

**Collective Bargaining Agreement  
Between  
The Village of Manlius  
And  
The Town of Manlius Professional Firefighters Association  
IAFF Local #3316**

June 1, 2015 through May 31, 2019



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## **Town of Manlius Professional Firefighters Association Collective Bargaining Agreement**

Collective Bargaining Agreement (CBA) made by and between the Village of Manlius (the "Village") and the Town of Manlius Professional Firefighters Association, IAFF Local 3316 (the "Association").

### **Article 1 Recognition**

§ 1.1 The Village voluntarily recognizes the Association as the exclusive representative for collective negotiations with respect to salaries, wages, and other terms and conditions of employment of all full-time and part-time employees covered under Article 20 of this CBA.

### **Article 2 Statement of Policy and Purpose**

§2.1 The Village and the Association now desire to enter into a CBA reached through collective negotiations which will have for its purposes, among others, the following:

- a. To recognize the legitimate interests of the employees of the Village Fire Department to participate through collective negotiations in the determination of the terms and conditions of their employment.
- b. To promote fair and reasonable working conditions.
- c. To promote individual efficiency and service to the citizens of the Village.
- d. To avoid interruption or interference with efficient operation of the Village's business.
- e. To provide a basis for the adjustment of matters of mutual interest by means of amicable discussion.
- f. To provide consistent, high quality emergency medical services and fire protection.

### **Article 3 Unchallenged Representation**

§3.1 The Village and the Association agree, pursuant to Section 208 of the Civil Service Law, that the Association shall have unchallenged representation status for the maximum period permitted by law on the date of execution of this CBA.



**Article 4**  
**No Strikes**

- §4.1 The Association shall not engage in a strike, nor cause, instigate, encourage or condone strike, or work stoppage.
- §4.2 The Association shall exert its best efforts to prevent and terminate any strike or work stoppage.
- §4.3 Nothing contained in this CBA shall be construed to limit the rights, remedies or duties of the Village or the rights, remedies or duties of the Association employees under State and Federal law.

**Article 5**  
**Compensation**

§5.1 Computation of Hourly Rate

The hourly salary rate for all employees shall be derived by the following formula:  
Annual salary divided by fifty-two (52) weeks, divided by forty two (42) hours.

§5.2 Rates of Pay

Rates of Pay for employees covered by this Agreement are listed in Appendix A at the end of this Agreement. The rates of pay as listed are effective as of June 1 of the given year.

§5.2.1 Effective on their anniversary date, those employees not at maximum salary will move to the appropriate step in the six (6) step plan contained in Appendix A, according to the number of consecutive years of total service with the Fire Department.

§5.2.2 A Firefighter or Firefighter/EMT promoted to the rank of Fire Lieutenant will move to the minimum pay for Fire Lieutenant upon appointment to such position.

§5.2.3 The salaries and wages of employees shall be paid bi-weekly.

§5.3 Longevity Pay

§5.3.1 Effective June 1, 2008, the longevity rates shall be:

<u>Completed Years of Continuous Service</u>	<u>Annual Longevity Pay</u>
After 10 years	\$500
After 17 years	\$1,000



§5.3.2 All longevity pay due to the employee shall be paid in a lump sum on June 1 or the pay period immediately following June 1.

§5.4 Emergency Medical Technician (EMT)

- a. Any Firefighter successfully completing EMT certification, and/or upon presentation of their EMT certificate to the Village, shall be immediately placed into the Firefighter/EMT pay rate appropriate to their level of EMT certification and at the step appropriate to the employee's current level of continuous service with the Village.
- b. Any Firefighter/EMT (EMT-D, EMT-I, EMT-CC) who successfully completes paramedic certification, and upon presentation of their paramedic certification to the Village, shall be immediately placed into the Firefighter/EMT (Paramedic) pay rate at the step appropriate to the employee's current level of continuous service with the Village.
- c. Employees are responsible for maintaining certifications, licenses, etc. relative to their positions. All salary rates apply only if certifications are maintained and licenses are kept current.

§5.5 Effective June 1, 2015 the basic annual salary of part time Firefighter/Paramedics will be \$20.42 per hour.

Effective June 1, 2016 the basic annual salary of part time Firefighter/Paramedics will be \$20.83 per hour.

Effective June 1, 2017 the basic annual salary of part time Firefighter/Paramedics will be \$21.25 per hour.

Effective June 1, 2018 the basic annual salary of a part time Firefighter/Paramedics will be \$21.68 per hour.

§5.6 Recall Pay

Employees recalled to work for Signal 99's or other emergencies, at the request of the Chief or his designee, shall be compensated at a rate of one and one half (1½) times their computed hourly rate for actual hours worked but in no instance will compensation be for less than two (2) hours.

§5.7 Overtime Pay

Any employee working hours for which they are not regularly scheduled shall receive compensation at a rate of one and one half (1½) times their computed hourly rate for all such hours worked.



§5.8 Holiday Pay

- a. The Village agrees to create a Holiday Bank payment, for full-time bargaining unit employees, of six (6) days per year payable as a separate check issued in the last pay period in December of each calendar year.
- b. Association members may work up to seven (7) holidays as designated by Section 7.2 at their double time rate.
- c. Holidays worked in excess of seven (7) shall be compensated at straight time.
- d. Any employee working the rotating shift, as designated in Section 15.1, or any other shift implemented by the Village, who is scheduled to work a holiday, may at the discretion of the employee, and provided that the shift is covered, take the day off without loss of regular pay and without utilizing a personal or vacation day. The Fire Chief and/or Administrative Assistant must have prior notification from the employee.
- e. Part time employees working any Village holidays, as designated in Section 7.2, shall receive compensation at a rate of one and one half (1½) times their regular hourly rate.

**Article 6**  
**Health Insurance**

- §6.1 The Village shall continue to provide all the forms and extent of coverage in force on June 1, 2008 unless specifically modified by this CBA.
- §6.2 Premiums for health insurance shall be shared between the Village and the employee. An employee shall contribute the following toward the premium for health insurance:

Effective June 1, 2015: 12%  
Effective June 1, 2016: 13%  
Effective June 1, 2018: 14%

The employees shall be responsible for paying their portion of the annual premium on a weekly payroll deduction basis. If the health insurance provider or administrator increases the cost or diminishes the availability of benefits, then the Village may change to another health insurance plan that offers comparable benefits to the employees, provided that the Village notifies the Association of the new plan's costs and benefits at least thirty (30) days before changing to the new plan. The Village shall negotiate with the union over any change in insurance plans that will result in a reduction in benefits or an increase in costs to employees with the union before the change takes effect.



§6.3 There shall be a waiting period of ninety (90) days after employment before an employee shall be eligible for enrollment under the Village's health insurance program.

§6.4 All full-time employees may opt out of all health insurance coverage during December of each calendar year, after having obtained one full year of service. The Village will pay, to a full time employee who opts out of health insurance coverage, the sum of \$1,750 to be paid in 26 bi-weekly installments for health insurance for single coverage and the sum of \$3,500 to be paid in 26 bi-weekly installments for family coverage. In order to qualify for this payment, the employee must be covered by another health insurance plan. If an employee opts out of health coverage, the employee gives up any claim against the Village for health insurance coverage claims.

## Article 7

### Attendance and Leave

#### §7.1 Employee Readiness

All employees shall arrive at their work site ready to perform the functions of their job at the appointed time. The employees are expected to devote their energy and talents to the job. All employees, including those who have other employment, shall have a minimum eight-hour (8) rest period before the start of their scheduled shift.

#### §7.2 Holidays

Holidays shall consist of any day so designated by the Village but in no instance less than the following thirteen (13) days:

Good Friday	New Year's Day	Martin L. King Day
President's Day	Memorial Day	Independence Day
Labor Day	Columbus Day	Thanksgiving Day
Thanksgiving Friday	Veteran's Day	Christmas Day
Floating Holiday		

§7.2.1 Employees shall be entitled to holiday pay if worked on it, as defined in §5.8 on the calendar date of the holiday indicated above and not the observed date, if different. Nothing in this section will be construed to eliminate the Holiday Bank payment set forth in §5.8 (a).

#### §7.3 Vacation Entitlement

<u>Years of Service</u>	<u>Vacation Entitlement</u>
After one (1) year of continuous service	Five (5) days off
After two (2) years of continuous service	Ten (10) days off
After three (3) years of continuous service	Ten (10) days off plus one



(1) additional day off for each two (2) additional years of service to a maximum of twenty (20) days

§7.4 Vacation Scheduling

Assignment of vacation time off shall be made at the times desired by an employee as determined solely by the Fire Chief and/or Administrative Assistant, to the extent practicable in light of the needs of the department to provide the service it is charged to provide. In the event that more employees request the same vacation time off that can be reasonably spared, as determined solely by the Fire Chief and/or Administrative Assistant, vacation time off will be granted in order of the date the request was made. If two or more employees submit their requests on the same date, then time off will be granted in order of seniority.

§7.5 Vacation Use

Vacation credits may be used in such units of time as the Fire Chief and/or Administrative Assistant may approve.

§7.6 Vacation Credit Accumulation

No vacation time may be carried beyond the calendar year without special permission of the Village Board. A maximum allowance of up to five (5) days buy back of unused, earned vacation time per calendar year will be paid to any eligible employee by the Village at the regular hourly rate of said employee. Payment shall be made in January.

§7.7 Personal Days

- a. Full-time employees will be granted two (2) personal days per year. Unused personal days will not be cumulative and will not be paid at the end of the year.
- b. Use of personal days shall be requested with a minimum of twenty-four (24) hour notice. Less than twenty-four (24) hour notice for emergencies will only be granted upon approval of the Fire Chief and/or Administrative Assistant or his designee.

§7.8 Sick Leave Accumulation

- a. All employees shall be allotted twelve (12) sick days per calendar year. New employees shall be ineligible for sick time off until they have completed six (6) months of continuous employment.

Employees shall have the right to accumulate up to twelve (12) unused sick days per calendar year into a sick day account, up to a maximum of ninety (90) unused sick days into their sick day account. The Village agrees to buy back up to four (4) unused sick days per year, with payment to be made during the following January.



Nothing in this section shall affect the Village's right to monitor sick leave use, discipline employees who misuse sick leave time, or, upon reasonable cause, require prior approval in individual cases. Reasonable cause to require prior approval for sick leave shall exist if an employee uses a sick day at least three (3) times during a twelve (12) month period on a working holiday or the day before or after a vacation or non-working holiday (or any combination thereof).

b. Accumulated sick days may be used for retirement purposes

Employees may, upon retirement of Village employment, sell back their accumulated sick days to the Village at their current computed hourly rate up to sixty (60) days. The employee shall have the discretion to accept the buy back as a single check or continue to receive their weekly payroll until the accumulated sick day account is depleted. Alternatively, the employees may use up to ninety (90) days to pay the employee's percentage of the healthcare insurance premium upon retirement in an amount equal to the employee's calculated hourly straight time rate at the time of payment. Retirement is defined for purposes of selling back sick days or using sick days to pay the employee's percentage of the health care insurance premium as retiring from the Village of Manlius. Retirement is otherwise defined as completing 20 years of creditable service under the 20-year retirement plan, Section 384-e, and retiring from the Village of Manlius.

§7.9 Sick Leave Notification and Transfer

An Employee absent on sick leave shall notify the Fire Chief and/or Administrative Assistant or their designee, of such absence regarding reason and duration on the first day of such absence and within two (2) hours before the beginning of his or her workday. If no expected date of return is provided, the employee must call each day of such absence. Where the work is such that a substitute may be required, the Fire Chief and/or Administrative Assistant may require earlier notification, but no less than two (2) hours prior to the beginning of the employee's workday.

Employees are entitled to transfer up to four (4) days of sick leave per illness or injury to another employee per written request to the Fire Chief and/or Administrative Assistant.

§7.10 Doctor's Certificate

A doctor's certificate will be required for sick leave absences of four (4) days or more and such notice shall be in writing. Failure to provide the required certificate will mean that such absence is unexcused.



#### §7.11 Bereavement

After ninety (90) days, full time employees shall be allowed four (4) workday absences in the event of death of a spouse, child, stepchild, parent, grandparent, brother or sister, mother-in-law, father-in-law, brother-in-law, and sister-in-law. Aunts, uncles, cousins, employees will be allowed one (1) workday absence.

#### §7.12 Jury Duty

Payment and attendance for jury duty shall be according to the following policy: The New York State Judiciary Law §519 and §521 requires employers with more than ten (10) employees to pay their regular salary rate for the first three (3) days of jury duty. Employees required for jury duty beyond their three (3) days shall continue to receive their full salary for all days they are absent their regular scheduled work shifts. Employees shall verify dates of jury duty to the Fire Chief and/or Administrative Assistant. Any payments received by the employee from the Commissioner of Jurors for jury duty shall be signed over to the Village. Employees who are given an early release from jury duty are required to report to work immediately if they are scheduled to work.

#### §7.13 Job Related Court Appearances

Employees absent from their work for reasons of required court appearances for job-related issues shall not suffer any loss of pay for time away from the job.

#### §7.14 Job Related Injuries

- a. Any employee on duty with the Fire Department who becomes ill or is injured as a result of, or while in performance of, any job duties, shall be entitled to benefits pursuant to §207-a of the General Municipal Law. The parties agree to continue full benefits of health insurance for employees covered under §207-a of the General Municipal Law. However, employees will not receive any other economic benefits covered in the Collective Bargaining Agreement (i.e. holiday, sick leave, vacation, personal leave accumulation) unless required by GML §207-a.
- b. All employees shall report any job related illness or injury to the Fire Chief and/or Administrative Assistant and shall complete an incident report form. If necessary, medical care shall be provided by a physician, an emergency medical services provider and/or emergency care at the nearest hospital. Employees unable to make a report due to the nature of the illness or injury shall have a report made on their behalf by the Fire Chief and/or Administrative Assistant, the on-duty Paramedic, or other Emergency Medical Technician from the Manlius Fire Department.



- c. Reports of illnesses or injuries requiring medical attention or hospitalization shall be filed with the Village Clerk's Office as soon as possible. Under no circumstances should the report be filed later than the next working day that the Village offices are open. All reports shall give specific details of the illness or injury.

#### §7.15 Light Duty Program

The procedure for determining whether an employee shall go back to full duty or be placed on light duty shall be determined as follows:

- a. The Village, in consultation with the employee's doctor or other medical practitioner, shall make the initial determination as to whether the employee should go back to full duty or should be placed on light duty.
- b. If the employee disagrees with the determination and provides a document from a doctor or other medical practitioner that calls into question the initial determination, the member shall be entitled to a hearing on that determination.
- c. The hearing shall be held before a neutral arbitrator. Fees for the arbitrator shall be paid on an equal basis between the Village and the Association. The Village and the Association shall have a transcript taken of the hearing. Fees for the transcript shall be shared equally by the Village and the Association. In the event the parties cannot agree on a neutral arbitrator, they shall be governed by the Public Employment Relations Board ("PERB") procedures and selection shall be made from a list of arbitrators provided in PERB's voluntary rules for arbitration.
- d. Once the hearing is concluded, the arbitrator shall make his findings known to both parties and state rationale. The finding(s) shall be the final decision in the case, subject only to appeal by an Article 78 procedure.

#### §7.16 Association Business

Employees selected or appointed to represent the Association shall be granted leave without loss of pay to perform certain functions. Such functions include, but are not limited to, attendance at regular or special meetings, conventions, conferences of the State or International Association, seminars, and activities related to grievance procedures. A total of up to ten (10) days annually shall be allowed for any combination of the forgoing activities. (Example: one employee uses five (5) days of this leave and a different employee uses five (5) days of this leave. Total is ten (10) days which is the maximum allowed under this provision.) Any employee intending to use such leave shall notify the Administrative Assistant and/or the Fire Chief no later than fourteen (14) days prior to the date of such event. The Fire Chief and/or Administrative Assistant shall make every effort to ensure such request is granted provided that the normal operation of the Fire Department is not disrupted.



## **Article 8**

### **Probationary Employees**

- §8.1 Newly hired employees shall be considered probationary employees for a period of up to fifty-two (52) weeks.
- §8.2 Notice shall be provided to the Association President at the time any probationary employee has been advised that he or she is to be terminated from the Village service.

## **Article 9**

### **Provisional Employees**

- §9.1 Employees shall be considered provisional until such time as they have successfully completed all Civil Service requirements for their job title.
- §9.2 Provisional employees may be subject to replacement if other candidates on the Civil Service list are ranked sufficiently higher as determined by the Onondaga County Civil Service Board.
- §9.3 All provisional time shall be applied toward probationary period. In the event that provisional time is longer than twelve (12) months, employee shall be considered permanent from date provisional status is removed by Civil Service Commission.

## **Article 10**

### **Payroll**

#### **§10.1 Issuing and Dating of Checks**

The payroll period shall be a period of two weeks. Paychecks will be issued to employees on a bi-weekly basis on the Thursday following the end of the payroll period. The bi-weekly check shall include amounts owed for overtime, if any, worked during the payroll period.

#### **§10.2 Deductions for Employee Credit Unions**

The Village will continue to deduct from the salary of an employee an amount authorized in writing by such employee for payments to the School Employees of Central New York – FCU. Any such written authorization may be withdrawn by such employee at any time upon filing of written notices with the School Employees of Central New York – FCU. Upon receipt of written verification from the Credit Union, the Village Clerk will cease payroll deductions.

#### **§10.3 Deductions for Deferred Compensation Plan**



Members who have elected to receive IRS Plan 457 shall have their payment amount deducted from their bi-weekly paycheck.

## **Article 11**

### **Check-off of Union Dues and Fees**

§11.1 Upon receipt by the Village of an individual written authorization, the Village shall, while this authorization remains in effect, deduct from an employee's pay his or her membership dues and assessments in the Association and for those employees who elect not to become members of the Association, an agency shop fee. The Association shall indemnify and save the Village harmless against any and all claims, demands, suits, or other forms of liability which may arise out of, or by reason of action taken by the Village for the purpose of complying with any of the provisions of this Article.

## **Article 12**

### **Employee Development and Training**

#### §12.1 Statement

The Village and the Association hereby reaffirm their commitment to increased productivity, maintaining standards of certification, upward career mobility, and general employee development opportunities.

#### §12.2 Education and Training

- a. The Village will continue to provide, at no cost to the employee, the training and education required for his or her job, as determined by the Administrative Assistant and/or the Fire Chief. This provision shall include, but not be limited to, refresher courses, conferences, seminars, and all required course materials, and other such programs as employees may be authorized to attend. Authorization will be required by all of the following: the Administrative Assistant, the Fire Chief, and the Village of Manlius Board of Trustees. Employees will make every effort to attend such programs while on duty. In the event an employee is required to attend a training program while off duty, the employee shall receive compensation at a rate one and one half (1½) times their computed hourly rate for the actual time in attendance at the course or program.
- b. Any employee involved in an educational or training program required by the Village, in order for the employee to fulfill his or her job description/title, when such program shall cause the employee to be absent from their job, shall not suffer any loss of pay for such absence. In addition, it shall not be the responsibility of the employee to find a replacement for such absence but shall be the responsibility of the authority assigned the task of scheduling.



- c. Any employee who requests to attend training or education required for his/her job, shall receive notice of approval or denial for funding and/or attendance from the Village Board of Trustees no greater than 45 days after submitting all required paperwork to the Village.

### §12.3 Scheduling

#### Time Off Before Emergency Medical Technician Exams

The person responsible for scheduling shall make a reasonable effort to ensure that an employee, who must take an Emergency Medical Technician Exam, either new certification or refresher, is not required to work the shift immediately prior to the exam which the employee is scheduled to take.

## **Article 13 Safety and Health**

### §13.1 Statement

The Village remains committed to providing and maintaining safe working conditions, and initiating and maintaining operating practices that will safeguard employees in an effort to eliminate the potential of on-the-job injury/illness and resulting Workers' Compensation claims.

The Village and the Association will cooperate in the identification of safety hazards, will work mutually toward their elimination or control and strive to insure compliance with safety guidelines and policies established in the interest of providing a safe and healthful workplace.

### §13.2 Personal Protective Equipment

Personal protective equipment designed to protect the employee from potential hazard or injury, which is officially required by the Fire Department for use by employees, shall be supplied by the Village. Where such equipment is required and issued, employees are required to use the equipment. All equipment must meet or exceed current standards for the fire service as determined by the Occupational Safety and Health Administration (OSHA), National Fire Protection Association (NFPA) or other recognized authority.

### §13.3 Smoking in the Workplace

With regard to the issue of smoking in the workplace, the Village and the Association agree to a smoke-free environment.

### §13.4 Hepatitis Vaccinations



Pursuant to OSHA standards, the Village agrees to provide, free of charge, to any employee requesting them, the complete series of Hepatitis B Vaccines.

#### §13.5 Tuberculosis Testing

All employees shall be annually tested, at Village expense, for Tuberculosis.

#### §13.6 Toxic Substance Exposure

Employees who are directly exposed to toxic substances as a result of an accident, an incident, or a discovery previously undetected by the Village or the employees, will have the opportunity to be medically screened, as appropriate, at Village expense. Such medical screening will be offered provided commonly accepted scientific evidence exists to indicate that the amount of exposure presents a clear and present danger to the health of the affected employee.

#### §13.7 Annual Physicals

All full time employees shall have complete annual physicals, in compliance with NFPA Standard 1582, with full network benefits for annual exam and usual related tests up to \$250.00 if services are obtained through a participating provider. Network co-payment does not apply.

The parties agree to the general need for a more uniform procedure and will work toward developing the standards of performance to be applied to both career and volunteer members.

#### §13.8 Drug and Alcohol Testing

The drug and alcohol testing policy and procedures of this Agreement as outlined in Article 28 shall remain in effect.

### **Article 14**

#### **Civil Service Examinations**

##### §14.1 Alternate Examination Dates

In the event an employee is unable to participate in a Civil Service Exam, an alternate examination date shall be granted in accordance with current Civil Service Law at the time of such scheduled examination.

##### §14.2 Time Off Before Civil Service Examinations



The Fire Chief and/or Administrative Assistant shall make reasonable effort to ensure that an employee who must take a Civil Service test, is not required to work during the eight-hour period immediately prior to the time at which the employee is scheduled to report for such test as staffing needs permit.

## **Article 15**

### **Workday/Workweek**

§15.1 There shall be three (3) separate duty cycles.

- a. **Rotational Shift** – The first cycle has four (4) shifts (A, B, C, and D). The first cycle shall be a consecutive eight (8) day period consisting of four (4) workdays totaling forty-eight (48) hours on duty, and four (4) days off duty. The workdays shall consist of two (2) consecutive ten (10) hour days followed by two (2) consecutive fourteen (14) hour nights. There shall be one (1) Fire Lieutenant and no less than one (1) Firefighter/EMT assigned to each rotating shift.
- b. **Weekday Shift** – The second cycle has two (2) shifts (E and F). The second cycle consists of four consecutive (4) workdays consisting of four (4) ten (10) hour days, totaling forty (40) hours on duty, followed by an alternating four (4) days or two (2) days off duty.
- c. **Weekday Rotating Shift** – The third cycle has two (2) shifts (G and H). The cycle consists of four (4) consecutive working days consisting of four (4) twelve (12) hour days working from 05:30 to 17:30 followed by four (4) consecutive days off. These shifts shall rotate opposite each other so that when the G-shift is working the H-shift is on his/her days off.

§15.2 The normal workday/workweek may be modified or changed with the Association involved in all discussions and any change shall not commence without a forty-five (45) day written, prior notification to the Association. Upon being presented with a change in work schedule, the Association shall have fourteen (14) days in order to present a counter proposal. The forty-five (45) day notice shall commence upon receipt of the counter proposal from the Association, or expiration of the fourteen (14) day period, whichever comes first. The Village has the sole right to modify the schedule.

This section only applies to alterations to §15.1.

§15.3 If an Employee is requested, ordered, or in any way required to change their shift cycle or assigned shift, they shall be notified of such change sixteen (16) days prior to the change taking effect.

## **Article 16**

### **Uniforms**



## §16.1 Uniform Acquisition

All required uniforms for employees shall be provided by the Village at no cost to the employee. Upon commencement of employment, employees shall receive four (4) complete uniforms consisting of shirt and pants of approved fabric for the fire service. In addition, the employee shall receive two (2) identification badges, three (3) Fire Department badges, and a pair of station duty boots approved for the fire service. Replacement of uniforms will be on an as-needed basis at the discretion of the Fire Chief and/or Administrative Assistant.

## §16.2 Uniform Policy

- a. Class A: Dark blue blazer with white short or long sleeve button up shirt, white t-shirt, dark blue tie, white gloves, and dress hat. A Manlius Fire Department patch will be placed on the left shoulder.
- b. Class B: Dark blue button down nomex duty shirt with the NYS DOH Patch reflecting the appropriate level of certification on the right sleeve, Manlius Fire Department patch on left sleeve, dark blue long or short sleeve t-shirt. Dark blue nomex duty pants with black safety shoes or boots.
- c. Class C: Summer uniform – dark blue nomex golf pullover or a short sleeve t-shirt. Either dark blue work shorts or dark blue nomex work pants. Either black safety shoes or boots.
- d. Class D: Winter uniform – job shirt or a MFD sweatshirt, dark nomex duty pants, black safety shoes or boots, and a Blauer jacket or equivalent jacket approved by the Union.

All uniforms shall provide appropriate OSHA Bloodborne pathogens protection on all alarms.

- e. When responding on alarms, class C shorts or other uniforms that do not meet OSHA requirements for Bloodborne pathogen protection, shall be covered by the approved jumpsuit, bunker pants or long duty pants.

## **Article 17** **Seniority**

§17.1 Seniority, as used in this CBA, shall be the length of Village service without a break in service of more than one (1) year (unless on approved leave). Any absence that exceeds six (6) months will result in that portion that exceeds six (6) months being deducted from the length of service for seniority purposes except for approved military leave of up to four (4) years. Employees are to be advised of their seniority date upon request.



§17.2 Seniority shall be used to determine the order of selection among employees for shift bid and the scheduling of vacation and personal days pursuant to Article 7.

**Article 18**  
**Retirement Benefits**

§18.1 Purchase of Benefits

The Village shall pay on behalf of all eligible employees who have duly elected, or shall hereafter duly elect, the entire cost of the retirement benefit as provided in Section 384-e of the Retirement and Social Security Law.

§18.2 Health Insurance Benefits After Retirement

a. For Employees hired prior to 6-1-2013

Full-time bargaining unit members who retire from the department shall be given the option of continuing existing coverage with the Village of Manlius. This benefit is only available to members retiring after the ratification date of this Collective Bargaining Agreement. Firefighters retiring prior to ratification will retire under the terms of the previous Collective Bargaining Agreement.

Notwithstanding any other Section in this CBA, the Village of Manlius agrees to pay retiring full-time bargaining unit members who elect to continue existing coverage and who have at least ten (10) years of continuous service with the department and up to nineteen (19) years of continuous service with the department, three percent (3%) of the premium for each year of credited service up to a maximum of fifty-seven percent (57%) [as set forth below].

VILLAGE OF MANLIUS' RESPONSIBILITY  
BASED ON 3% FOR EVERY YEAR OF SERVICE

YEARS OF SERVICE	3% PER YEAR
10	30%
11	33%
12	36%
13	39%
14	42%
15	45%
16	48%



17	51%
18	54%
19	57%

Upon retirement from the department, full-time bargaining unit members who elect to continue existing coverage and who have at least twenty (20) years of continuous service with the department shall have 85% of their premium paid by the Village. These calculations do not include time worked for any other municipality or any position other than the Village of Manlius. This benefit shall continue to be provided until the employee obtains his/her own insurance or becomes Medicare eligible. Once the employee is eligible for Medicare the insurance provided by the Village shall switch to a secondary gap insurance at the same percentages. All insurance coverages are governed by the specific contracts of insurance.

b. For Employees Hired on or After 6-1-2013

Full-time bargaining unit members who retire from the department shall be given the option of continuing existing coverage with the Village of Manlius.

Notwithstanding any other section in this CBA, the Village of Manlius agrees to pay retiring full-time bargaining unit members with at least fifteen (15) years of service who elect to continue existing coverage as set forth below:

VILLAGE OF MANLIUS' RESPONSIBILITY

YEARS OF SERVICE	PERCENTAGE OF PREMIUM
15	30%
Each additional year of service through 25 years	+3% per year
After 25 years of service	75%

These calculations do not include time worked for any other municipality or any position other than the Village of Manlius. This benefit shall continue to be provided until the employee obtains his/her own insurance or becomes Medicare eligible. Once the employee is eligible for Medicare the insurance provided by the Village shall switch to a secondary gap insurance at the same percentages. All insurance coverages are governed by the specific contracts of insurance.

**Article 19**  
**Discipline**

§19.1 Administrative Directives

Employees shall comply with all written directives of the Fire Chief and/or Administrative Assistant regarding the administration of the department, unless the directive would endanger the employee's health or safety. In the event that an employee



believes that the Fire Chief and/or Administrative Assistant's directive is unauthorized, the employee must nevertheless comply with the directive, subject to a subsequent grievance by the employee under the procedures provided in this agreement.

## §19.2 Employee Rights

- a. An employee shall be entitled to representation by the Association or by private counsel selected at his or her own expense at each step of any disciplinary procedure. Probationary employees are exempt from this article.
- b. No employee shall be requested to sign any statement regarding his or her incompetency or misconduct unless the employee is offered the right to have Association representation.
- c. An employee shall not be coerced, intimidated or caused to suffer any reprisals, either directly or indirectly, that may adversely affect his or her hours, wages, or working conditions as the result of the exercise of his or her rights under this Article.

## §19.3 Cause for Disciplinary Action

The Village may discharge or otherwise discipline any employee for just cause, in compliance with Section 75 of Civil Service Law. The following acts (not all inclusive of this list) are considered offenses for which termination of employment may be pursued:

- a. dishonesty, including falsification of time records;
- b. being under the influence of alcoholic beverages and/or narcotics during work hours;
- c. physical or verbal abuse or bodily harm to an employee or individual during work hours;
- d. willful damaging of property;
- e. failure to report an accident;
- f. the carrying of unauthorized passengers in Village vehicles;
- g. insubordination, including refusal to obey a reasonable work order;
- h. punching a time card other than the employee's own.



#### §19.4 Types of Disciplinary Action

Disciplinary action may take the form of counseling, verbal reprimands, written reprimands, suspension, demotion, or discharge.

#### §19.5 Notice of Discipline

- a. Where the Village or its appointed authority seeks the imposition of discipline, a notice of such discipline shall be made in writing and served upon the employee. The specific acts for which discipline is being imposed and the penalty proposed shall be specified in the notice. The notice of discipline shall contain a detailed description of the alleged acts and conduct including reference dates, times, and places.
- b. Two copies of the notice shall be served on the employee. Service of the notice of discipline shall be made by personal service, if possible. If service cannot be effectuated by personal service, it shall be made by registered or certified mail, return receipt requested.
- c. The notice of discipline served on the employee shall be accompanied by a written statement that:
  - i. The employee has a right to object by filing a grievance within fourteen (14) days;
  - ii. The grievance procedure provides for a hearing by an independent arbitrator as its final step;
  - iii. He or she is entitled to representation by the Association or by private counsel selected at his or her own expense at every step of the proceeding;
  - iv. A copy of this Article shall be supplied.
- d. If the grievance remains unresolved, then the Association may submit in writing to the American Arbitration Association (AAA) for the selection of an arbitrator to resolve the grievance in accordance with the AAA rules and regulations. The decision of the arbitrator is final and binding on both parties and the fees and expenses of the arbitrator shall be shared equally by the Association and the Village. The arbitrator shall have no power to add to, subtract from, or change any of the provisions of this CBA, nor to imply any obligation on the Village not specifically set forth in the CBA.
- e. Awards should not be retroactive beyond thirty (30) days prior to service of the written grievance on the Village. The time limits set forth in the CBA regarding the grievance procedure may be waived only by mutual written consent between



the parties and failure to follow the time limits will result in waiver of the right to arbitration.

#### §19.6 Grievance

- a. If not settled or otherwise resolved, the notice of discipline may be the subject of a grievance before the Fire Chief or his designee and Administrative Assistant, and shall be filed either in person or by certified or registered mail, return receipt requested, by the employee within fourteen (14) calendar days of service of the notice of discipline.
- b. The timely filing of such grievance shall constitute a demand for arbitration unless the grievance is settled or the employee elects not to pursue it.
- c. The filing of such a grievance shall be complete on (a) the date on which it is filed, or (b) the date of mailing by certified or registered mail, return receipt requested. The date of mailing shall be the date stamped on the official postal receipt provided by the U.S. Post Office for registered or certified mail and not any date stamped on the return receipt. Only if the official receipt for registered or certified mail is produced undated by the U.S. Post Office will the date of postmark on the envelope which contained the grievance be acceptable. No other documentation or evidence of the date of such mailing will be acceptable.

### **Article 20**

#### **Job Titles**

§20.1 Fire Department Job titles for persons covered under the CBA shall consist of the following: all Firefighter job titles classified by Onondaga County Civil Service including, but not limited to, Firefighter and Firefighter/EMT.

§20.2 All Firefighter/EMTs shall be New York State certified EMTs.

### **Article 21**

#### **Out-of-Title Work**

§21.1 No person shall be employed under any title not appropriate to the duties to be performed and no person shall be assigned to perform the duties of any position unless he or she has been duly appointed, promoted, transferred, or reinstated to such position in accordance with the provisions of the Civil Service Law, Rules and Regulations.

§21.2 If a bargaining unit employee performs work as a Lieutenant, the individual shall receive Lieutenant's pay only for the hours worked as a Lieutenant.



## **Article 22**

### **No Discrimination**

§22.1 The Association agrees to continue to admit all employees to membership and to represent all employees without regard to race, creed, color, national origin, age, sex, disability, marital status, political affiliation, sexual orientation, familial status, military status, domestic violence victim status or other basis protected by law.

§22.2 The Village agrees to continue its established policy against all forms of illegal discrimination with regard to race, creed, color, national origin, sex, age, disability, marital status, political affiliation, sexual orientation, familial status, military status, domestic violence victim status, or any other basis protected by law or due to the proper exercise by an employee of the rights guaranteed by the Public Employees Fair Employment Act.

## **Article 23**

### **Management Rights**

§23.1 The Village and the Association hereby recognize that the Village shall have the sole and exclusive right to direct and manage the Fire Department, including, but not limited to, the right to determine size, organization, objectives and policies of the Department; to determine the facilities, equipment, methods, means, and number of personnel required to conduct Department operations; to direct, deploy and utilize the work force; to determine the job assignments and duties, hours of work and work schedules; to determine what Department-related or emergency work is to be performed by the Department, its place of performance and who is to perform it; to determine training that is necessary for employees; to establish the specifications for each class of positions and to classify or reclassify and to allocate or reallocate new or existing positions in accordance with law; and to discipline and discharge employees in accordance with law and the provisions of this CBA.

## **Article 24**

### **Grievance and Arbitration Procedures for this CBA**

#### **§24.1 Grievance Procedure**

A grievance shall be defined as a controversy, dispute or difference arising out of the interpretation or application of this contract (except for grievances concerning discipline or discharge, which will be processed in accordance with the procedures set forth in Article 19).

Step 1: The grievance shall be first presented in writing by the Association or a member to the Fire Chief and/or Administrative Assistant and shall then be discussed during a meeting with the affected member(s), an Association representative and the Fire Chief and/or Administrative



Assistant. Such meeting shall occur within ten (10) calendar days following submission of the grievance or this step shall be deemed waived.

Step 2: If the grievance remains unresolved after Step 1, it shall be presented in a meeting between the Mayor and/or his designees, the grievant and up to two (2) representatives of the Association. If this meeting is not held within fifteen (15) days of the meeting in Step 1, this step will be considered complete.

Step 3: If the grievance remains unresolved after both Step 1 and Step 2, then the Association may submit the grievance, in writing (with a copy to the Village of Manlius), to the American Arbitration Association or New York State Public Employees Relations Board (PERB) for the selection of an arbitrator to resolve the grievance in accordance with its rules and regulations. The decision of the arbitrator shall be final and binding on both parties to this contract. The fees and expenses of the arbitrator shall be shared equally by the Village and the Association.

#### §24.2 Limitations on Arbitrator's Authority

The arbitrator shall have no power to add to, subtract from or change any of the provisions of this contract, nor shall he have authority to render any decision which conflicts with a law, ruling or regulation binding upon the Village, nor to imply any obligation on the Village which is not specifically set forth in this contract. Awards may not be retroactive beyond thirty (30) days prior to service of the written grievance on the Village.

#### §24.3 Time Limitations

If a Step 1 written copy of the grievance was not served on the Village within thirty (30) days of the act, occurrence, or event giving rise to the grievance, or if the grievance was not submitted in writing to the American Arbitration Association or to PERB (with a copy to the Village) within thirty (30) days after the completion of Step 1 and Step 2, the grievance will be deemed waived and there shall be no right to arbitration. The time limits set forth in this section may be waived only by mutual written agreement between the parties.

### **Article 25**

#### **Savings Clause**

§25.1 Should any term or provision of the contract be in conflict with any state or federal statute or other applicable law or regulation binding upon the Village, such law or regulation shall prevail. In such event, however, the remaining terms and provisions of this CBA will continue in full force and effect.



**Article 26**  
**Employee Handbook**

§26.1 The Association recognizes that the Village has in place an employee handbook. The Association agrees to the terms of the handbook, adopted November 28, 2000, and all revisions received by the Association. The most current handbook and its revisions shall be verified by the dated and signed signatures of both the Village and the Association representatives, and attached to the handbook with the date(s) on the handbook and/or its revisions specifically noted. Any changes hereafter shall be dated as to the revised date and shall supersede that policy in effect when received and verified by the Association. The Village agrees to provide any applicable revisions within ten (10) days of being adopted by the Village. In the event of a conflict between the handbook and this CBA, the terms of this CBA shall govern, except that the Association shall have the right to any benefits of the handbook that exceed the benefits of this CBA. All employee benefits not specifically described in this CBA, but included in, and/or added to, the employee handbook shall apply to those employees covered under this CBA, to whom such benefits are applicable, by the terms of the handbook.

**Article 27**  
**Performance Reviews**

§27.1 Firefighter Reviews

Firefighters shall be subject to annual performance reviews during the calendar month of their anniversary of employment. The Firefighter shall be presented with a self-evaluation form the month prior to their anniversary. Said form shall be returned to their assigned Fire Officer. Said Fire Officer shall then, on the same form, complete their review of the Firefighter. The review form shall then be passed on to the Fire Chief and/or Administrative Assistant for their comment to be made on the same form. The Fire Chief, Administrative Assistant, the supervising Fire Officer, and the Firefighter shall then meet to discuss the content of the performance review. Such meeting shall take place no more than twenty-one (21) days after the Firefighter submits his/her self-evaluation to his assigned Fire Officer. Immediately following said meeting, each party shall have the ability to make written comment, and the review form shall be placed in the Firefighter's Employment Record.

§ 27.1.1 The form to be used during Firefighter Reviews shall be agreed upon by both the Village and the Association.

§27.2 Fire Officer Reviews

Fire Officers shall be subject to annual performance reviews during the calendar month of their anniversary of promotion. The Fire Officer shall be presented with a self-evaluation form the month prior to their anniversary of promotion. Said form shall be returned to the Fire Chief. The Fire Chief and/or Administrative Assistant shall then, on the same form, complete their review of the Fire Officer. The Fire Chief and



Administrative Assistant shall meet with the Fire Officer no more than sixteen (16) calendar days following receipt of the evaluation to discuss the content of the document. Immediately following said meeting, each party shall have the ability to make written comment, and the review form shall be placed in the Fire Officer's Employment Record.

The form to be used during Fire Officer Reviews shall be agreed upon by both the Village and the Association.

§27.3 The goal of Firefighter and Fire Officer Reviews are to be used as tools to encourage improvement of employees, and shall in no way be used as a disciplinary tool, or used in any disciplinary action or proceeding.

## **Article 28**

### **Drug and Alcohol Policy**

#### §28.1 Purpose

The Village and Association are aware of the inherent life threatening dangers that firefighting presents to both members of the public and to the employees involved. Because of these safety considerations, because of the potential liability exposure of the Village, and because of the ongoing concern of the Village and Association for the health and welfare of members of the Fire Department, the Village and Association adopt the following policies to more fully ensure the maintenance of a work environment free of the effects of drug use.

#### §28.2 Employees Subject to Testing

The following persons are subject to drug testing:

- a. All applicants for hire as employees in the Department at any time during the hiring process;
- b. Any employee whose conduct or actions, either on or off duty, give rise to a reasonable suspicion of having engaged in the unlawful use of controlled substances. Reasonable suspicion shall mean individualized suspicion based upon objective facts or testimony from credible sources, and shall include, by way of example, but not limited to: off-duty arrest or citation for a drug related reason or erratic behavior on the job;
- c. Any employee involved in an occupational accident involving personal injury or property damage;
- d. No employee will be ordered to submit to drug testing without the prior approval of the Chief or Deputy Chief.



## §28.3 Testing Procedures and Cut Off Levels

### §28.3.1 The Collection Process

Urinalysis samples will be collected under the supervision of the Fire Surgeon or his staff or the staff of a state registered medical facility. A designee of the Chief may also be present. Collection of the specimen will take place with the supervisor in the area, but without direct observation. The specimen shall be taken and tested in compliance with the collection facility's split sample procedure. An employee shall comply with any request for information by the collection and/or testing facility. The employee must sign a consent form prior to testing. Arrangements will be made to drive the employee to testing site if off premises.

### §28.3.2 Testing Laboratory

All drug testing will be performed by a testing facility certified and accredited by the Federal and State agencies having authority to generally certify such drug testing facilities. The testing facility will use the cutoffs and testing methodology set forth below.

### §28.3.3 Cost

Costs pertaining to the collection and testing of samples which are required by the Village, will be borne by the Village. Subject to the provisions of Section 28.5.5, an employee who chooses to have a second test performed will do so at his/her expense. The time spent by an employee in undergoing Village ordered drug tests will be considered working time if outside the employee's regular shift and the employee will be paid at the applicable rate for the actual time required.

### §28.3.4 Testing Procedures

The initial drug test shall use an immunoassay which meets the requirements of the Food and Drug Administration for commercial distribution. All specimens identified as positive on the initial test shall be confirmed using gas chromatography/mass spectrometry (GC/MS) techniques. An employee will not be considered as having tested positive for drugs unless he exceeds the applicable level for both the initial and confirmatory tests. The drugs, or classes of drugs, for which employees will be tested, as well as the initial and confirmatory positive/negative test levels are:



<u>Drugs</u>	<u>Initial Test Level</u> <u>ng/ml</u>	<u>Confirmatory Test Level</u> <u>ng/ml</u>
Marijuana Metabolites	100	15
Cocaine Metabolites	300	150
Opiate Metabolites	2000	
Morphine		2000
Codeine		2000
Phencyclidine	25	25
Amphetamines	1000	
Amphetamines		500
Methamphetamines		500
Barbiturates	300	200
Metaqualone	300	200
Benzodiazepines	200	200

#### §28.4 Effect of Positive Test Result

§28.4.1 Any employee, beyond his probationary period, testing positive pursuant to the above levels will be suspended without pay for 30 calendar days. The Village may impose additional discipline where warranted because of work related misconduct by the employee but such additional discipline, if any, will be subject to the disciplinary grievance and arbitration procedure of the Collective Bargaining Agreement. If the employee is unable to return to work following the 30-day suspension period because of treatment in a required rehabilitation program, the employee may be eligible for paid sick leave if he/she otherwise meets the applicable requirements

§28.4.2 Upon a positive test, an employee must be evaluated by a certified drug and alcohol counselor to evaluate whether and what type of rehabilitation program the employee must complete. The Employee shall notify in writing the Fire Chief and the Village Mayor, within 3 business days of notice of a positive test, the date and time of the appointment for evaluation by a certified drug and alcohol counselor. In the event the employee does not notify the Fire Chief and Village Mayor of such appointment within 3 business days as noted above, the Mayor or his/her designee shall then make the appointment on behalf of the Employee with written notification to the Union. Following completion of the suspension period and the prescribed rehabilitation program, the employee must pass the drug test before being allowed to return to active duty and must be cleared to return to work by the Fire Department Medical Director or other medical professional (Medical Doctor, Doctor of Osteopathy, Nurse Practitioner or Physician Assistant) designated by the Medical Director. In addition, such employee will undergo random testing, at such times during his scheduled working hours (or outside of scheduled working hours if tested pursuant to Section 28.2 paragraph B or C) as may be required by the Fire Surgeon, during a period of eighteen (18) months from the date of his reinstatement.



- §28.4.3 Any employee who tests positive twice, without regard to the particular substance or substances involved, within any twenty-four (24) consecutive month period will be terminated from employment with the Department.
- §28.4.4 Any employee who refuses to take a drug test after being so ordered, shall be treated as if that employee has tested positive on that test.

## §28.5 General Provisions

- §28.5.1 Any alteration, switching or substitution of a urine specimen by an employee will constitute grounds for the employee's immediate termination.
- §28.5.2 This agreement does not supersede or diminish any other right of the Village or the Department to impose and enforce workplace rules or standards, including rules or standards governing workplace safety or alcohol abuse, pursuant to the Collective Bargaining Agreement between the parties. This Agreement does not affect any of the employees' obligations under the Collective Bargaining Agreement.
- §28.5.3 An employee, if he/she desires, may be accompanied by a Union representative during the collection process; providing that this right will not be allowed where it would delay the collection process more than 1 hour.
- §28.5.4 An employee undergoing a drug test pursuant to this Agreement shall be supplied a copy of the test report received by the Village from the testing laboratory.
- §28.5.5 If an employee, past his/her probationary period, is tested pursuant to Section 28.2 paragraph B or C and tests negative on such test, he will receive 1/10<sup>th</sup> of his regular biweekly salary and reimbursement for the reasonable cost of the second drug test he may have elected under provisions of Section 28.3.1.
- §28.5.6 An employee who has been subject to Drug and Alcohol Testing as the result of a motor vehicle collision shall immediately have his/her privilege to drive Village owned vehicles suspended until the confirmatory test results are returned. At such time that negative confirmatory test results are returned, the Fire Chief may then re-instate the employee's driving privileges, pending result of the Fire Department's accident review process.
- §28.5.7 An employee who has been subject to Drug and Alcohol Testing as the result of any provisions of §28.2.b of this CBA shall immediately be removed from duty and his/her pay shall be suspended until the confirmatory test results are returned. In the event the confirmatory test results are returned with a positive result, §28.4 of this CBA shall then become active. In the event the confirmatory test results are returned with a negative result, the employee



shall immediately be returned to full duty and his/her missed pay shall be provided to him on the subsequent Thursday, or next pay day, immediately following the date the confirmatory test results are received.

**Article 29**  
**Terms of CBA**

- §29.1 The term of this CBA shall be from June 1, 2015 through May 31, 2019.
- §29.2 The Village and the Association may, by mutual consent, modify, delete, or add to the provisions of this contract during its term, but not such supplemental CBA or understanding will be binding on the parties unless approved in writing by the Village Board of Trustees and the Association.
- §29.3 IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS CBA REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF, the parties hereto have caused this CBA to be signed by their respective representatives on this date:

Date: 4/13/2015

Signed: Paul Whomall  
Mayor, Village of Manlius

Signed: Michael V Nesci  
Vice President, Manlius Bargaining Unit  
The Town of Manlius Professional Firefighters Association  
IAFF Local #3316

This Collective Bargaining Agreement, dated June 1, 2015 through May 31, 2019, will supersede any and all items from the previous contract dated June 1, 2012 to May 31, 2015 to the Agreement Between the Village of Manlius and the Town of Manlius Professional Firefighters Association IAFF Local #3316.



**Appendix A**  
**Pay Scale**

	1-Jun-14	1-Jun-15	1-Jun-16	1-Jun-17	1-Jun-18
		2%	2%	2%	2%
Pfeiffer	\$64,128.55	\$65,411.12	\$66,719.34	\$68,053.73	\$69,414.80
<b>Fire Lieutenant</b>					
Salary	\$62,667.69	\$63,921.04	\$65,199.46	\$66,503.45	\$67,833.52
<b>FULL TIME FF/EMT (PARAMEDIC)</b>					
Starting Salary	\$43,669.04	\$44,542.42	\$45,433.27	\$46,341.93	\$47,268.77
After one year of continuous service	\$46,050.99	\$46,972.01	\$47,911.45	\$48,869.68	\$49,847.07
After two years of continuous service	\$48,353.54	\$49,320.61	\$50,307.02	\$51,313.16	\$52,339.43
After three years of continuous service	\$50,771.21	\$51,786.63	\$52,822.37	\$53,878.81	\$54,956.39
After four years of continuous service	\$53,309.78	\$54,375.98	\$55,463.50	\$56,572.77	\$57,704.22
After five years of continuous service	\$55,975.27	\$57,094.78	\$58,236.67	\$59,401.40	\$60,589.43
<b>FULL TIME FF/EMT (EMT, EMT-I, EMT-CC)</b>					
Starting Salary	\$40,493.11	\$41,302.97	\$42,129.03	\$42,971.61	\$43,831.04
After one year of continuous service	\$42,875.06	\$43,732.56	\$44,607.21	\$45,499.36	\$46,409.34
After two years of continuous service	\$45,257.01	\$46,162.15	\$47,085.39	\$48,027.10	\$48,987.64
After three years of continuous service	\$47,638.95	\$48,591.73	\$49,563.56	\$50,554.83	\$51,565.93
After four years of continuous service	\$49,226.92	\$50,211.46	\$51,215.69	\$52,240.00	\$53,284.80
After five years of continuous service	\$50,814.88	\$51,831.18	\$52,867.80	\$53,925.16	\$55,003.66
<b>FULL TIME FIREFIGHTER</b>					
Starting Salary	\$37,317.18	\$38,063.52	\$38,824.79	\$39,601.29	\$40,393.32
After one year of continuous service	\$39,699.13	\$40,493.11	\$41,302.97	\$42,129.03	\$42,971.62
After two years of continuous service	\$42,081.07	\$42,922.69	\$43,781.15	\$44,656.77	\$45,549.90
After three years of continuous service	\$44,463.02	\$45,352.28	\$46,259.33	\$47,184.51	\$48,128.20
After four years of continuous service	\$46,050.99	\$46,972.01	\$47,911.45	\$48,869.68	\$49,847.07
After five years of continuous service	\$47,638.95	\$48,591.73	\$49,563.56	\$50,554.83	\$51,565.93

