

AGREEMENT

THIS IS AN AGREEMENT, entered into by and between the Board of Fire Commissioners for the DeWitt Fire District (the "District") and the DeWitt Professional Firefighters Association (the "Association"), collectively referred to herein as the parties.

WHEREAS, the parties have met to negotiate base salary increases for the 2019 and 2020 fiscal years for Association members, to amend the wage scale for employees hired after 1/1/2013 who are promoted to the rank of Lieutenant or Captain, and to amend the probation scale; and

WHEREAS, the parties have reached an agreement to resolve the aforementioned matter and have had all the terms and conditions herein contained thoroughly explained and fully understand the meaning thereof; and

WHEREAS, each party hereto has freely consented to enter into and to be bound by this Agreement, with such consent not having been induced by fraud, duress, or any other undue influence; and

WHEREAS, no person not a party to this proceeding has an interest in its outcome, and no party to this proceeding is an infant or an incompetent for whom a committee has been appointed; and

NOW THEREFORE, in consideration of the mutual undertakings and covenants herein contained, the parties stipulate and agree as follows:

1. The District and the Association agree that salaries for Association members for the 2019 and 2020 shall be in accordance with the amended Schedule A, attached hereto as Exhibit A.

2. The parties further agree that the new probationary employee wage scale shall be in accordance with amended Schedule B, attached hereto as Exhibit B.

3. The parties further agree that the new probationary employee wage scale shall include an adjustment for those hired after 1/1/2013 and are subsequently promoted to the rank of Lieutenant or Captain in accordance with amended Schedule B, attached hereto as Exhibit B.

4. This Agreement shall become effective upon appropriate execution of this Agreement by all of the parties.

5. The parties agree that the invalidity or unenforceability of any provision hereto shall in no way affect the validity or enforceability of any other provision, and that no provision of this Agreement may be added to, deleted or modified in any manner except in writing signed by each party.

6. The parties hereby acknowledge that they had the opportunity to be advised by counsel concerning this Agreement, that they have read this Agreement, that they fully understand its contents, and that they have executed the same and made the agreements provided for herein voluntarily and of their own free will.

7. The parties agree that the terms and conditions of this Agreement shall not be used in any future matter or proceeding of any kind to establish a practice or a precedent.

IN WITNESS WHEREOF, the parties have hereto set their hands and seals on the day and date written below.

FOR THE DISTRICT:



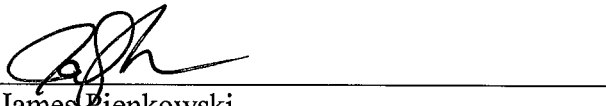
Michael J. Bronstein

Chairman

Board of Fire Commissioners for the DeWitt Fire District

Dated: 8/6/2019, 2019

FOR THE DEWITT PROFESSIONAL FIREFIGHTERS ASSOCIATION:



James Pienkowski

President

DeWitt Professional Firefighters Association

Dated: AUGUST 6, 2019

SCHEDULE A

WAGES 2019-2020

(2%, 2%)

FIREFIGHTER

<i>(a)</i>	<i>January 1, 2019 – December 31, 2019</i>	<i>\$61,257</i>
<i>(b)</i>	<i>January 1, 2020 – December 31, 2020</i>	<i>\$62,482</i>

See Note A

FIREFIGHTER/EMT

EMT-D

<i>(a)</i>	<i>January 1, 2019 – December 31, 2019</i>	<i>\$61,920</i>
<i>(b)</i>	<i>January 1, 2020 – December 31, 2020</i>	<i>\$63,158</i>

See Note A

EMT – Intermediate

<i>(a)</i>	<i>January 1, 2019 – December 31, 2019</i>	<i>\$62,984</i>
<i>(b)</i>	<i>January 1, 2020 – December 31, 2020</i>	<i>\$64,244</i>

See Note A

A-EMT Critical Care

<i>(a)</i>	<i>January 1, 2019 – December 31, 2019</i>	<i>\$65,147</i>
<i>(b)</i>	<i>January 1, 2020 – December 31, 2020</i>	<i>\$64,244</i>

See Note A

A-EMT Paramedic/EVT

<i>(a)</i>	<i>January 1, 2019 – December 31, 2019</i>	<i>\$66,906</i>
<i>(b)</i>	<i>January 1, 2020 – December 31, 2020</i>	<i>\$68,244</i>

See Note A

FIRE LIEUTENANT

A-EMT Critical Care

<i>(a)</i>	<i>January 1, 2019 – December 31, 2019</i>	<i>\$68,405</i>
<i>(b)</i>	<i>January 1, 2020 – December 31, 2020</i>	<i>\$69,773</i>

See Note A

A-EMT Paramedic

(a)	January 1, 2019 – December 31, 2019	\$70,253
(b)	January 1, 2020 – December 31, 2020	\$71,658

See Note A

FIRE CAPTAIN A-EMT Paramedic

(a)	January 1, 2019 – December 31, 2019	\$73,764
(b)	January 1, 2020 – December 31, 2020	\$75,239

See Note A

NOTE A:

Those hired on or after January 1, 2013, upon commencing with employment as a Firefighter, Firefighter/EMT, Fire Lieutenant or Fire Captain with the District, shall receive pay based on the attached “Step” schedule (labeled Schedule B)

SCHEDULE B

FIREFIGHTER/EMT-P

1	Probation	Year 1	Year2	Year 3	Year 4	Year 5	Year 6	Year 7
	80%	85%	87.50%	90%	92.50%	95%	97.50%	100%
	\$48,960.00	\$52,020.00	\$53,550.00	\$55,080.00	\$56,610.00	\$58,140.00	\$59,670.00	\$61,200.00
	2020	2%						
2	Probation	Year 1	Year2	Year 3	Year 4	Year 5	Year 6	Year 7
	80%	85%	87.50%	90%	92.50%	95%	97.50%	100%
	\$49,939.20	\$53,060.40	\$54,621.00	\$56,181.60	\$57,742.20	\$59,302.80	\$60,863.40	\$62,424.00

LIEUTENANT/A-EMT- P

	Year 4	Year 5	Year 6	Year 7
	92.50%	95%	97.50%	100%
	\$59,440.50	\$61,047.00	\$62,653.50	\$64,260.00
	Year 4	Year 5	Year 6	Year 7
	92.50%	95%	97.50%	100%
	\$60,629.31	\$62,267.94	\$63,906.57	\$65,545.20

CAPTAIN/ A-EMT- P

Year 6	Year 7
97.50%	100%
\$65,786.18	\$67,473.00

Year 6	Year 7
97.50%	100%
\$67,101.90	\$68,822.46