | 11 | \$68,079.59 | \$32.7306 | 49.0959 | 2,618.45 | 2,716.64 | 2,814.83 |
| LT. | 12 | \$68,709.96 | \$33.0336 | 49.5505 | 2,642.69 | 2,741.79 | 2,840.89 |
| LT. | 13 | \$69,340.33 | \$33.3367 | 50.0050 | 2,666.94 | 2,766.95 | 2,866.96 |
| LT. | 14 | \$69,970.69 | \$33.6398 | 50.4596 | 2,691.18 | 2,792.10 | 2,893.02 |
| LT. | 15 | \$70,601.06 | \$33.9428 | 50.9142 | 2,715.43 | 2,817.25 | 2,919.08 |
| LT. | 16 & over | \$71,231.43 | \$34.2459 | 51.3688 | 2,739.67 | 2,842.41 | 2,945.15 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| CAPT. | | \$64,908.61 | \$31.2061 | 46.8091 | 2,496.49 | 2,590.10 | 2,683.72 |
| Pre 2013 Hires | | | | | | | |
| CAPT. | 9 | \$68,803.13 | \$33.0784 | 49.6176 | 2,646.27 | 2,745.51 | 2,844.74 |
| CAPT. | 10 | \$69,452.22 | \$33.3905 | 50.0857 | 2,671.24 | 2,771.41 | 2,871.58 |
| CAPT. | 11 | \$70,101.30 | \$33.7026 | 50.5538 | 2,696.20 | 2,797.31 | 2,898.42 |
| CAPT. | 12 | \$70,750.39 | \$34.0146 | 51.0219 | 2,721.17 | 2,823.21 | 2,925.26 |
| CAPT. | 13 | \$71,399.48 | \$34.3267 | 51.4900 | 2,746.13 | 2,849.11 | 2,952.09 |
| CAPT. | 14 | \$72,048.56 | \$34.6387 | 51.9581 | 2,771.10 | 2,875.01 | 2,978.93 |
| CAPT. | 15 | \$72,697.65 | \$34.9508 | 52.4262 | 2,796.06 | 2,900.92 | 3,005.77 |
| CAPT. | 16 & over | \$73,346.73 | \$35.2629 | 52.8943 | 2,821.03 | 2,926.82 | 3,032.61 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| B.C. | | \$67,342.14 | \$32.3760 | 48.5640 | 2,590.08 | 2,687.21 | 2,784.34 |
| Pre 2013 Hires | | | | | | | |
| B.C. | 9 | \$71,382.67 | \$34.3186 | 51.4779 | 2,745.49 | 2,848.44 | 2,951.40 |
| B.C. | 10 | \$72,056.09 | \$34.6424 | 51.9635 | 2,771.39 | 2,875.32 | 2,979.24 |
| B.C. | 11 | \$72,729.51 | \$34.9661 | 52.4492 | 2,797.29 | 2,902.19 | 3,007.09 |
| B.C. | 12 | \$73,402.93 | \$35.2899 | 52.9348 | 2,823.19 | 2,929.06 | 3,034.93 |
| B.C. | 13 | \$74,076.35 | \$35.6136 | 53.4204 | 2,849.09 | 2,955.93 | 3,062.77 |
| B.C. | 14 | \$74,749.78 | \$35.9374 | 53.9061 | 2,874.99 | 2,982.80 | 3,090.62 |
| B.C. | 15 | \$75,423.20 | \$36.2612 | 54.3917 | 2,900.89 | 3,009.68 | 3,118.46 |
| B.C. | 16 & over | \$76,096.62 | \$36.5849 | 54.8774 | 2,926.79 | 3,036.55 | 3,146.30 |

2019 Firefighter Pay Scales

Salary Effective 1/1/19

Based on 2% Increase from July 1, 2018 Base

| Rank | Years of Service | Base | Longevity Percentage | Longevity | Salary | Hourly Rate |
|---------------------------------------|------------------|-------------|----------------------|------------|-------------|-------------|
| PF1 | 0-1 | \$47,349.37 | | | \$47,349.37 | \$22.76 |
| PF2 | 2 | \$50,134.62 | | | \$50,134.62 | \$24.10 |
| PF3 | 3 | \$52,919.88 | | | \$52,919.88 | \$25.44 |
| FF1 | 0-3 | \$55,705.14 | | | \$55,705.14 | \$26.78 |
| FF2 | 0-3 | \$55,705.14 | | | \$55,705.14 | \$26.78 |
| Post 2013 Hires (no Longevity) | | | | | | |
| D/O | | \$59,523.94 | | | \$59,523.94 | \$28.62 |
| Pre 2013 Hires | | | | | | |
| D/O | 0-3 | \$59,523.94 | | | \$59,523.94 | \$28.62 |
| D/O | 4 | \$59,523.94 | 1% | \$595.24 | \$60,119.17 | \$28.90 |
| D/O | 5 | \$59,523.94 | 2% | \$1,190.48 | \$60,714.41 | \$29.19 |
| D/O | 6 | \$59,523.94 | 3% | \$1,785.72 | \$61,309.65 | \$29.48 |
| D/O | 7 | \$59,523.94 | 4% | \$2,380.96 | \$61,904.89 | \$29.76 |
| D/O | 8 | \$59,523.94 | 5% | \$2,976.20 | \$62,500.13 | \$30.05 |
| D/O | 9 | \$59,523.94 | 6% | \$3,571.44 | \$63,095.37 | \$30.33 |
| D/O | 10 | \$59,523.94 | 7% | \$4,166.68 | \$63,690.61 | \$30.62 |
| D/O | 11 | \$59,523.94 | 8% | \$4,761.91 | \$64,285.85 | \$30.91 |
| D/O | 12 | \$59,523.94 | 9% | \$5,357.15 | \$64,881.09 | \$31.19 |
| D/O | 13 | \$59,523.94 | 10% | \$5,952.39 | \$65,476.33 | \$31.48 |
| D/O | 14 | \$59,523.94 | 11% | \$6,547.63 | \$66,071.57 | \$31.77 |
| D/O | 15 | \$59,523.94 | 12% | \$7,142.87 | \$66,666.81 | \$32.05 |
| D/O | 16 & over | \$59,523.94 | 13% | \$7,738.11 | \$67,262.05 | \$32.34 |
| Post 2013 Hires (no Longevity) | | | | | | |
| LT. | | \$64,297.39 | | | \$64,297.39 | \$30.91 |
| Pre 2013 Hires | | | | | | |
| LT. | 4 | \$64,297.39 | 1% | \$642.97 | \$64,940.37 | \$31.22 |
| LT. | 5 | \$64,297.39 | 2% | \$1,285.95 | \$65,583.34 | \$31.53 |
| LT. | 6 | \$64,297.39 | 3% | \$1,928.92 | \$66,226.32 | \$31.84 |
| LT. | 7 | \$64,297.39 | 4% | \$2,571.90 | \$66,869.29 | \$32.15 |
| LT. | 8 | \$64,297.39 | 5% | \$3,214.87 | \$67,512.26 | \$32.46 |
| LT. | 9 | \$64,297.39 | 6% | \$3,857.84 | \$68,155.24 | \$32.77 |
| LT. | 10 | \$64,297.39 | 7% | \$4,500.82 | \$68,798.21 | \$33.08 |
| LT. | 11 | \$64,297.39 | 8% | \$5,143.79 | \$69,441.18 | \$33.39 |
| LT. | 12 | \$64,297.39 | 9% | \$5,786.77 | \$70,084.16 | \$33.69 |
| LT. | 13 | \$64,297.39 | 10% | \$6,429.74 | \$70,727.13 | \$34.00 |
| LT. | 14 | \$64,297.39 | 11% | \$7,072.71 | \$71,370.11 | \$34.31 |
| LT. | 15 | \$64,297.39 | 12% | \$7,715.69 | \$72,013.08 | \$34.62 |
| LT. | 16 & over | \$64,297.39 | 13% | \$8,358.66 | \$72,656.05 | \$34.93 |
| Post 2013 Hires (no Longevity) | | | | | | |
| CAPT. | | \$66,206.79 | | | \$66,206.79 | \$31.83 |
| Pre 2013 Hires | | | | | | |
| CAPT. | 9 | \$66,206.79 | 6% | \$3,972.41 | \$70,179.19 | \$33.74 |
| CAPT. | 10 | \$66,206.79 | 7% | \$4,634.48 | \$70,841.26 | \$34.06 |
| CAPT. | 11 | \$66,206.79 | 8% | \$5,296.54 | \$71,503.33 | \$34.38 |
| CAPT. | 12 | \$66,206.79 | 9% | \$5,958.61 | \$72,165.40 | \$34.69 |
| CAPT. | 13 | \$66,206.79 | 10% | \$6,620.68 | \$72,827.47 | \$35.01 |
| CAPT. | 14 | \$66,206.79 | 11% | \$7,282.75 | \$73,489.53 | \$35.33 |
| CAPT. | 15 | \$66,206.79 | 12% | \$7,944.81 | \$74,151.60 | \$35.65 |
| CAPT. | 16 & over | \$66,206.79 | 13% | \$8,606.88 | \$74,813.67 | \$35.97 |
| Post 2013 Hires (no Longevity) | | | | | | |
| B.C. | | \$68,688.98 | | | \$68,688.98 | \$33.02 |
| Pre 2013 Hires | | | | | | |
| B.C. | 9 | \$68,688.98 | 6% | \$4,121.34 | \$72,810.32 | \$35.00 |
| B.C. | 10 | \$68,688.98 | 7% | \$4,808.23 | \$73,497.21 | \$35.34 |
| B.C. | 11 | \$68,688.98 | 8% | \$5,495.12 | \$74,184.10 | \$35.67 |
| B.C. | 12 | \$68,688.98 | 9% | \$6,182.01 | \$74,870.99 | \$36.00 |
| B.C. | 13 | \$68,688.98 | 10% | \$6,868.90 | \$75,557.88 | \$36.33 |
| B.C. | 14 | \$68,688.98 | 11% | \$7,555.79 | \$76,244.77 | \$36.66 |
| B.C. | 15 | \$68,688.98 | 12% | \$8,242.68 | \$76,931.66 | \$36.99 |
| B.C. | 16 & over | \$68,688.98 | 13% | \$8,929.57 | \$77,618.55 | \$37.32 |

2019 Firefighter Hourly/Premium Time Scales

Salary Effective 1/1/19

Based on 2% Increase from July 1, 2018 Base

| Rank | Years of Service | Salary | Hourly Rate | P.T. Rate | Biweekly | 1 Week P.T. | 2 Week P.T. |
|---------------------------------------|------------------|-------------|-------------|-----------|----------|-------------|-------------|
| PF1 | 0-1 | \$47,349.37 | \$22.7641 | 34.1462 | 1,821.13 | 1,889.42 | 1,957.71 |
| PF2 | 2 | \$50,134.62 | \$24.1032 | 36.1548 | 1,928.25 | 2,000.56 | 2,072.87 |
| PF3 | 3 | \$52,919.88 | \$25.4423 | 38.1634 | 2,035.38 | 2,111.71 | 2,188.03 |
| FF1 | 0-3 | \$55,705.14 | \$26.7813 | 40.1720 | 2,142.51 | 2,222.85 | 2,303.19 |
| FF2 | 0-3 | \$55,705.14 | \$26.7813 | 40.1720 | 2,142.51 | 2,222.85 | 2,303.19 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| D/O | | \$59,523.94 | \$28.6173 | 42.9259 | 2,289.38 | 2,375.23 | 2,461.09 |
| Pre 2013 Hires | | | | | | | |
| D/O | 0-3 | \$59,523.94 | \$28.6173 | 42.9259 | 2,289.38 | 2,375.23 | 2,461.09 |
| D/O | 4 | \$60,119.17 | \$28.9034 | 43.3552 | 2,312.28 | 2,398.99 | 2,485.70 |
| D/O | 5 | \$60,714.41 | \$29.1896 | 43.7844 | 2,335.17 | 2,422.74 | 2,510.31 |
| D/O | 6 | \$61,309.65 | \$29.4758 | 44.2137 | 2,358.06 | 2,446.49 | 2,534.92 |
| D/O | 7 | \$61,904.89 | \$29.7620 | 44.6430 | 2,380.96 | 2,470.24 | 2,559.53 |
| D/O | 8 | \$62,500.13 | \$30.0481 | 45.0722 | 2,403.85 | 2,494.00 | 2,584.14 |
| D/O | 9 | \$63,095.37 | \$30.3343 | 45.5015 | 2,426.75 | 2,517.75 | 2,608.75 |
| D/O | 10 | \$63,690.61 | \$30.6205 | 45.9307 | 2,449.64 | 2,541.50 | 2,633.36 |
| D/O | 11 | \$64,285.85 | \$30.9067 | 46.3600 | 2,472.53 | 2,565.25 | 2,657.97 |
| D/O | 12 | \$64,881.09 | \$31.1928 | 46.7892 | 2,495.43 | 2,589.01 | 2,682.58 |
| D/O | 13 | \$65,476.33 | \$31.4790 | 47.2185 | 2,518.32 | 2,612.76 | 2,707.19 |
| D/O | 14 | \$66,071.57 | \$31.7652 | 47.6478 | 2,541.21 | 2,636.51 | 2,731.81 |
| D/O | 15 | \$66,666.81 | \$32.0513 | 48.0770 | 2,564.11 | 2,660.26 | 2,756.42 |
| D/O | 16 & over | \$67,262.05 | \$32.3375 | 48.5063 | 2,587.00 | 2,684.01 | 2,781.03 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| LT. | | \$64,297.39 | \$30.9122 | 46.3683 | 2,472.98 | 2,565.71 | 2,658.45 |
| Pre 2013 Hires | | | | | | | |
| LT. | 4 | \$64,940.37 | \$31.2213 | 46.8320 | 2,497.71 | 2,591.37 | 2,685.03 |
| LT. | 5 | \$65,583.34 | \$31.5305 | 47.2957 | 2,522.44 | 2,617.03 | 2,711.62 |
| LT. | 6 | \$66,226.32 | \$31.8396 | 47.7594 | 2,547.17 | 2,642.68 | 2,738.20 |
| LT. | 7 | \$66,869.29 | \$32.1487 | 48.2230 | 2,571.90 | 2,668.34 | 2,764.79 |
| LT. | 8 | \$67,512.26 | \$32.4578 | 48.6867 | 2,596.63 | 2,694.00 | 2,791.37 |
| LT. | 9 | \$68,155.24 | \$32.7669 | 49.1504 | 2,621.36 | 2,719.66 | 2,817.96 |
| LT. | 10 | \$68,798.21 | \$33.0761 | 49.6141 | 2,646.09 | 2,745.31 | 2,844.54 |
| LT. | 11 | \$69,441.18 | \$33.3852 | 50.0778 | 2,670.81 | 2,770.97 | 2,871.13 |
| LT. | 12 | \$70,084.16 | \$33.6943 | 50.5415 | 2,695.54 | 2,796.63 | 2,897.71 |
| LT. | 13 | \$70,727.13 | \$34.0034 | 51.0051 | 2,720.27 | 2,822.28 | 2,924.29 |
| LT. | 14 | \$71,370.11 | \$34.3126 | 51.4688 | 2,745.00 | 2,847.94 | 2,950.88 |
| LT. | 15 | \$72,013.08 | \$34.6217 | 51.9325 | 2,769.73 | 2,873.60 | 2,977.46 |
| LT. | 16 & over | \$72,656.05 | \$34.9308 | 52.3962 | 2,794.46 | 2,899.26 | 3,004.05 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| CAPT. | | \$66,206.79 | \$31.8302 | 47.7453 | 2,546.41 | 2,641.91 | 2,737.40 |
| Pre 2013 Hires | | | | | | | |
| CAPT. | 9 | \$70,179.19 | \$33.7400 | 50.6100 | 2,699.20 | 2,800.42 | 2,901.64 |
| CAPT. | 10 | \$70,841.26 | \$34.0583 | 51.0874 | 2,724.66 | 2,826.84 | 2,929.01 |
| CAPT. | 11 | \$71,503.33 | \$34.3766 | 51.5649 | 2,750.13 | 2,853.26 | 2,956.39 |
| CAPT. | 12 | \$72,165.40 | \$34.6949 | 52.0424 | 2,775.59 | 2,879.68 | 2,983.76 |
| CAPT. | 13 | \$72,827.47 | \$35.0132 | 52.5198 | 2,801.06 | 2,906.10 | 3,011.14 |
| CAPT. | 14 | \$73,489.53 | \$35.3315 | 52.9973 | 2,826.52 | 2,932.52 | 3,038.51 |
| CAPT. | 15 | \$74,151.60 | \$35.6498 | 53.4747 | 2,851.98 | 2,958.93 | 3,065.88 |
| CAPT. | 16 & over | \$74,813.67 | \$35.9681 | 53.9522 | 2,877.45 | 2,985.35 | 3,093.26 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| B.C. | | \$68,688.98 | \$33.0235 | 49.5353 | 2,641.88 | 2,740.95 | 2,840.03 |
| Pre 2013 Hires | | | | | | | |
| B.C. | 9 | \$72,810.32 | \$35.0050 | 52.5074 | 2,800.40 | 2,905.41 | 3,010.43 |
| B.C. | 10 | \$73,497.21 | \$35.3352 | 53.0028 | 2,826.82 | 2,932.82 | 3,038.83 |
| B.C. | 11 | \$74,184.10 | \$35.6654 | 53.4982 | 2,853.23 | 2,960.23 | 3,067.23 |
| B.C. | 12 | \$74,870.99 | \$35.9957 | 53.9935 | 2,879.65 | 2,987.64 | 3,095.63 |
| B.C. | 13 | \$75,557.88 | \$36.3259 | 54.4889 | 2,906.07 | 3,015.05 | 3,124.03 |
| B.C. | 14 | \$76,244.77 | \$36.6561 | 54.9842 | 2,932.49 | 3,042.46 | 3,152.43 |
| B.C. | 15 | \$76,931.66 | \$36.9864 | 55.4796 | 2,958.91 | 3,069.87 | 3,180.83 |
| B.C. | 16 & over | \$77,618.55 | \$37.3166 | 55.9749 | 2,985.33 | 3,097.28 | 3,209.23 |

2020 Firefighter Pay Scales

Salary Effective 1/1/20

Based on 2% increase from January 1, 2019 base

| Rank | Years of Service | Base | Longevity Percentage | Longevity | Salary | Hourly Rate |
|---------------------------------------|------------------|-------------|----------------------|------------|-------------|-------------|
| PF1 | 0-1 | \$48,296.35 | | | \$48,296.35 | \$23.22 |
| PF2 | 2 | \$51,137.32 | | | \$51,137.32 | \$24.59 |
| PF3 | 3 | \$53,978.28 | | | \$53,978.28 | \$25.95 |
| FF1 | 0-3 | \$56,819.24 | | | \$56,819.24 | \$27.32 |
| FF2 | 0-3 | \$56,819.24 | | | \$56,819.24 | \$27.32 |
| Post 2013 Hires (no Longevity) | | | | | | |
| D/O | | \$60,714.41 | | | \$60,714.41 | \$29.19 |
| Pre 2013 Hires | | | | | | |
| D/O | 0-3 | \$60,714.41 | | | \$60,714.41 | \$29.19 |
| D/O | 4 | \$60,714.41 | 1% | \$607.14 | \$61,321.56 | \$29.48 |
| D/O | 5 | \$60,714.41 | 2% | \$1,214.29 | \$61,928.70 | \$29.77 |
| D/O | 6 | \$60,714.41 | 3% | \$1,821.43 | \$62,535.85 | \$30.07 |
| D/O | 7 | \$60,714.41 | 4% | \$2,428.58 | \$63,142.99 | \$30.36 |
| D/O | 8 | \$60,714.41 | 5% | \$3,035.72 | \$63,750.13 | \$30.65 |
| D/O | 9 | \$60,714.41 | 6% | \$3,642.86 | \$64,357.28 | \$30.94 |
| D/O | 10 | \$60,714.41 | 7% | \$4,250.01 | \$64,964.42 | \$31.23 |
| D/O | 11 | \$60,714.41 | 8% | \$4,857.15 | \$65,571.57 | \$31.52 |
| D/O | 12 | \$60,714.41 | 9% | \$5,464.30 | \$66,178.71 | \$31.82 |
| D/O | 13 | \$60,714.41 | 10% | \$6,071.44 | \$66,785.86 | \$32.11 |
| D/O | 14 | \$60,714.41 | 11% | \$6,678.59 | \$67,393.00 | \$32.40 |
| D/O | 15 | \$60,714.41 | 12% | \$7,285.73 | \$68,000.14 | \$32.69 |
| D/O | 16 & over | \$60,714.41 | 13% | \$7,892.87 | \$68,607.29 | \$32.98 |
| Post 2013 Hires (no Longevity) | | | | | | |
| LT. | | \$65,583.34 | | | \$65,583.34 | \$31.53 |
| Pre 2013 Hires | | | | | | |
| LT. | 4 | \$65,583.34 | 1% | \$655.83 | \$66,239.17 | \$31.85 |
| LT. | 5 | \$65,583.34 | 2% | \$1,311.67 | \$66,895.01 | \$32.16 |
| LT. | 6 | \$65,583.34 | 3% | \$1,967.50 | \$67,550.84 | \$32.48 |
| LT. | 7 | \$65,583.34 | 4% | \$2,623.33 | \$68,206.67 | \$32.79 |
| LT. | 8 | \$65,583.34 | 5% | \$3,279.17 | \$68,862.51 | \$33.11 |
| LT. | 9 | \$65,583.34 | 6% | \$3,935.00 | \$69,518.34 | \$33.42 |
| LT. | 10 | \$65,583.34 | 7% | \$4,590.83 | \$70,174.18 | \$33.74 |
| LT. | 11 | \$65,583.34 | 8% | \$5,246.67 | \$70,830.01 | \$34.05 |
| LT. | 12 | \$65,583.34 | 9% | \$5,902.50 | \$71,485.84 | \$34.37 |
| LT. | 13 | \$65,583.34 | 10% | \$6,558.33 | \$72,141.68 | \$34.68 |
| LT. | 14 | \$65,583.34 | 11% | \$7,214.17 | \$72,797.51 | \$35.00 |
| LT. | 15 | \$65,583.34 | 12% | \$7,870.00 | \$73,453.34 | \$35.31 |
| LT. | 16 & over | \$65,583.34 | 13% | \$8,525.83 | \$74,109.18 | \$35.63 |
| Post 2013 Hires (no Longevity) | | | | | | |
| CAPT. | | \$67,530.92 | | | \$67,530.92 | \$32.47 |
| Pre 2013 Hires | | | | | | |
| CAPT. | 9 | \$67,530.92 | 6% | \$4,051.86 | \$71,582.78 | \$34.41 |
| CAPT. | 10 | \$67,530.92 | 7% | \$4,727.16 | \$72,258.09 | \$34.74 |
| CAPT. | 11 | \$67,530.92 | 8% | \$5,402.47 | \$72,933.40 | \$35.06 |
| CAPT. | 12 | \$67,530.92 | 9% | \$6,077.78 | \$73,608.71 | \$35.39 |
| CAPT. | 13 | \$67,530.92 | 10% | \$6,753.09 | \$74,284.02 | \$35.71 |
| CAPT. | 14 | \$67,530.92 | 11% | \$7,428.40 | \$74,959.32 | \$36.04 |
| CAPT. | 15 | \$67,530.92 | 12% | \$8,103.71 | \$75,634.63 | \$36.36 |
| CAPT. | 16 & over | \$67,530.92 | 13% | \$8,779.02 | \$76,309.94 | \$36.69 |
| Post 2013 Hires (no Longevity) | | | | | | |
| B.C. | | \$70,062.76 | | | \$70,062.76 | \$33.68 |
| Pre 2013 Hires | | | | | | |
| B.C. | 9 | \$70,062.76 | 6% | \$4,203.77 | \$74,266.53 | \$35.71 |
| B.C. | 10 | \$70,062.76 | 7% | \$4,904.39 | \$74,967.16 | \$36.04 |
| B.C. | 11 | \$70,062.76 | 8% | \$5,605.02 | \$75,667.78 | \$36.38 |
| B.C. | 12 | \$70,062.76 | 9% | \$6,305.65 | \$76,368.41 | \$36.72 |
| B.C. | 13 | \$70,062.76 | 10% | \$7,006.28 | \$77,069.04 | \$37.05 |
| B.C. | 14 | \$70,062.76 | 11% | \$7,706.90 | \$77,769.67 | \$37.39 |
| B.C. | 15 | \$70,062.76 | 12% | \$8,407.53 | \$78,470.29 | \$37.73 |
| B.C. | 16 & over | \$70,062.76 | 13% | \$9,108.16 | \$79,170.92 | \$38.06 |

2020 Firefighter Hourly/Premium Time Scales

Salary Effective 1/1/20

Based on 2% Increase from January 1, 2019 base

| Rank | Years of Service | Salary | Hourly Rate | P.T. Rate | Biweekly | 1 Week P.T. | 2 Week P.T. |
|---------------------------------------|------------------|-------------|-------------|-----------|----------|-------------|-------------|
| PF1 | 0-1 | \$48,296.35 | \$23.2194 | 34.8291 | 1,857.55 | 1,927.21 | 1,996.87 |
| PF2 | 2 | \$51,137.32 | \$24.5852 | 36.8779 | 1,966.82 | 2,040.58 | 2,114.33 |
| PF3 | 3 | \$53,978.28 | \$25.9511 | 38.9266 | 2,076.09 | 2,153.94 | 2,231.79 |
| FF1 | 0-3 | \$56,819.24 | \$27.3169 | 40.9754 | 2,185.36 | 2,267.31 | 2,349.26 |
| FF2 | 0-3 | \$56,819.24 | \$27.3169 | 40.9754 | 2,185.36 | 2,267.31 | 2,349.26 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| D/O | | \$60,714.41 | \$29.1896 | 43.7844 | 2,335.17 | 2,422.74 | 2,510.31 |
| Pre 2013 Hires | | | | | | | |
| D/O | 0-3 | \$60,714.41 | \$29.1896 | 43.7844 | 2,335.17 | 2,422.74 | 2,510.31 |
| D/O | 4 | \$61,321.56 | \$29.4815 | 44.2223 | 2,358.52 | 2,446.97 | 2,535.41 |
| D/O | 5 | \$61,928.70 | \$29.7734 | 44.6601 | 2,381.87 | 2,471.19 | 2,560.51 |
| D/O | 6 | \$62,535.85 | \$30.0653 | 45.0980 | 2,405.22 | 2,495.42 | 2,585.62 |
| D/O | 7 | \$63,142.99 | \$30.3572 | 45.5358 | 2,428.58 | 2,519.65 | 2,610.72 |
| D/O | 8 | \$63,750.13 | \$30.6491 | 45.9737 | 2,451.93 | 2,543.88 | 2,635.82 |
| D/O | 9 | \$64,357.28 | \$30.9410 | 46.4115 | 2,475.28 | 2,568.10 | 2,660.93 |
| D/O | 10 | \$64,964.42 | \$31.2329 | 46.8493 | 2,498.63 | 2,592.33 | 2,686.03 |
| D/O | 11 | \$65,571.57 | \$31.5248 | 47.2872 | 2,521.98 | 2,616.56 | 2,711.13 |
| D/O | 12 | \$66,178.71 | \$31.8167 | 47.7250 | 2,545.34 | 2,640.79 | 2,736.24 |
| D/O | 13 | \$66,785.86 | \$32.1086 | 48.1629 | 2,568.69 | 2,665.01 | 2,761.34 |
| D/O | 14 | \$67,393.00 | \$32.4005 | 48.6007 | 2,592.04 | 2,689.24 | 2,786.44 |
| D/O | 15 | \$68,000.14 | \$32.6924 | 49.0386 | 2,615.39 | 2,713.47 | 2,811.54 |
| D/O | 16 & over | \$68,607.29 | \$32.9843 | 49.4764 | 2,638.74 | 2,737.69 | 2,836.65 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| LT. | | \$65,583.34 | \$31.5305 | 47.2957 | 2,522.44 | 2,617.03 | 2,711.62 |
| Pre 2013 Hires | | | | | | | |
| LT. | 4 | \$66,239.17 | \$31.8458 | 47.7686 | 2,547.66 | 2,643.20 | 2,738.74 |
| LT. | 5 | \$66,895.01 | \$32.1611 | 48.2416 | 2,572.88 | 2,669.37 | 2,765.85 |
| LT. | 6 | \$67,550.84 | \$32.4764 | 48.7145 | 2,598.11 | 2,695.54 | 2,792.97 |
| LT. | 7 | \$68,206.67 | \$32.7917 | 49.1875 | 2,623.33 | 2,721.71 | 2,820.08 |
| LT. | 8 | \$68,862.51 | \$33.1070 | 49.6605 | 2,648.56 | 2,747.88 | 2,847.20 |
| LT. | 9 | \$69,518.34 | \$33.4223 | 50.1334 | 2,673.78 | 2,774.05 | 2,874.32 |
| LT. | 10 | \$70,174.18 | \$33.7376 | 50.6064 | 2,699.01 | 2,800.22 | 2,901.43 |
| LT. | 11 | \$70,830.01 | \$34.0529 | 51.0793 | 2,724.23 | 2,826.39 | 2,928.55 |
| LT. | 12 | \$71,485.84 | \$34.3682 | 51.5523 | 2,749.46 | 2,852.56 | 2,955.66 |
| LT. | 13 | \$72,141.68 | \$34.6835 | 52.0252 | 2,774.68 | 2,878.73 | 2,982.78 |
| LT. | 14 | \$72,797.51 | \$34.9988 | 52.4982 | 2,799.90 | 2,904.90 | 3,009.90 |
| LT. | 15 | \$73,453.34 | \$35.3141 | 52.9712 | 2,825.13 | 2,931.07 | 3,037.01 |
| LT. | 16 & over | \$74,109.18 | \$35.6294 | 53.4441 | 2,850.35 | 2,957.24 | 3,064.13 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| CAPT. | | \$67,530.92 | \$32.4668 | 48.7002 | 2,597.34 | 2,694.74 | 2,792.14 |
| Pre 2013 Hires | | | | | | | |
| CAPT. | 9 | \$71,582.78 | \$34.4148 | 51.6222 | 2,753.18 | 2,856.43 | 2,959.67 |
| CAPT. | 10 | \$72,258.09 | \$34.7395 | 52.1092 | 2,779.16 | 2,883.38 | 2,987.59 |
| CAPT. | 11 | \$72,933.40 | \$35.0641 | 52.5962 | 2,805.13 | 2,910.32 | 3,015.52 |
| CAPT. | 12 | \$73,608.71 | \$35.3888 | 53.0832 | 2,831.10 | 2,937.27 | 3,043.44 |
| CAPT. | 13 | \$74,284.02 | \$35.7135 | 53.5702 | 2,857.08 | 2,964.22 | 3,071.36 |
| CAPT. | 14 | \$74,959.32 | \$36.0381 | 54.0572 | 2,883.05 | 2,991.17 | 3,099.28 |
| CAPT. | 15 | \$75,634.63 | \$36.3628 | 54.5442 | 2,909.02 | 3,018.11 | 3,127.20 |
| CAPT. | 16 & over | \$76,309.94 | \$36.6875 | 55.0312 | 2,935.00 | 3,045.06 | 3,155.12 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| B.C. | | \$70,062.76 | \$33.6840 | 50.5260 | 2,694.72 | 2,795.77 | 2,896.83 |
| Pre 2013 Hires | | | | | | | |
| B.C. | 9 | \$74,266.53 | \$35.7051 | 53.5576 | 2,856.40 | 2,963.52 | 3,070.64 |
| B.C. | 10 | \$74,967.16 | \$36.0419 | 54.0629 | 2,883.35 | 2,991.48 | 3,099.60 |
| B.C. | 11 | \$75,667.78 | \$36.3787 | 54.5681 | 2,910.30 | 3,019.44 | 3,128.57 |
| B.C. | 12 | \$76,368.41 | \$36.7156 | 55.0734 | 2,937.25 | 3,047.39 | 3,157.54 |
| B.C. | 13 | \$77,069.04 | \$37.0524 | 55.5786 | 2,964.19 | 3,075.35 | 3,186.51 |
| B.C. | 14 | \$77,769.67 | \$37.3893 | 56.0839 | 2,991.14 | 3,103.31 | 3,215.48 |
| B.C. | 15 | \$78,470.29 | \$37.7261 | 56.5892 | 3,018.09 | 3,131.27 | 3,244.44 |
| B.C. | 16 & over | \$79,170.92 | \$38.0629 | 57.0944 | 3,045.04 | 3,159.22 | 3,273.41 |

2021 Firefighter Pay Scales

Salary Effective 1/1/21

Based on 2% increase from January 1, 2020 base

| Rank | Years of Service | Base | Longevity Percentage | Longevity | Salary | Hourly Rate |
|---------------------------------------|------------------|-------------|----------------------|------------|-------------|-------------|
| PF1 | 0-1 | \$49,262.28 | | | \$49,262.28 | \$23.68 |
| PF2 | 2 | \$52,160.06 | | | \$52,160.06 | \$25.08 |
| PF3 | 3 | \$55,057.84 | | | \$55,057.84 | \$26.47 |
| FF1 | 0-3 | \$57,955.62 | | | \$57,955.62 | \$27.86 |
| FF2 | 0-3 | \$57,955.62 | | | \$57,955.62 | \$27.86 |
| Post 2013 Hires (no Longevity) | | | | | | |
| D/O | | \$61,928.70 | | | \$61,928.70 | \$29.77 |
| Pre 2013 Hires | | | | | | |
| D/O | 0-3 | \$61,928.70 | | | \$61,928.70 | \$29.77 |
| D/O | 4 | \$61,928.70 | 1% | \$619.29 | \$62,547.99 | \$30.07 |
| D/O | 5 | \$61,928.70 | 2% | \$1,238.57 | \$63,167.28 | \$30.37 |
| D/O | 6 | \$61,928.70 | 3% | \$1,857.86 | \$63,786.56 | \$30.67 |
| D/O | 7 | \$61,928.70 | 4% | \$2,477.15 | \$64,405.85 | \$30.96 |
| D/O | 8 | \$61,928.70 | 5% | \$3,096.44 | \$65,025.14 | \$31.26 |
| D/O | 9 | \$61,928.70 | 6% | \$3,715.72 | \$65,644.42 | \$31.56 |
| D/O | 10 | \$61,928.70 | 7% | \$4,335.01 | \$66,263.71 | \$31.86 |
| D/O | 11 | \$61,928.70 | 8% | \$4,954.30 | \$66,883.00 | \$32.16 |
| D/O | 12 | \$61,928.70 | 9% | \$5,573.58 | \$67,502.29 | \$32.45 |
| D/O | 13 | \$61,928.70 | 10% | \$6,192.87 | \$68,121.57 | \$32.75 |
| D/O | 14 | \$61,928.70 | 11% | \$6,812.16 | \$68,740.86 | \$33.05 |
| D/O | 15 | \$61,928.70 | 12% | \$7,431.44 | \$69,360.15 | \$33.35 |
| D/O | 16 & over | \$61,928.70 | 13% | \$8,050.73 | \$69,979.43 | \$33.64 |
| Post 2013 Hires (no Longevity) | | | | | | |
| LT. | | \$66,895.01 | | | \$66,895.01 | \$32.16 |
| Pre 2013 Hires | | | | | | |
| LT. | 4 | \$66,895.01 | 1% | \$668.95 | \$67,563.96 | \$32.48 |
| LT. | 5 | \$66,895.01 | 2% | \$1,337.90 | \$68,232.91 | \$32.80 |
| LT. | 6 | \$66,895.01 | 3% | \$2,006.85 | \$68,901.86 | \$33.13 |
| LT. | 7 | \$66,895.01 | 4% | \$2,675.80 | \$69,570.81 | \$33.45 |
| LT. | 8 | \$66,895.01 | 5% | \$3,344.75 | \$70,239.76 | \$33.77 |
| LT. | 9 | \$66,895.01 | 6% | \$4,013.70 | \$70,908.71 | \$34.09 |
| LT. | 10 | \$66,895.01 | 7% | \$4,682.65 | \$71,577.66 | \$34.41 |
| LT. | 11 | \$66,895.01 | 8% | \$5,351.60 | \$72,246.61 | \$34.73 |
| LT. | 12 | \$66,895.01 | 9% | \$6,020.55 | \$72,915.56 | \$35.06 |
| LT. | 13 | \$66,895.01 | 10% | \$6,689.50 | \$73,584.51 | \$35.38 |
| LT. | 14 | \$66,895.01 | 11% | \$7,358.45 | \$74,253.46 | \$35.70 |
| LT. | 15 | \$66,895.01 | 12% | \$8,027.40 | \$74,922.41 | \$36.02 |
| LT. | 16 & over | \$66,895.01 | 13% | \$8,696.35 | \$75,591.36 | \$36.34 |
| Post 2013 Hires (no Longevity) | | | | | | |
| CAPT. | | \$68,881.54 | | | \$68,881.54 | \$33.12 |
| Pre 2013 Hires | | | | | | |
| CAPT. | 9 | \$68,881.54 | 6% | \$4,132.89 | \$73,014.43 | \$35.10 |
| CAPT. | 10 | \$68,881.54 | 7% | \$4,821.71 | \$73,703.25 | \$35.43 |
| CAPT. | 11 | \$68,881.54 | 8% | \$5,510.52 | \$74,392.06 | \$35.77 |
| CAPT. | 12 | \$68,881.54 | 9% | \$6,199.34 | \$75,080.88 | \$36.10 |
| CAPT. | 13 | \$68,881.54 | 10% | \$6,888.15 | \$75,769.70 | \$36.43 |
| CAPT. | 14 | \$68,881.54 | 11% | \$7,576.97 | \$76,458.51 | \$36.76 |
| CAPT. | 15 | \$68,881.54 | 12% | \$8,265.78 | \$77,147.33 | \$37.09 |
| CAPT. | 16 & over | \$68,881.54 | 13% | \$8,954.60 | \$77,836.14 | \$37.42 |
| Post 2013 Hires (no Longevity) | | | | | | |
| B.C. | | \$71,464.02 | | | \$71,464.02 | \$34.36 |
| Pre 2013 Hires | | | | | | |
| B.C. | 9 | \$71,464.02 | 6% | \$4,287.84 | \$75,751.86 | \$36.42 |
| B.C. | 10 | \$71,464.02 | 7% | \$5,002.48 | \$76,466.50 | \$36.76 |
| B.C. | 11 | \$71,464.02 | 8% | \$5,717.12 | \$77,181.14 | \$37.11 |
| B.C. | 12 | \$71,464.02 | 9% | \$6,431.76 | \$77,895.78 | \$37.45 |
| B.C. | 13 | \$71,464.02 | 10% | \$7,146.40 | \$78,610.42 | \$37.79 |
| B.C. | 14 | \$71,464.02 | 11% | \$7,861.04 | \$79,325.06 | \$38.14 |
| B.C. | 15 | \$71,464.02 | 12% | \$8,575.68 | \$80,039.70 | \$38.48 |
| B.C. | 16 & over | \$71,464.02 | 13% | \$9,290.32 | \$80,754.34 | \$38.82 |

2021 Firefighter Hourly/Premium Time Scales

Salary Effective 1/1/21

Based on 2% Increase from January 1, 2020 base

| Rank | Years of Service | Salary | Hourly Rate | P.T. Rate | Biweekly | 1 Week P.T. | 2 Week P.T. |
|---------------------------------------|------------------|-------------|-------------|-----------|----------|-------------|-------------|
| PF1 | 0-1 | \$49,262.28 | \$23.6838 | 35.5257 | 1,894.70 | 1,965.75 | 2,036.81 |
| PF2 | 2 | \$52,160.06 | \$25.0770 | 37.6154 | 2,006.16 | 2,081.39 | 2,156.62 |
| PF3 | 3 | \$55,057.84 | \$26.4701 | 39.7052 | 2,117.61 | 2,197.02 | 2,276.43 |
| FF1 | 0-3 | \$57,955.62 | \$27.8633 | 41.7949 | 2,229.06 | 2,312.65 | 2,396.24 |
| FF2 | 0-3 | \$57,955.62 | \$27.8633 | 41.7949 | 2,229.06 | 2,312.65 | 2,396.24 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| D/O | | \$61,928.70 | \$29.7734 | 44.6601 | 2,381.87 | 2,471.19 | 2,560.51 |
| Pre 2013 Hires | | | | | | | |
| D/O | 0-3 | \$61,928.70 | \$29.7734 | 44.6601 | 2,381.87 | 2,471.19 | 2,560.51 |
| D/O | 4 | \$62,547.99 | \$30.0711 | 45.1067 | 2,405.69 | 2,495.91 | 2,586.12 |
| D/O | 5 | \$63,167.28 | \$30.3689 | 45.5533 | 2,429.51 | 2,520.62 | 2,611.72 |
| D/O | 6 | \$63,786.56 | \$30.6666 | 45.9999 | 2,453.33 | 2,545.33 | 2,637.33 |
| D/O | 7 | \$64,405.85 | \$30.9644 | 46.4465 | 2,477.15 | 2,570.04 | 2,662.93 |
| D/O | 8 | \$65,025.14 | \$31.2621 | 46.8931 | 2,500.97 | 2,594.75 | 2,688.54 |
| D/O | 9 | \$65,644.42 | \$31.5598 | 47.3397 | 2,524.79 | 2,619.47 | 2,714.14 |
| D/O | 10 | \$66,263.71 | \$31.8576 | 47.7863 | 2,548.60 | 2,644.18 | 2,739.75 |
| D/O | 11 | \$66,883.00 | \$32.1553 | 48.2329 | 2,572.42 | 2,668.89 | 2,765.35 |
| D/O | 12 | \$67,502.29 | \$32.4530 | 48.6795 | 2,596.24 | 2,693.60 | 2,790.96 |
| D/O | 13 | \$68,121.57 | \$32.7508 | 49.1261 | 2,620.06 | 2,718.31 | 2,816.57 |
| D/O | 14 | \$68,740.86 | \$33.0485 | 49.5727 | 2,643.88 | 2,743.02 | 2,842.17 |
| D/O | 15 | \$69,360.15 | \$33.3462 | 50.0193 | 2,667.70 | 2,767.74 | 2,867.78 |
| D/O | 16 & over | \$69,979.43 | \$33.6440 | 50.4659 | 2,691.52 | 2,792.45 | 2,893.38 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| LT. | | \$66,895.01 | \$32.1611 | 48.2416 | 2,572.88 | 2,669.37 | 2,765.85 |
| Pre 2013 Hires | | | | | | | |
| LT. | 4 | \$67,563.96 | \$32.4827 | 48.7240 | 2,598.61 | 2,696.06 | 2,793.51 |
| LT. | 5 | \$68,232.91 | \$32.8043 | 49.2064 | 2,624.34 | 2,722.76 | 2,821.17 |
| LT. | 6 | \$68,901.86 | \$33.1259 | 49.6888 | 2,650.07 | 2,749.45 | 2,848.83 |
| LT. | 7 | \$69,570.81 | \$33.4475 | 50.1713 | 2,675.80 | 2,776.14 | 2,876.49 |
| LT. | 8 | \$70,239.76 | \$33.7691 | 50.6537 | 2,701.53 | 2,802.84 | 2,904.14 |
| LT. | 9 | \$70,908.71 | \$34.0907 | 51.1361 | 2,727.26 | 2,829.53 | 2,931.80 |
| LT. | 10 | \$71,577.66 | \$34.4123 | 51.6185 | 2,752.99 | 2,856.22 | 2,959.46 |
| LT. | 11 | \$72,246.61 | \$34.7339 | 52.1009 | 2,778.72 | 2,882.92 | 2,987.12 |
| LT. | 12 | \$72,915.56 | \$35.0556 | 52.5833 | 2,804.44 | 2,909.61 | 3,014.78 |
| LT. | 13 | \$73,584.51 | \$35.3772 | 53.0658 | 2,830.17 | 2,936.30 | 3,042.44 |
| LT. | 14 | \$74,253.46 | \$35.6988 | 53.5482 | 2,855.90 | 2,963.00 | 3,070.09 |
| LT. | 15 | \$74,922.41 | \$36.0204 | 54.0306 | 2,881.63 | 2,989.69 | 3,097.75 |
| LT. | 16 & over | \$75,591.36 | \$36.3420 | 54.5130 | 2,907.36 | 3,016.39 | 3,125.41 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| CAPT. | | \$68,881.54 | \$33.1161 | 49.6742 | 2,649.29 | 2,748.64 | 2,847.99 |
| Pre 2013 Hires | | | | | | | |
| CAPT. | 9 | \$73,014.43 | \$35.1031 | 52.6546 | 2,808.25 | 2,913.56 | 3,018.87 |
| CAPT. | 10 | \$73,703.25 | \$35.4343 | 53.1514 | 2,834.74 | 2,941.04 | 3,047.35 |
| CAPT. | 11 | \$74,392.06 | \$35.7654 | 53.6481 | 2,861.23 | 2,968.53 | 3,075.83 |
| CAPT. | 12 | \$75,080.88 | \$36.0966 | 54.1449 | 2,887.73 | 2,996.02 | 3,104.31 |
| CAPT. | 13 | \$75,769.70 | \$36.4277 | 54.6416 | 2,914.22 | 3,023.50 | 3,132.79 |
| CAPT. | 14 | \$76,458.51 | \$36.7589 | 55.1383 | 2,940.71 | 3,050.99 | 3,161.27 |
| CAPT. | 15 | \$77,147.33 | \$37.0901 | 55.6351 | 2,967.20 | 3,078.48 | 3,189.75 |
| CAPT. | 16 & over | \$77,836.14 | \$37.4212 | 56.1318 | 2,993.70 | 3,105.96 | 3,218.23 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| B.C. | | \$71,464.02 | \$34.3577 | 51.5366 | 2,748.62 | 2,851.69 | 2,954.76 |
| Pre 2013 Hires | | | | | | | |
| B.C. | 9 | \$75,751.86 | \$36.4192 | 54.6287 | 2,913.53 | 3,022.79 | 3,132.05 |
| B.C. | 10 | \$76,466.50 | \$36.7627 | 55.1441 | 2,941.02 | 3,051.31 | 3,161.60 |
| B.C. | 11 | \$77,181.14 | \$37.1063 | 55.6595 | 2,968.51 | 3,079.82 | 3,191.14 |
| B.C. | 12 | \$77,895.78 | \$37.4499 | 56.1748 | 2,995.99 | 3,108.34 | 3,220.69 |
| B.C. | 13 | \$78,610.42 | \$37.7935 | 56.6902 | 3,023.48 | 3,136.86 | 3,250.24 |
| B.C. | 14 | \$79,325.06 | \$38.1370 | 57.2056 | 3,050.96 | 3,165.37 | 3,279.79 |
| B.C. | 15 | \$80,039.70 | \$38.4806 | 57.7209 | 3,078.45 | 3,193.89 | 3,309.33 |
| B.C. | 16 & over | \$80,754.34 | \$38.8242 | 58.2363 | 3,105.94 | 3,222.41 | 3,338.88 |

2022 Firefighter Pay Scales

Salary Effective 1/1/22

Based on 2% increase from January 1, 2021 base

| Rank | Years of Service | Base | Longevity Percentage | Longevity | Salary | Hourly Rate |
|---------------------------------------|------------------|-------------|----------------------|------------|-------------|-------------|
| PF1 | 0-1 | \$50,247.53 | | | \$50,247.53 | \$24.16 |
| PF2 | 2 | \$53,203.26 | | | \$53,203.26 | \$25.58 |
| PF3 | 3 | \$56,159.00 | | | \$56,159.00 | \$27.00 |
| FF1 | 0-3 | \$59,114.74 | | | \$59,114.74 | \$28.42 |
| FF2 | 0-3 | \$59,114.74 | | | \$59,114.74 | \$28.42 |
| Post 2013 Hires (no Longevity) | | | | | | |
| D/O | | \$63,167.28 | | | \$63,167.28 | \$30.37 |
| Pre 2013 Hires | | | | | | |
| D/O | 0-3 | \$63,167.28 | | | \$63,167.28 | \$30.37 |
| D/O | 4 | \$63,167.28 | 1% | \$631.67 | \$63,798.95 | \$30.67 |
| D/O | 5 | \$63,167.28 | 2% | \$1,263.35 | \$64,430.62 | \$30.98 |
| D/O | 6 | \$63,167.28 | 3% | \$1,895.02 | \$65,062.29 | \$31.28 |
| D/O | 7 | \$63,167.28 | 4% | \$2,526.69 | \$65,693.97 | \$31.58 |
| D/O | 8 | \$63,167.28 | 5% | \$3,158.36 | \$66,325.64 | \$31.89 |
| D/O | 9 | \$63,167.28 | 6% | \$3,790.04 | \$66,957.31 | \$32.19 |
| D/O | 10 | \$63,167.28 | 7% | \$4,421.71 | \$67,588.99 | \$32.49 |
| D/O | 11 | \$63,167.28 | 8% | \$5,053.38 | \$68,220.66 | \$32.80 |
| D/O | 12 | \$63,167.28 | 9% | \$5,685.05 | \$68,852.33 | \$33.10 |
| D/O | 13 | \$63,167.28 | 10% | \$6,316.73 | \$69,484.00 | \$33.41 |
| D/O | 14 | \$63,167.28 | 11% | \$6,948.40 | \$70,115.68 | \$33.71 |
| D/O | 15 | \$63,167.28 | 12% | \$7,580.07 | \$70,747.35 | \$34.01 |
| D/O | 16 & over | \$63,167.28 | 13% | \$8,211.75 | \$71,379.02 | \$34.32 |
| Post 2013 Hires (no Longevity) | | | | | | |
| LT. | | \$68,232.91 | | | \$68,232.91 | \$32.80 |
| Pre 2013 Hires | | | | | | |
| LT. | 4 | \$68,232.91 | 1% | \$682.33 | \$68,915.24 | \$33.13 |
| LT. | 5 | \$68,232.91 | 2% | \$1,364.66 | \$69,597.57 | \$33.46 |
| LT. | 6 | \$68,232.91 | 3% | \$2,046.99 | \$70,279.90 | \$33.79 |
| LT. | 7 | \$68,232.91 | 4% | \$2,729.32 | \$70,962.22 | \$34.12 |
| LT. | 8 | \$68,232.91 | 5% | \$3,411.65 | \$71,644.55 | \$34.44 |
| LT. | 9 | \$68,232.91 | 6% | \$4,093.97 | \$72,326.88 | \$34.77 |
| LT. | 10 | \$68,232.91 | 7% | \$4,776.30 | \$73,009.21 | \$35.10 |
| LT. | 11 | \$68,232.91 | 8% | \$5,458.63 | \$73,691.54 | \$35.43 |
| LT. | 12 | \$68,232.91 | 9% | \$6,140.96 | \$74,373.87 | \$35.76 |
| LT. | 13 | \$68,232.91 | 10% | \$6,823.29 | \$75,056.20 | \$36.08 |
| LT. | 14 | \$68,232.91 | 11% | \$7,505.62 | \$75,738.53 | \$36.41 |
| LT. | 15 | \$68,232.91 | 12% | \$8,187.95 | \$76,420.86 | \$36.74 |
| LT. | 16 & over | \$68,232.91 | 13% | \$8,870.28 | \$77,103.19 | \$37.07 |
| Post 2013 Hires (no Longevity) | | | | | | |
| CAPT. | | \$70,259.17 | | | \$70,259.17 | \$33.78 |
| Pre 2013 Hires | | | | | | |
| CAPT. | 9 | \$70,259.17 | 6% | \$4,215.55 | \$74,474.72 | \$35.81 |
| CAPT. | 10 | \$70,259.17 | 7% | \$4,918.14 | \$75,177.31 | \$36.14 |
| CAPT. | 11 | \$70,259.17 | 8% | \$5,620.73 | \$75,879.91 | \$36.48 |
| CAPT. | 12 | \$70,259.17 | 9% | \$6,323.33 | \$76,582.50 | \$36.82 |
| CAPT. | 13 | \$70,259.17 | 10% | \$7,025.92 | \$77,285.09 | \$37.16 |
| CAPT. | 14 | \$70,259.17 | 11% | \$7,728.51 | \$77,987.68 | \$37.49 |
| CAPT. | 15 | \$70,259.17 | 12% | \$8,431.10 | \$78,690.27 | \$37.83 |
| CAPT. | 16 & over | \$70,259.17 | 13% | \$9,133.69 | \$79,392.86 | \$38.17 |
| Post 2013 Hires (no Longevity) | | | | | | |
| B.C. | | \$72,893.30 | | | \$72,893.30 | \$35.04 |
| Pre 2013 Hires | | | | | | |
| B.C. | 9 | \$72,893.30 | 6% | \$4,373.60 | \$77,266.90 | \$37.15 |
| B.C. | 10 | \$72,893.30 | 7% | \$5,102.53 | \$77,995.83 | \$37.50 |
| B.C. | 11 | \$72,893.30 | 8% | \$5,831.46 | \$78,724.76 | \$37.85 |
| B.C. | 12 | \$72,893.30 | 9% | \$6,560.40 | \$79,453.70 | \$38.20 |
| B.C. | 13 | \$72,893.30 | 10% | \$7,289.33 | \$80,182.63 | \$38.55 |
| B.C. | 14 | \$72,893.30 | 11% | \$8,018.26 | \$80,911.56 | \$38.90 |
| B.C. | 15 | \$72,893.30 | 12% | \$8,747.20 | \$81,640.49 | \$39.25 |
| B.C. | 16 & over | \$72,893.30 | 13% | \$9,476.13 | \$82,369.43 | \$39.60 |

2022 Firefighter Hourly/Premium Time Scales

Salary Effective 1/1/22

Based on 2% Increase from January 1, 2021 base

| Rank | Years of Service | Salary | Hourly Rate | P.T. Rate | Biweekly | 1 Week P.T. | 2 Week P.T. |
|---------------------------------------|------------------|-------------|-------------|-----------|----------|-------------|-------------|
| PF1 | 0-1 | \$50,247.53 | \$24.1575 | 36.2362 | 1,932.60 | 2,005.07 | 2,077.54 |
| PF2 | 2 | \$53,203.26 | \$25.5785 | 38.3677 | 2,046.28 | 2,123.01 | 2,199.75 |
| PF3 | 3 | \$56,159.00 | \$26.9995 | 40.4993 | 2,159.96 | 2,240.96 | 2,321.96 |
| FF1 | 0-3 | \$59,114.74 | \$28.4205 | 42.6308 | 2,273.64 | 2,358.91 | 2,444.17 |
| FF2 | 0-3 | \$59,114.74 | \$28.4205 | 42.6308 | 2,273.64 | 2,358.91 | 2,444.17 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| D/O | | \$63,167.28 | \$30.3689 | 45.5533 | 2,429.51 | 2,520.62 | 2,611.72 |
| Pre 2013 Hires | | | | | | | |
| D/O | 0-3 | \$63,167.28 | \$30.3689 | 45.5533 | 2,429.51 | 2,520.62 | 2,611.72 |
| D/O | 4 | \$63,798.95 | \$30.6726 | 46.0089 | 2,453.81 | 2,545.82 | 2,637.84 |
| D/O | 5 | \$64,430.62 | \$30.9763 | 46.4644 | 2,478.10 | 2,571.03 | 2,663.96 |
| D/O | 6 | \$65,062.29 | \$31.2799 | 46.9199 | 2,502.40 | 2,596.24 | 2,690.08 |
| D/O | 7 | \$65,693.97 | \$31.5836 | 47.3755 | 2,526.69 | 2,621.44 | 2,716.19 |
| D/O | 8 | \$66,325.64 | \$31.8873 | 47.8310 | 2,550.99 | 2,646.65 | 2,742.31 |
| D/O | 9 | \$66,957.31 | \$32.1910 | 48.2865 | 2,575.28 | 2,671.85 | 2,768.43 |
| D/O | 10 | \$67,588.99 | \$32.4947 | 48.7421 | 2,599.58 | 2,697.06 | 2,794.54 |
| D/O | 11 | \$68,220.66 | \$32.7984 | 49.1976 | 2,623.87 | 2,722.27 | 2,820.66 |
| D/O | 12 | \$68,852.33 | \$33.1021 | 49.6531 | 2,648.17 | 2,747.47 | 2,846.78 |
| D/O | 13 | \$69,484.00 | \$33.4058 | 50.1087 | 2,672.46 | 2,772.68 | 2,872.90 |
| D/O | 14 | \$70,115.68 | \$33.7095 | 50.5642 | 2,696.76 | 2,797.89 | 2,899.01 |
| D/O | 15 | \$70,747.35 | \$34.0131 | 51.0197 | 2,721.05 | 2,823.09 | 2,925.13 |
| D/O | 16 & over | \$71,379.02 | \$34.3168 | 51.4753 | 2,745.35 | 2,848.30 | 2,951.25 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| LT. | | \$68,232.91 | \$32.8043 | 49.2064 | 2,624.34 | 2,722.76 | 2,821.17 |
| Pre 2013 Hires | | | | | | | |
| LT. | 4 | \$68,915.24 | \$33.1323 | 49.6985 | 2,650.59 | 2,749.98 | 2,849.38 |
| LT. | 5 | \$69,597.57 | \$33.4604 | 50.1906 | 2,676.83 | 2,777.21 | 2,877.59 |
| LT. | 6 | \$70,279.90 | \$33.7884 | 50.6826 | 2,703.07 | 2,804.44 | 2,905.80 |
| LT. | 7 | \$70,962.22 | \$34.1165 | 51.1747 | 2,729.32 | 2,831.67 | 2,934.02 |
| LT. | 8 | \$71,644.55 | \$34.4445 | 51.6667 | 2,755.56 | 2,858.89 | 2,962.23 |
| LT. | 9 | \$72,326.88 | \$34.7725 | 52.1588 | 2,781.80 | 2,886.12 | 2,990.44 |
| LT. | 10 | \$73,009.21 | \$35.1006 | 52.6509 | 2,808.05 | 2,913.35 | 3,018.65 |
| LT. | 11 | \$73,691.54 | \$35.4286 | 53.1429 | 2,834.29 | 2,940.58 | 3,046.86 |
| LT. | 12 | \$74,373.87 | \$35.7567 | 53.6350 | 2,860.53 | 2,967.80 | 3,075.07 |
| LT. | 13 | \$75,056.20 | \$36.0847 | 54.1271 | 2,886.78 | 2,995.03 | 3,103.29 |
| LT. | 14 | \$75,738.53 | \$36.4128 | 54.6191 | 2,913.02 | 3,022.26 | 3,131.50 |
| LT. | 15 | \$76,420.86 | \$36.7408 | 55.1112 | 2,939.26 | 3,049.49 | 3,159.71 |
| LT. | 16 & over | \$77,103.19 | \$37.0688 | 55.6033 | 2,965.51 | 3,076.71 | 3,187.92 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| CAPT. | | \$70,259.17 | \$33.7784 | 50.6677 | 2,702.28 | 2,803.61 | 2,904.95 |
| Pre 2013 Hires | | | | | | | |
| CAPT. | 9 | \$74,474.72 | \$35.8052 | 53.7077 | 2,864.41 | 2,971.83 | 3,079.24 |
| CAPT. | 10 | \$75,177.31 | \$36.1429 | 54.2144 | 2,891.44 | 2,999.86 | 3,108.29 |
| CAPT. | 11 | \$75,879.91 | \$36.4807 | 54.7211 | 2,918.46 | 3,027.90 | 3,137.34 |
| CAPT. | 12 | \$76,582.50 | \$36.8185 | 55.2278 | 2,945.48 | 3,055.94 | 3,166.39 |
| CAPT. | 13 | \$77,285.09 | \$37.1563 | 55.7344 | 2,972.50 | 3,083.97 | 3,195.44 |
| CAPT. | 14 | \$77,987.68 | \$37.4941 | 56.2411 | 2,999.53 | 3,112.01 | 3,224.49 |
| CAPT. | 15 | \$78,690.27 | \$37.8319 | 56.7478 | 3,026.55 | 3,140.04 | 3,253.54 |
| CAPT. | 16 & over | \$79,392.86 | \$38.1696 | 57.2545 | 3,053.57 | 3,168.08 | 3,282.59 |
| Post 2013 Hires (no Longevity) | | | | | | | |
| B.C. | | \$72,893.30 | \$35.0449 | 52.5673 | 2,803.59 | 2,908.72 | 3,013.86 |
| Pre 2013 Hires | | | | | | | |
| B.C. | 9 | \$77,266.90 | \$37.1475 | 55.7213 | 2,971.80 | 3,083.25 | 3,194.69 |
| B.C. | 10 | \$77,995.83 | \$37.4980 | 56.2470 | 2,999.84 | 3,112.33 | 3,224.83 |
| B.C. | 11 | \$78,724.76 | \$37.8484 | 56.7727 | 3,027.88 | 3,141.42 | 3,254.97 |
| B.C. | 12 | \$79,453.70 | \$38.1989 | 57.2983 | 3,055.91 | 3,170.51 | 3,285.10 |
| B.C. | 13 | \$80,182.63 | \$38.5493 | 57.8240 | 3,083.95 | 3,199.60 | 3,315.24 |
| B.C. | 14 | \$80,911.56 | \$38.8998 | 58.3497 | 3,111.98 | 3,228.68 | 3,345.38 |
| B.C. | 15 | \$81,640.49 | \$39.2502 | 58.8754 | 3,140.02 | 3,257.77 | 3,375.52 |
| B.C. | 16 & over | \$82,369.43 | \$39.6007 | 59.4010 | 3,168.05 | 3,286.86 | 3,405.66 |

INTER

OFFICE

MEMO

To: HARRISBURG CITY COUNCIL
From: Kirk Petroski, City Clerk
LEGISLATIVE APPROVAL FORM

Date:

LEGISLATIVE APPROVAL FORM/CERTIFICATE OF ACCEPTANCE

BILL NO. -2018 **RESOLUTION NO.** 70-2018

THE ABOVE LISTED ITEM WAS WRITTEN AND PREPARED FOR FINAL INTRODUCTION AT THE HARRISBURG CITY SOLICITOR'S OFFICE ON:


City Solicitor

JULY 3, 2018
Date

Requested by Department/Bureau: MAYOR, FIRE CHIEF

Department/Bureau Contact Person: _____

For Action on or before:

The attached was received in the Office of the City Clerk for introduction on

Received by: _____

Date: _____